AGREEMENT

Between

The Connecticut Valley Electric Exchange (CONVEX)

and

The International Brotherhood of Electrical Workers

Local Union 457 AFL-CIO

September 1, 2017 to September 1, 2021

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PREAMBLE

AGREEMENT entered into as of the first day of September, **2017**, between Connecticut Valley Electric Exchange, herein referred to as The “Company” and LOCAL UNION NO. 457 of the INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS hereinafter referred to as The “Union”. In respect to the bargaining unit as certified by proper authority for the purposes of collective bargaining with regard to rates of pay, hours of work, and other conditions of employment, this Agreement shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns should be bound by the terms of this Agreement.

ARTICLE I
RECOGNITION

The Company recognizes the Union as the exclusive representative for all employees in the job classifications listed in Article XXIII as certified by the National Labor Relations Board Case No. 34-RC-1880 on March 21, 2001. The Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director- Labor Relations.

ARTICLE II
DEFINITION OF AN EMPLOYEE

The word “employee” as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired on a full time basis for work in an established job classification.

ARTICLE III
NON-DISCRIMINATION

1. The Union agrees, on behalf of members of the bargaining unit, that employees will continue to individually and collectively perform efficient work and service, and that he/she will avoid and discourage waste of materials, time and manpower, and that he/she will use their influence and best efforts to protect the property of the company and its interests and to prevent loss of tools and materials, and that he/she will cooperate with the Company in promoting and advancing the welfare of the Company and the service it provides at all times.

2. The Company and Union agree to continue their cooperative efforts to promote safety, reliability, efficiency, and harmony in the workplace.

3. The Company and the Union will continue their policy of non-discrimination towards all employees with respect to race, color, religion, national origin, age, sex, disability, marital status, or status as a disabled veteran or a veteran of the Vietnam era.

4. The Company agrees that it will not discriminate against any member of the Union.

ARTICLE IV
UNION MEMBERSHIP/UNION DUES

1. All current employees in the bargaining unit who become members of the Union after the effective date of this Agreement shall, as a condition of employment, be required to remain members in good standing during the term of this Agreement.

2. All employees hired or transferred after the effective date of this Agreement shall be required, as a condition of employment, to become members of the Union and maintain their membership in good standing within 30 days after the effective date of this Agreement or their date of employment, whichever is later.

3. Good standing shall mean the tender of periodic dues and the payment of an initiation fee uniformly required as a condition of membership in the Union.

4. The Local Union shall notify the Company, in writing, of its amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, The Local Union shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

5. Upon receipt of individual written authorization and assignment from employees who are or become members of the Union pursuant to this article, the Company will make a single deduction for the initiation fee and in addition, will deduct required monthly union due from the employees' wages on a weekly basis and remit monthly to The Local Union officers designated in writing by the Union. If employees are transferred out of the bargaining unit, their authorization for the payroll deduction of union dues will automatically become void at the end of the calendar month within which their transfer is effective.

6. The Company will deduct from the wages of each employee on a pay period basis from whom it receives authorization, voluntary contributions to the Union's COPE fund. Such deductions shall be remitted to the financial secretary of the Union, monthly, along with a list of employees and amounts so deducted.

ARTICLE V
MANAGEMENT RIGHTS

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE VI
SENIORITY

Seniority which employees accumulate is of three types:

a) Total length of continuous time served with the Company (CONVEX) shall be known as "Company seniority."

b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as Classification Seniority. Any employee who is transferred out of the bargaining unit and subsequently transferred back into the bargaining unit, the employee's classification seniority date will be the date of transfer back into the bargaining unit.

c) Each exempt job classification in Appendix A has separate classification seniority. Employees moving from one job classification to another will start at the lowest job classification seniority for the new job classification, beginning on the day they were transferred into the new job, with the exception of when a Transmission Coordinator accepts a System Operation Supervisor position, the employee will be placed at the lowest classification seniority for a senior System Operation Supervisor **12A**, provided the employee has previously held that position **or the equivalent**.

d) Total length of continuous time served with this Company (CONVEX), and system companies, shall be known as System Seniority.

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

Employees, hired or transferred shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during his probation period as defined above shall become a regular employee at the end of the probationary period and his seniority shall start from the date of hiring. A regular employee shall lose his seniority status if he resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in this Article.

PROMOTION

1. Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion from operator to coordinator.

2. When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having the greatest Classification Seniority in the normal sequence of promotion on a local departmental basis. If this employee is qualified as evidenced by his skill, efficiency, knowledge, ability and acceptable performance in training he will be given the promotion. If the employee having the greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority.

RETROGRESSION

If it is definitely established that (1) a regular employee is incapable of performing the duties of his job classification because of an injury sustained in the employ of the Company, or (2) a regular employee having five or more years of continuous service is incapable of performing the duties of his job classification because of a disability or infirmity arising from natural causes and he is assigned to a lower job classification within his ability to perform, a special basic rate of pay will be established for him as follows:

For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he is reassigned by the product of five percent times his years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification.

For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

ARTICLE VII
HOLIDAYS

1. New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason.

Exempt

a. Each employee shall be granted 8 hours time off with pay for each company observed holiday.

b. When a company observed holiday falls on an employee's day off, he/she will receive an equivalent day off in lieu of a paid holiday. With supervisory approval, the employee will schedule an equivalent day off on a day the employee is normally scheduled to work and it should be within thirty (30) days of the holiday.

c. If an employee is scheduled to work on a company observed holiday, he/she shall be granted a day off in lieu thereof or at the discretion of the Company, an employee may be paid 8 hours holiday pay at their basic straight time rate.

d. An employee who works his/her normal schedule on a company observed holiday shall receive **an additional rate of .7 times their hourly base pay rate** for all hours worked.

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e. When an employee is required to work on a company observed holiday outside of an employee's normal schedule, the Company will pay the employee at an overtime rate of 1.**7** times their hourly base pay rate for all hours worked on the holiday outside their normal work schedule.

3. When a company-observed holiday falls on a Sunday, the following Monday is recognized, for pay purposes, as the holiday. However, for employees required to work a Sunday holiday as part of their normal assigned schedule, the holiday is observed on that Sunday.

4. When a company-observed holiday falls on a Saturday, the preceding Friday is recognized, for pay purposes, as the holiday. However, for employees required to work a Saturday holiday as part of their normal assigned schedule, the holiday is observed on that Saturday.

5. The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If Christmas Day falls on a weekend day or a Monday, the 4 hours will be allowed in a manner consistent with the rest of the Company.

If it is determined by the Company that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

6. Holiday(s) will accrue during an employee's time on Short Term Disability.

ARTICLE VIII
SAFETY

1. The parties agree that safety is a matter of paramount importance, and that safety rules and regulations prescribed by the Company or law, that are applicable to the industry, shall be complied with by the employees and the Company.

2. The Company shall provide protective devices and equipment and necessary instruction as required to complete work assignments. **The Company shall provide a two hundred and fifty dollar ($250) FR clothing allowance to each employee during the term of the Agreement.**

The Company shall provide a two hundred dollar ($200) allowance to each employee toward the purchase of one or more pair per year of safety footwear in accordance with the Company's safety footwear standards.

ARTICLE IX
EMPLOYEE BENEFITS

It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the **Eversource Pension** Plan for the term of this Agreement for employees hired prior to December 31, 2008, and to offer the K-Vantage Benefit to employees hired after December 31, 2008. K-Vantage will also be available to employees hired prior to December 31, 2008, who have chosen K-Vantage in lieu of additional service and earnings credits under the **Eversource Pension** Plan. It is understood and agreed by the Union and the Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

ARTICLE X
NO STRIKES AND NO LOCK-OUTS

During the term of this agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article XVI.

ARTICLE XI
COMPLIANCE WITH LAW

No provision of this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a

lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purpose of Articles XVI or XVII.

ARTICLE XII
ABSENCE DUE TO NON-OCCUPATIONAL ILLNESS OR INJURY

The base pay of an employee absent from work because of non-occupational illness or injury will be continued based on the following:

Continuous Service	**Weeks of Full Pay**
Less than 2 years	Up to 2 weeks
For 2 years but less than 3 years	Up to 4 weeks
For 3 years but less than 4 years	Up to 6 weeks
For 4 years but less than 5 years	Up to 8 weeks
For 5 years but less than 10 years	Up to 10 weeks
For 10 years or longer	Up to 1 week for each year of Continuous service

ELIGIBILITY PERIOD

The eligibility period for maximum annual payments for absence due to no occupational sickness or injury is based on a calendar year- January 1 to December 31 and is not cumulative.

In case of a disability continuing from one calendar year to a succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit at the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

When an employee is absent from work because of illness or disability, the employee shall notify their immediate supervisor as soon as possible indicating the nature of the illness or disability and the estimated length of absence. Failure to so report may be cause to consider the absence as unauthorized and without pay.

It is the employee's responsibility to keep the supervisor informed concerning the illness or disability and the employee's progress.

In connection with absence due to non-occupational sickness or injury, the Company reserves the right:

1. To verify the illness or accident through its own medical staff and/or by requiring employees to furnish a statement from their own physician.

2. To deny pay when the illness or injury is the result of the employee's misconduct or when an illness or injury is sustained while the employee is engaged in work for another employer or while gainfully self-employed.

3. To deny pay for absence in any case where an employee has a record of excessive absenteeism.

Incumbent employees as of January 1, 2015 will keep their sick time allotment in accordance with this article. In addition, they will have a one-time opportunity (by October 17, 2014) to opt into the Sick Leave Wage Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Nonoccupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first six weeks of short term disability will be paid at 100% of base pay
- Up to 19 additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

ARTICLE XIII
VACATIONS

Section 1: Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

1.(c) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

1.(d) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

Section 2: Requests for Extended Vacation. Requests to extend vacation periods beyond the entitlement will be handled as requests for leave of absence and will normally be without pay.

Section 3: Military Leave. If an employee is granted a military leave of absence due to enlisting or being drafted, he/she is eligible for full vacation based on credited years of service, for the calendar year in which the military leave begins. If an employee is unable to take vacation before the last workday, he/she will receive base pay due in lieu of vacation.

Section 4: Returning from Leave of Absence. If an employee returns from leave of absence of more than six months duration before June 1 of the calendar year, he/she is eligible for full vacation for that calendar year. If an employee returns after June 1, he/she will be eligible for one tenth of the vacation entitlement for that year for each full month remaining in that calendar year to include the month of return.

Section 5: Vacation Eligibility. Vacation eligibility upon termination is as follows:

a) In the year of retirement, an employee must take full vacation before the official retirement date. Exceptions to this provision require Manager, Human Resources approval. An employee retiring on February 1 of any year will be permitted to take vacation entitlement for that year immediately prior and contiguous to February 1.

b) If an employee classified as “regular” terminates employment voluntarily or involuntarily, he/she will be credited with any vacation that would have been earned but not taken in that year plus carry over.

Except for 5.a. above, if the employee leaves between January 1 and June 1, the vacation entitlement for that year will be prorated at one fifth of the total vacation allowance for each full or partial month worked.

If an employee leaves after June 1, he/she will be entitled to full vacation.

c) When termination is due to death, the designated beneficiary will receive base pay in lieu of any unused portion of vacation.

d) An employee classified as probationary is ineligible for vacation if he/she voluntarily terminates or is involuntarily terminated.

Section 6: Vacation Schedules. The employee's supervisor must approve vacation schedules. Approval will be based on employee preference, operating requirements of the Company, and length of service of the employee.

If an employee's vacation entitlement is more than two weeks, the third, fourth, and fifth weeks may not necessarily be authorized as consecutive or continuous with the first two weeks. Any request for a vacation period longer than two weeks must be scheduled and approved by department management.

Section 7: Selection Process. On or before November 1st of each year, the Company will post a twelve (12) month work schedule effective January 1st through December 31st of the next year.

On or before November 15th, each System Operator will submit their vacation request for the first two weeks of vacation entitlement to their supervisor.

On or before December 1st, the Company will post a revised work schedule to include the first two weeks of vacation entitlement.

On or before December 15th, each System Operator will submit their vacation request for the third, fourth, and fifth weeks of vacation entitlement to their supervisor.

On or before January 1st, the Company will post a revised work schedule, which will include vacation entitlements for the entire year.

Section 8: Unused Vacation. Vacation that cannot be used within any calendar year due to verified incapacitating illness or company operating requirements may, with management approval be carried over to the next calendar year. No more than 80 hours may be carried over, and they will be forfeited if not used in the calendar year after they are earned.

If, during the normally scheduled vacation, an employee suffers a serious incapacitating illness or injury, that portion of the vacation period may be rescheduled at the option of the Company. It is the employee's responsibility to notify their supervisor of such illness or injury as soon as possible and furnish verification from the attending physician upon request.

If, during an employee's vacation, a death in the immediate family occurs and time off would have been granted in accordance with Article XVIII, that part of the vacation may be rescheduled.

Section 9: Company-Observed Holiday(s). If a company observed holiday(s) falls within an employee's vacation, an additional day(s) of vacation will be granted.

ARTICLE XIV
JURY DUTY

Regular employees called to jury duty will be granted time off from regularly scheduled work time and be paid the difference between their normal basic wages and jury duty fees during the period of jury duty.

ARTICLE XV
JOB CLASSIFICATION

Each employee will be assigned a job classification, the duties for which the employee has the necessary qualifications, is competent to perform and which generally reflects the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification to meet the Company's service requirements.

ARTICLE XVI
GRIEVANCES

Any complaint involving the interpretation, application or claim of violation of a provision of the Agreement made by an employee to his foreman or immediate supervisor concerning his wages, hours or working conditions, which is accompanied by a request for an answer, will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local Union, an employee from within the area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with him in Step One, or for a Business Manager or his designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or his designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

STEP ONE
The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the foreman or immediate supervisor as promptly as possible following the incident which caused it. The foreman or immediate supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven days of the date of presentation. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement): from the date of presentation in this Step.

STEP TWO
The Business Manager or Assistant Business Manger shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances

causing it. The Manager concerned or his designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager or his designated representative, other Management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both. In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension my mutual agreement), from the date of the claimed violation.
If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

STEP THREE
The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director- Labor Relations. The letter shall refer the grievance to a joint committee consisting of:

a) Three representatives appointed by the Company, and
b) Three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or his designated representatives. In addition and International Representative may be present in this Step in an advisory capacity to the Local Union.

The joint committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director- Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the Grievance procedure, a “Union Grievance” or a “Company Grievance” may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company has been violated. If a “Union Grievance” is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a “Company Grievance” is initiated, the Director- Labor Relations shall forward it to the Business Manager of the Local Union who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE XVII
ARBITRATION

1. Any grievance, as defined in Article XVI of this Agreement that has been properly and timely processed through the grievance procedure set forth in Article XVI of this Agreement and that has not been settled at the conclusion thereof, may be appealed to arbitration buy the Union serving the Company with written notice of its intent to appeal.

The failure to appeal a grievance to arbitration in accordance with the Article within thirty (30) calendar days after receipt of the written answer of the Company at Step 3 of the grievance procedure set forth in Article XVI of this Agreement shall constitute a waiver of the Union's right to appeal to arbitration and the written answer of the grievance procedure shall be final and binding on the aggrieved employee, the Company, and the Union.

2. Not later than fifteen (15) calendar days after, either the Union or the Company may submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company.

3. The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation or application of the provisions of this Agreement. They shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement, or to establish or alter any wage rate or wage structure. The arbitrator shall not hear or decide more than one (1) grievance at a time without the mutual consent of the Company and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his/her jurisdiction and authority shall be final and binding on the aggrieved employee, the Union, and the Company.

4. The fee of the American Arbitration Association and the fees and expenses of the arbitrator shall be shared equally by the Company and the Union.

ARTICLE XVIII
FUNERAL LEAVE

Employees will be allowed time off with basic straight-time wages under the following conditions:

1. When the deceased is a member of an employee's immediate family, the employee will be allowed necessary time off to make arrangements and attend the funeral. Such time off will not exceed three normal scheduled workdays and should not extend beyond the date of the funeral. In addition, if an employee is called from work on the date of death, the employee will be allowed time off with basic straight-time wages for that part of the employee's normal schedule not worked on that day. The immediate family, including stepfamily, is defined to include the employees wife, husband, son, daughter, father, father-in-law, mother, mother-in-law, sister, brother, grandmother, grandfather, and grandchildren, or one who is considered a member of the family and living in the employee's home

2. When the deceased is an employee's brother-in-law, sister-in-law, aunt, or uncle, the employee will be allowed necessary time off up to **one day** to attend the funeral.

ARTICLE XIX
WORKDAY-WORKWEEK-SHIFT WORKERS

NONEXEMPT

For purposes of this Agreement a day worker is one whose basic work week is Monday through Friday, between the hours of 6 a.m. and 6 p.m.

1. Employees assigned to work between the hours of 6:00 p.m. and 6:00 a.m. as part of his/her basic work schedule will have a premium of two dollars ($2.00) added to his/her basic and overtime hours worked within that schedule.

2. When employees are assigned to work on Sunday as part of his/her basic work schedule, a premium of 25% of the basic straight time rate will be added to his/her basic straight time rate for all hours worked on Sundays on a normal schedule by shift workers. Employees required to work in excess of his/her scheduled eight (8) hours on a Sunday will be paid at double time for all such hours worked.

3. When employees are assigned to work on Sunday as part of his/her basic work schedule, a premium of 25% of the basic straight time rate will be added to his/her basic straight time rate for all hours worked on Sundays on a normal schedule by shift workers. Shift or Scheduled workers required to work in excess of his/her scheduled eight (8) hours on a Sunday, and workers who are required to work on a Sunday outside of their normal schedule will be paid at double time for all such hours worked.

Exempt

Employees assigned to a special work schedule involving a full rotating shift which includes Sundays and holidays, will receive an annual shift **and turnover adder as follows:**

September 1, 2017	**$7,500.00**
September 1, 2019	**$8,000.00**
September 1, 2020	**$8,500.00**

ARTICLE XX
MEALS AND EXPENSE

1. When required to work distant from his base area, employees will be paid expense and travel allowances as follows:

a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1 or Section 3 of this Article is applicable, an employee required to make his own arrangements to report to a job location including all training assignments outside his base area will be paid a daily expense allowance as provided under one of following Plans:

Plan A - If the distance one way is twenty-five miles or less; **$29.73** per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; **$52.68** per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; **$60.25** per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; **$64.82** per day.

When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; **$25.55** per day.

Plan F - If the distance one way is over thirty miles; **$35.08** per day.

For the purposes of the above plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job location involved.

3. Employees not covered by the expense plans in section 2 of this article who are authorized by their supervisor to use their personal vehicle on Company business will be reimbursed at the current NU mileage reimbursement rate, and in a manner consistent with company mileage reporting practices. This rate may be changed by the company without advanced notification.

4. Employees not covered by the expense plans in section 2 of this article, may be entitled to a company provided meal if they are on authorized business travel, or if they have worked in excess of 2 hours of unplanned overtime and are authorized by their supervisor to have a company provided meal. Meals will be paid for by the employee and will be submitted for reimbursement through the company expense reporting procedure. The employee's supervisor may reject unreasonable expenses.

Nonexempt

Employees who are assigned by the Company to be available outside their normal schedule hours will be paid one and one-half hours at basic straight-time rates for each twenty-four-hour period, or part thereof, for each Monday-Friday so assigned.

Employees who are assigned by the Company to be available outside their normal schedule hours will be paid three hours at basic straight-time rates for each twenty-four-hour period, or part thereof, for each Saturday, Sunday, or holiday so assigned. If the above-referenced assignment spans over a twenty-four-period in which two different pay entitlements are incurred, the employee shall receive one payment - the greater of the two. Employees may not receive more than one (1) on-call payment for any twenty-four-hour period so assigned. Employees may not receive more than seven (7) on-call payments in a seven day period, with no more than two 3 hour payments of any weekend call payments.

ARTICLE XXI
OVERTIME

NONEXEMPT

1. All hours worked in excess of eight hours per day or the basic forty hours per week, will be paid for at one and one-half straight time rates except when other overtime rates, premium rates or holiday rates are applicable.

2. Employees shall be paid time and one-half for all time worked outside of their normal work schedule.

3. All time worked on holidays recognized under this Agreement shall be paid at time and one-half, except where the time worked is outside the employee's normal scheduled workday in which case the time shall be paid at double time. Such payment will be in addition to holiday pay.

4. If an employee is required to work beyond sixteen consecutive hours, such employee will be paid at double the straight time for rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours for the purpose of this section.

5. There shall be no duplication or pyramiding of premium pay or of overtime on a daily or weekly basis. Overtime or premium rates shall be paid for only once. No employee shall be paid both daily and weekly overtime for the same hours worked nor otherwise paid more than once for the same hours worked. If a provision for double time and time and one-half both apply to the same period of time worked, the double time provision shall be applied.

Exempt

1. Employees authorized to work overtime will be paid at an overtime rate of 1.4 times their hourly base pay rate for all hours worked outside their regular work schedule from the first hour **except for holidays**.

DISTRIBUTION

1. Insofar as practicable, overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

ARTICLE XXII
REST TIME

NONEXEMPT

1. Employees called out, who work more than two (2) hours during the eight (8) hour period immediately preceding the starting time of their next normal schedule, will be allowed rest time, whenever possible, during their normal schedule without loss of normal wages.

2. The rest time shall be equivalent to the time worked plus any time allowed off for meals during the eight (8) hour period and will be paid for a straight time rates. When service requirements will not permit allowing all of the earned rest time off, that part worked will be paid for at double straight time rates.

ARTICLE XXIII
WAGES

1. The job classifications covered by this Agreement are:

Transmission Coordinator
Chief of Shift
Senior System Operations Supervisor **A**
Senior System Operations Supervisor B
System Operations Supervisor **A**
Systems Operation Supervisor B
Associate System Operations Supervisor
Senior Engineering Technician
System Operations Supervisor Trainee
Engineering Technician A
Engineering Technician B
Engineering Technician C
Technical Procedure Writer

2. All employees will be reviewed annually. The Company's determination on such reviews shall not be subject to grievance or arbitration.

3. The wage rates, effective **September 1, 2017, September 1, 2018, September 1, 2019 and September 1, 2020,** shall be as provided in Appendix "A".

ARTICLE XXIV
GENERAL

Section 1: Wages While Negotiating. During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to one (1) employee representative of the Union for time lost from their normal work schedules while attending meetings with company representatives.

Section 2: Work Schedule During Negotiations. The negotiating committee representative assigned to work schedules with hours directly preceding or directly following the time during which a negotiation meeting with the Company takes place, will be rescheduled to accommodate the negotiating process. the Company will exercise its right to schedule and/or assign work in order to minimize disruption of operations and cost to the Company while at the same time accommodating the negotiating process.

ARTICLE XXV
CONTRACT WORK

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XXVI
EXTENT OF AGREEMENT

All benefits or other conditions of employment in existence by long-standing practice on the effective date of this agreement and not specifically referred to and covered by this agreement will not be subject to major change or eliminated during the term of this agreement.

ARTICLE XXVII
TERMINATION OF AGREEMENT

Section 1: Term of Agreement. Except as otherwise provided, this Agreement shall become effective as of September 1, **2017** and shall remain in full force and effect until September 1, **2021**, and shall automatically renew itself from year to year until terminated by either party as herein provided.

Section 2: Notice. In the event that either party shall desire to terminate this Agreement or any renewal thereof, it shall give written notice to the other party by certified mail at least sixty (60) days prior to the expiration or renewal date that it desires to terminate the Agreement.

If notice is given as provided above, it shall be addressed to, respectively:

Manager, Labor Relations
NUSCO **d/b/a Eversource Energy**
PO Box 270
Hartford, CT 06141

Local Union 457, IBEW
Business Manager/Financial Secretary
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

In witness whereof the parties hereto have caused this Agreement to be executed by their duly authorized representative on this

FOR THE UNION:

/s/_____ Date: 1/31/2018
John Fernandes
Business Manager
IBEW - Local 457

FOR THE COMPANY:

/s/_____ Date: 1/31/18
Joseph C. Picone
Manager, Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/_____ Date:
Lonnie R. Stephenson
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
3/16/2018
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2017
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	13C	129,604.90
Chief of Shift	13C	129,604.90
Senior Systems Operation Supervisor	12A	121,673.90
Senior Systems Operation Supervisor	12B	117,420.00
Systems Operations Supervisor	11A	112,280.30
Systems Operations Supervisor	11B	108,150.00
Technical Procedure Writer	11CT	112,280.30
Associate Systems Operations Supervisor	10C	103,000.00
Senior Engineering Technician	08C	100,661.09
Systems Operations Supervisor Trainee	07C	78,254.00

System Operator Rate Progression	
Associate System Operator 10C	Hire
System Operations Supervisor 11B	Upon Qualification
System Operations Supervisor 11A	18 Months as 11B
Senior System Operations Supervisor 12B	18 Months as 11A
Senior System Operations Supervisor 12A	1 Year as 12B
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2017
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,043.39
Engineering Technician C	C2	12	1,093.86
Engineering Technician B	B3	24	1,181.41
Engineering Technician B	B4	36	1,241.15
Engineering Technician B	B5	48	1,302.95
Engineering Technician A	A6	60	1,404.92
Engineering Technician A	A7	72	1,474.96
Engineering Technician A	A8	84	1,551.18
Engineering Technician A	A9	96	1,631.52

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2018
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	13C	133,169.03
Chief of Shift	13C	133,169.03
Senior Systems Operation Supervisor	12A	125,019.93
Senior Systems Operation Supervisor	12B	120,649.05
Systems Operations Supervisor	11A	115,368.01
Systems Operations Supervisor	11B	111,124.13
Technical Procedure Writer	11CT	115,368.01
Associate Systems Operations Supervisor	10C	105,832.50
Senior Engineering Technician	08C	103,429.27
Systems Operations Supervisor Trainee	07C	80,405.99

System Operator Rate Progression	
Associate System Operator 10C	Hire
System Operations Supervisor 11B	Upon Qualification
System Operations Supervisor 11A	18 Months as 11B
Senior System Operations Supervisor 12B	18 Months as 11A
Senior System Operations Supervisor 12A	1 Year as 12B
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2018
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,072.08
Engineering Technician C	C2	12	1,123.94
Engineering Technician B	B3	24	1,213.90
Engineering Technician B	B4	36	1,275.28
Engineering Technician B	B5	48	1,338.78
Engineering Technician A	A6	60	1,443.56
Engineering Technician A	A7	72	1,515.52
Engineering Technician A	A8	84	1,593.84
Engineering Technician A	A9	96	1,676.39

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2019
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	13C	136,831.18
Chief of Shift	13C	136,831.18
Senior Systems Operation Supervisor	12A	128,457.98
Senior Systems Operation Supervisor	12B	123,966.90
Systems Operations Supervisor	11A	118,540.63
Systems Operations Supervisor	11B	114,180.04
Technical Procedure Writer	11CT	118,540.63
Associate Systems Operations Supervisor	10C	108,742.89
Senior Engineering Technician	08C	106,273.57
Systems Operations Supervisor Trainee	07C	82,617.15

System Operator Rate Progression	
Associate System Operator 10C	Hire
System Operations Supervisor 11B	Upon Qualification
System Operations Supervisor 11A	18 Months as 11B
Senior System Operations Supervisor 12B	18 Months as 11A
Senior System Operations Supervisor 12A	1 Year as 12B
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2019
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,101.57
Engineering Technician C	C2	12	1,154.85
Engineering Technician B	B3	24	1,247.28
Engineering Technician B	B4	36	1,310.35
Engineering Technician B	B5	48	1,375.60
Engineering Technician A	A6	60	1,483.25
Engineering Technician A	A7	72	1,557.20
Engineering Technician A	A8	84	1,637.67
Engineering Technician A	A9	96	1,722.49

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2020
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	13C	140,594.04
Chief of Shift	13C	140,594.04
Senior Systems Operation Supervisor	12A	131,990.57
Senior Systems Operation Supervisor	12B	127,375.99
Systems Operations Supervisor	11A	121,800.50
Systems Operations Supervisor	11B	117,319.99
Technical Procedure Writer	11CT	121,800.50
Associate Systems Operations Supervisor	10C	111,733.32
Senior Engineering Technician	08C	109,196.09
Systems Operations Supervisor Trainee	07C	84,889.12

System Operator Rate Progression	
Associate System Operator 10C	Hire
System Operations Supervisor 11B	Upon Qualification
System Operations Supervisor 11A	18 Months as 11B
Senior System Operations Supervisor 12B	18 Months as 11A
Senior System Operations Supervisor 12A	1 Year as 12B
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2020
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,131.86
Engineering Technician C	C2	12	1,186.61
Engineering Technician B	B3	24	1,281.58
Engineering Technician B	B4	36	1,346.39
Engineering Technician B	B5	48	1,413.43
Engineering Technician A	A6	60	1,524.04
Engineering Technician A	A7	72	1,600.02
Engineering Technician A	A8	84	1,682.70
Engineering Technician A	A9	96	1,769.86

APPENDIX B
Initiation Fee and Dues Deduction Authorization Form

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a weekly basis. Deductions will be made only when authorized on the forms provided.

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.

OCCUPATION	TO BE FILLED IN BY COMPANY ▶ PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

Topics

TOPIC: Temporary Upgrade to Chief of Shift

A **fifty** dollar (**$50.00**), per shift adder will be paid to a System Operations Supervisor or Senior System Operations Supervisor, when assigned by supervision to serve in the capacity of Chief of Shift. During the shift the Chief of Shift has the authority and responsibility to make operational decisions and directions as required to ensure safe, reliable and economical dispatch of the CONVEX interconnected transmission bulk power system in accordance with the associated operating procedures and instructions. The Chief of Shift is also responsible for the proper operational shift relief/turnovers including exchange of pertinent information required to maintain operational safety and reliability. This also includes the authority to mobilize additional resources as necessary or required to respond to abnormal system conditions.

1. Scope of Assignment
In addition to normal work duties, interfaces with internal and external customers/clients, and provides direction and decision-making when needed.

2. Selection of Employees
The employee with the greatest departmental seniority in the following order will be assigned.

Senior System Operations Supervisor	Grade 12A
Senior System Operations Supervisor	Grade 12B
System Operations Supervisor	Grade 11A
System Operations Supervisor	Grade 11B

NOTE: In the event employees have the same date (departmental seniority), the employee with the most system seniority will be assigned. In the event employees have the same departmental and system seniority, the employee with the earlier birth date will be selected.

NERC Certification

Previously agreed to language from the 2008-2011 Contract summary.

The Company and union agree that the company will limit the number of NERC Certification re-tests following failing grades to two re-tests, which may include extension of probation period for new hires. Employees who do not pass the NERC Certification test will be deemed unqualified, and will be subject to discharge, pursuant to Company practice.

Employees who fail to demonstrate proficiency in reliability related task testing will after remedial training, be considered unqualified for their job and will be addressed by the company in accordance with normal practice.

The Company and Union agree to meet and discuss any employee related changes in NERC Certification requirements that may be implemented during the term of this contract. These meetings are intended to be informational and to assist the union in determining the impact of any changes on the bargaining unit members. Additionally, these meetings are outside of the negotiations and grievance process.

TOPIC: ADOPTION ASSISTANCE BENEFIT

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses employees actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave
Employees are eligible for company-paid adoption leave after completing three months of employment with Eversource. An employee's pay during the duration of his or her adoption leave will be based on his or her base pay in effect on the day the leave starts.

An employee must give his or her supervisor at least three months written notice of the date the leave will start and when the employee expects to return to work. If an employee is also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave
Adoption leave begins on the date the child is received into an employee's home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	Maximum Amount of Leave*
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

AGREEMENT

Between

The Connecticut Valley Electric Exchange
(CONVEX)

and

The International Brotherhood of Electrical Workers

Local Union 457 AFL-CIO

September 1, 2021 to September 1, 2024

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PREAMBLE

AGREEMENT entered into as of the first day of September, **2021**, between Connecticut Valley Electric Exchange, herein referred to as The "Company" and LOCAL UNION NO. 457 of the INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS hereinafter referred to as The "Union". In respect to the bargaining unit as certified by proper authority for the purposes of collective bargaining with regard to rates of pay, hours of work, and other conditions of employment, this Agreement shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns should be bound by the terms of this Agreement.

ARTICLE I
RECOGNITION

The Company recognizes the Union as the exclusive representative for all employees in the job classifications listed in Article XXIII as certified by the National Labor Relations Board Case No. 34-RC-1880 on March 21, 2001. The Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director- Labor Relations.

ARTICLE II
DEFINITION OF AN EMPLOYEE

The word "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired on a full time basis for work in an established job classification.

ARTICLE III
NON-DISCRIMINATION

1. The Union agrees, on behalf of members of the bargaining unit, that employees will continue to individually and collectively perform efficient work and service, and that he/she will avoid and discourage waste of materials, time and manpower, and that he/she will use their influence and best efforts to protect the property of the company and its interests and to prevent loss of tools and materials, and that he/she will cooperate with the Company in promoting and advancing the welfare of the Company and the service it provides at all times.

2. The Company and Union agree to continue their cooperative efforts to promote safety, reliability, efficiency, and harmony in the workplace.

3. The Company and the Union will continue their policy of non-discrimination towards all employees with respect to race, color, religion, national origin, age, sex, disability, marital status, or status as a disabled veteran or a veteran of the Vietnam era.

4. The Company agrees that it will not discriminate against any member of the Union.

ARTICLE IV
UNION MEMBERSHIP/UNION DUES

1. All current employees in the bargaining unit who become members of the Union after the effective date of this Agreement shall, as a condition of employment, be required to remain members in good standing during the term of this Agreement.

2. All employees hired or transferred after the effective date of this Agreement shall be required, as a condition of employment, to become members of the Union and maintain their membership in good standing within 30 days after the effective date of this Agreement or their date of employment, whichever is later.

3. Good standing shall mean the tender of periodic dues and the payment of an initiation fee uniformly required as a condition of membership in the Union.

4. The Local Union shall notify the Company, in writing, of its amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, The Local Union shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

5. Upon receipt of individual written authorization and assignment from employees who are or become members of the Union pursuant to this article, the Company will make a single deduction for the initiation fee and in addition, will deduct required monthly union due from the employees' wages on a weekly basis and remit monthly to The Local Union officers designated in writing by the Union. If employees are transferred out of the bargaining unit, their authorization for the payroll deduction of union dues will automatically become void at the end of the calendar month within which their transfer is effective.

6. The Company will deduct from the wages of each employee on a pay period basis from whom it receives authorization, voluntary contributions to the Union's COPE fund. Such deductions shall be remitted to the financial secretary of the Union, monthly, along with a list of employees and amounts so deducted.

ARTICLE V
MANAGEMENT RIGHTS

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE VI
SENIORITY

Seniority which employees accumulate is of three types:

a) Total length of continuous time served with the Company (CONVEX) shall be known as "Company seniority."

b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as Classification Seniority. Any employee who is transferred out of the bargaining unit and subsequently transferred back into the bargaining unit, the employee's classification seniority date will be the date of transfer back into the bargaining unit.

c) Each exempt job classification in Appendix A has separate classification seniority. Employees moving from one job classification to another will start at the lowest job classification seniority for the new job classification, beginning on the day they were transferred into the new job, with the exception of when a Transmission Coordinator accepts a **Transmission System Operator** position, the employee will be placed at the lowest classification seniority for a **Senior Transmission System Operator** 12A, provided the employee has previously held that position or the equivalent.

d) Total length of continuous time served with this Company (CONVEX), and system companies, shall be known as System Seniority.

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

Employees hired or transferred shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during his probation period as defined above shall become a regular employee at the end of the probationary period and his seniority shall start from the date of hiring. A regular employee shall lose his seniority status if he resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in this Article.

PROMOTION

1. Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion from operator to coordinator.

2. When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having the greatest Classification Seniority in the normal sequence of promotion on a local departmental basis. If this employee is qualified as evidenced by his skill, efficiency, knowledge, ability and acceptable performance in training he will be given the promotion. If the employee having the greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority.

RETROGRESSION

If it is definitely established that (1) a regular employee is incapable of performing the duties of his job classification because of an injury sustained in the employ of the Company, or (2) a regular employee having five or more years of continuous service is incapable of performing the duties of his job classification because of a disability or infirmity arising from natural causes and he is assigned to a lower job classification within his ability to perform, a special basic rate of pay will be established for him as follows:

For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he is reassigned by the product of five percent times his years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification.

For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

VACANCY

The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. The Company's determinations of the qualifications of employees seeking the vacant position will be made on the same basis as for hiring new employees. Such determination of qualifications may include a formal assessment of skills needed to perform the role.

In the event two or more employees with basically equal qualifications apply for a vacancy, preference for placement will be determined by greater Company Seniority.

ARTICLE VII
HOLIDAYS

1. New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur

upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason.

Exempt

a. Each employee shall be granted 8 hours time off with pay for each company observed holiday.

b. When a company observed holiday falls on an employee's day off, he/she will receive an equivalent day off in lieu of a paid holiday. With supervisory approval, the employee will schedule an equivalent day off on a day the employee is normally scheduled to work and it should be within thirty (30) days of the holiday.

c. If an employee is scheduled to work on a company observed holiday, he/she shall be granted a day off in lieu thereof or at the discretion of the Company, an employee may be paid 8 hours holiday pay at their basic straight time rate.

d. An employee who works his/her normal schedule on a company observed holiday shall receive an additional rate of .7 times their hourly base pay rate for all hours worked.

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e. When an employee is required to work on a company observed holiday outside of an employee's normal schedule, the Company will pay the employee at an overtime rate of 1.7 times their hourly base pay rate for all hours worked on the holiday outside their normal work schedule.

3. When a company-observed holiday falls on a Sunday, the following Monday is recognized, for pay purposes, as the holiday. However, for employees required to work a Sunday holiday as part of their normal assigned schedule, the holiday is observed on that Sunday.

4. When a company-observed holiday falls on a Saturday, the preceding Friday is recognized, for pay purposes, as the holiday. However, for employees required to work a Saturday holiday as part of their normal assigned schedule, the holiday is observed on that Saturday.

5. The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If Christmas Day falls on a weekend day or a Monday, the 4 hours will be allowed in a manner consistent with the rest of the Company.

If it is determined by the Company that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

6. Holiday(s) will accrue during an employee's time on Short Term Disability.

ARTICLE VIII
SAFETY

1. The parties agree that safety is a matter of paramount importance, and that safety rules and regulations prescribed by the Company or law, that are applicable to the industry, shall be complied with by the employees and the Company.

2. The Company shall provide protective devices and equipment and necessary instruction as required to complete work assignments. The Company shall provide a two hundred and fifty dollar ($250) FR clothing allowance to each employee during the term of the Agreement.

The Company shall provide a two hundred dollar ($200) allowance to each employee toward the purchase of one or more pair per year of safety footwear in accordance with the Company's safety footwear standards.

ARTICLE IX
EMPLOYEE BENEFITS

It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the Eversource Pension Plan for the term of this Agreement for employees hired prior to December 31, 2008, and to offer the K-Vantage Benefit to employees hired after December 31, 2008. K-Vantage will also be available to employees hired prior to December 31, 2008, who have chosen K-Vantage in lieu of additional service and earnings credits under the Eversource Pension Plan. It is understood and agreed by the Union and the Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

ARTICLE X
NO STRIKES AND NO LOCK-OUTS

During the term of this agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article XVI.

ARTICLE XI
COMPLIANCE WITH LAW

No provision of this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purpose of Articles XVI or XVII.

ARTICLE XII
ABSENCE DUE TO NON-OCCUPATIONAL
ILLNESS OR INJURY

The base pay of an employee absent from work because of non-occupational illness or injury will be continued based on the following:

Continuous Service	**Weeks of Full Pay**
Less than 2 years	Up to 2 weeks
For 2 years but less than 3 years	Up to 4 weeks
For 3 years but less than 4 years	Up to 6 weeks
For 4 years but less than 5 years	Up to 8 weeks
For 5 years but less than 10 years	Up to 10 weeks
For 10 years or longer	Up to 1 week for each year of Continuous service

ELIGIBILITY PERIOD

The eligibility period for maximum annual payments for absence due to no occupational sickness or injury is based on a calendar year- January 1 to December 31 and is not cumulative.

In case of a disability continuing from one calendar year to a succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit at the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

When an employee is absent from work because of illness or disability, the employee shall notify their immediate supervisor as soon as possible indicating the nature of the illness or disability and the estimated length of absence. Failure to so report may be cause to consider the absence as unauthorized and without pay.

It is the employee's responsibility to keep the supervisor informed concerning the illness or disability and the employee's progress.

In connection with absence due to non-occupational sickness or injury, the Company reserves the right:

1. To verify the illness or accident through its own medical staff and/or by requiring employees to furnish a statement from their own physician.

2. To deny pay when the illness or injury is the result of the employee's misconduct or when an illness or injury is sustained while the employee is engaged in work for another employer or while gainfully self-employed.

3. To deny pay for absence in any case where an employee has a record of excessive absenteeism.

Incumbent employees as of January 1, 2015 will keep their sick time allotment in accordance with this article. In addition, they will have a one-time opportunity (by October 17, 2014) to opt into the Sick Leave Wage Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Nonoccupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first six weeks of short term disability will be paid at 100% of base pay
- Up to 19 additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

ARTICLE XIII
VACATIONS

Section 1: Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

1.(c) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

1.(d) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

Section 2: Requests for Extended Vacation. Requests to extend vacation periods beyond the entitlement will be handled as requests for leave of absence and will normally be without pay.

Section 3: Military Leave. If an employee is granted a military leave of absence due to enlisting or being drafted, he/she is eligible for full vacation based on credited years of service, for the calendar year in which the military leave begins. If an employee is unable to take vacation before the last workday, he/she will receive base pay due in lieu of vacation.

Section 4: Returning from Leave of Absence. If an employee returns from leave of absence of more than six months duration before June 1 of the calendar year, he/she is eligible for full vacation for that calendar year. If an employee returns after June 1, he/she will be eligible for one tenth of the vacation entitlement for that year for each full month remaining in that calendar year to include the month of return.

Section 5: Vacation Eligibility. Vacation eligibility upon termination is as follows:

a) In the year of retirement, an employee must take full vacation before the official retirement date. Exceptions to this provision require Manager, Human Resources approval. An employee retiring on February 1 of any year will be permitted to take vacation entitlement for that year immediately prior and contiguous to February 1.

b) If an employee classified as “regular” terminates employment voluntarily or involuntarily, he/she will be credited with any vacation that would have been earned but not taken in that year plus carry over.

Except for 5.a. above, if the employee leaves between January 1 and June 1, the vacation entitlement for that year will be prorated at one fifth of the total vacation allowance for each full or partial month worked.

If an employee leaves after June 1, he/she will be entitled to full vacation.

c) When termination is due to death, the designated beneficiary will receive base pay in lieu of any unused portion of vacation.

d) An employee classified as probationary is ineligible for vacation if he/she voluntarily terminates or is involuntarily terminated.

Section 6: Vacation Schedules. The employee’s supervisor must approve vacation schedules. Approval will be based on employee preference, operating requirements of the Company, and length of service of the employee.

If an employee’s vacation entitlement is more than two weeks, the third, fourth, and fifth weeks may not necessarily be authorized as consecutive or continuous with the first two weeks. Any request for a vacation period longer than two weeks must be scheduled and approved by department management.

Section 7: Selection Process. On or before November 1st of each year, the Company will post a twelve (12) month work schedule effective January 1st through December 31st of the next year.

On or before November 15th, each System Operator will submit their vacation request for the first two weeks of vacation entitlement to their supervisor.

On or before December 1st, the Company will post a revised work schedule to include the first two weeks of vacation entitlement.

On or before December 15th, each System Operator will submit their vacation request for the third, fourth, and fifth weeks of vacation entitlement to their supervisor.

On or before January 1st, the Company will post a revised work schedule, which will include vacation entitlements for the entire year.

Section 8: Unused Vacation. Vacation that cannot be used within any calendar year due to verified incapacitating illness or company operating requirements may, with management approval be carried over to the next calendar year. No more than 80 hours may be carried over, and they will be forfeited if not used in the calendar year after they are earned.

If, during the normally scheduled vacation, an employee suffers a serious incapacitating illness or injury, that portion of the vacation period may be rescheduled at the option of the Company. It is the employee’s responsibility to notify their supervisor of such illness or injury as soon as possible and furnish verification from the attending physician upon request.

If, during an employee's vacation, a death in the immediate family occurs and time off would have been granted in accordance with Article XVIII, that part of the vacation may be rescheduled.

Section 9: Company-Observed Holiday(s). If a company observed holiday(s) falls within an employee's vacation, an additional day(s) of vacation will be granted.

ARTICLE XIV
JURY DUTY

Regular employees called to jury duty will be granted time off from regularly scheduled work time and be paid the difference between their normal basic wages and jury duty fees during the period of jury duty.

ARTICLE XV
JOB CLASSIFICATION

Each employee will be assigned a job classification, the duties for which the employee has the necessary qualifications, is competent to perform and which generally reflects the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification to meet the Company's service requirements.

ARTICLE XVI
GRIEVANCES

Any complaint involving the interpretation, application or claim of violation of a provision of the Agreement made by an employee to his foreman or immediate supervisor concerning his wages, hours or working conditions, which is accompanied by a request for an answer, will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local Union, an employee from within the area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with him in Step One, or for a Business Manager or his designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or his designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

STEP ONE
The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the foreman or immediate supervisor as promptly as possible following the incident which caused it. The foreman or immediate supervisor will endeavor to settle it by giving

an answer as promptly as possible and within seven days of the date of presentation. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement): from the date of presentation in this Step.

STEP TWO

The Business Manager or Assistant Business Manger shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or his designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager or his designated representative, other Management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both. In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension my mutual agreement), from the date of the claimed violation.
If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

STEP THREE

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director- Labor Relations. The letter shall refer the grievance to a joint committee consisting of:

a) Three representatives appointed by the Company, and
b) Three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or his designated representatives. In addition and International Representative may be present in this Step in an advisory capacity to the Local Union.

The joint committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director- Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the Grievance procedure, a “Union Grievance” or a “Company Grievance” may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company has been violated. If a “Union Grievance” is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a “Company Grievance” is initiated, the Director- Labor Relations shall forward it to the Business Manager of the

Local Union who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE XVII
ARBITRATION

1. Any grievance, as defined in Article XVI of this Agreement that has been properly and timely processed through the grievance procedure set forth in Article XVI of this Agreement and that has not been settled at the conclusion thereof, may be appealed to arbitration buy the Union serving the Company with written notice of its intent to appeal.

The failure to appeal a grievance to arbitration in accordance with the Article within thirty (30) calendar days after receipt of the written answer of the Company at Step 3 of the grievance procedure set forth in Article XVI of this Agreement shall constitute a waiver of the Union's right to appeal to arbitration and the written answer of the grievance procedure shall be final and binding on the aggrieved employee, the Company, and the Union.

2. Not later than fifteen (15) calendar days after, either the Union or the Company may submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company.

3. The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation or application of the provisions of this Agreement. They shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement, or to establish or alter any wage rate or wage structure. The arbitrator shall not hear or decide more than one (1) grievance at a time without the mutual consent of the Company and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his/her jurisdiction and authority shall be final and binding on the aggrieved employee, the Union, and the Company.

4. The fee of the American Arbitration Association and the fees and expenses of the arbitrator shall be shared equally by the Company and the Union.

ARTICLE XVIII
FUNERAL LEAVE

Employees will be allowed time off with basic straight-time wages under the following conditions:

1. When the deceased is a member of an employee's immediate family, the employee will be allowed necessary time off to make arrangements and attend the

funeral. Such time off will not exceed three normal scheduled workdays and should not extend beyond the date of the funeral. In addition, if an employee is called from work on the date of death, the employee will be allowed time off with basic straight-time wages for that part of the employee's normal schedule not worked on that day. The immediate family, including stepfamily, is defined to include the employees wife, husband, son, daughter, father, father-in-law, mother, mother-in-law, sister, brother, grandmother, grandfather, and grandchildren, or one who is considered a member of the family and living in the employee's home

2. When the deceased is an employee's brother-in-law, sister-in-law, aunt, or uncle, the employee will be allowed necessary time off up to one day to attend the funeral.

ARTICLE XIX
WORKDAY-WORKWEEK-SHIFT WORKERS

NONEXEMPT

For purposes of this Agreement a day worker is one whose basic work week is Monday through Friday, between the hours of 6 a.m. and 6 p.m.

1. Employees assigned to work between the hours of 6:00 p.m. and 6:00 a.m. as part of his/her basic work schedule will have a premium of two dollars ($2.00) added to his/her basic and overtime hours worked within that schedule.

2. When employees are assigned to work on Sunday as part of his/her basic work schedule, a premium of 25% of the basic straight time rate will be added to his/her basic straight time rate for all hours worked on Sundays on a normal schedule by shift workers. Employees required to work in excess of his/her scheduled eight (8) hours on a Sunday will be paid at double time for all such hours worked.

3. When employees are assigned to work on Sunday as part of his/her basic work schedule, a premium of 25% of the basic straight time rate will be added to his/her basic straight time rate for all hours worked on Sundays on a normal schedule by shift workers. Shift or Scheduled workers required to work in excess of his/her scheduled eight (8) hours on a Sunday, and workers who are required to work on a Sunday outside of their normal schedule will be paid at double time for all such hours worked.

Exempt

Employees assigned to a special work schedule involving a full rotating shift which includes Sundays and holidays, will receive an annual shift and turnover adder as follows:

September 1, 2021	**$9,000.00**
September 1, 2022	**$9,500.00**
September 1, 2023	**$10,000.00**

ARTICLE XX
MEALS AND EXPENSE

1. When required to work distant from his base area, employees will be paid expense and travel allowances as follows:

a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1 or Section 3 of this Article is applicable, an employee required to make his own arrangements to report to a job location including all training assignments outside his base area will be paid a daily expense allowance as provided under one of following Plans:

Plan A - If the distance one way is twenty-five miles or less; $29.73 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $52.68 per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; $60.25 per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; $64.82 per day.

When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; $25.55 per day.

Plan F - If the distance one way is over thirty miles; $35.08 per day.

For the purposes of the above plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job location involved.

3. Employees not covered by the expense plans in section 2 of this article who are authorized by their supervisor to use their personal vehicle on Company business will be reimbursed at the current NU mileage reimbursement rate, and in a manner consistent with company mileage reporting practices. This rate may be changed by the company without advanced notification.

4. Employees not covered by the expense plans in section 2 of this article, may be entitled to a company provided meal if they are on authorized business travel, or if they have worked in excess of 2 hours of unplanned overtime and are authorized by their supervisor to have a company provided meal. Meals will be paid for by the employee and will be submitted for reimbursement through the company expense reporting procedure. The employee's supervisor may reject unreasonable expenses.

Nonexempt

Employees who are assigned by the Company to be available outside their normal schedule hours will be paid one and one-half hours at basic straight-time rates for each twenty-four-hour period, or part thereof, for each Monday-Friday so assigned.

Employees who are assigned by the Company to be available outside their normal schedule hours will be paid three hours at basic straight-time rates for each twenty-four-hour period, or part thereof, for each Saturday, Sunday, or holiday so assigned. If the above-referenced assignment spans over a twenty-four-period in which two different pay entitlements are incurred, the employee shall receive one payment - the greater of the two. Employees may not receive more than one (1) on-call payment for any twenty-four-hour period so assigned. Employees may not receive more than seven (7) on-call payments in a seven day period, with no more than two 3 hour payments of any weekend call payments.

ARTICLE XXI
OVERTIME

NONEXEMPT

1. All hours worked in excess of eight hours per day or the basic forty hours per week, will be paid for at one and one-half straight time rates except when other overtime rates, premium rates or holiday rates are applicable.

2. Employees shall be paid time and one-half for all time worked outside of their normal work schedule.

3. All time worked on holidays recognized under this Agreement shall be paid at time and one-half, except where the time worked is outside the employee's normal scheduled workday in which case the time shall be paid at double time. Such payment will be in addition to holiday pay.

4. If an employee is required to work beyond sixteen consecutive hours, such employee will be paid at double the straight time for rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours for the purpose of this section.

5. There shall be no duplication or pyramiding of premium pay or of overtime on a daily or weekly basis. Overtime or premium rates shall be paid for only once. No employee shall be paid both daily and weekly overtime for the same hours worked nor otherwise paid more than once for the same hours worked. If a provision for double time

and time and one-half both apply to the same period of time worked, the double time provision shall be applied.

Exempt

1. Employees authorized to work overtime will be paid at an overtime rate of 1.4 times their hourly base pay rate for all hours worked outside their regular work schedule from the first hour except for holidays.

DISTRIBUTION

1. Insofar as practicable, overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

ARTICLE XXII
REST TIME

NONEXEMPT

1. Employees called out, who work more than two (2) hours during the eight (8) hour period immediately preceding the starting time of their next normal schedule, will be allowed rest time, whenever possible, during their normal schedule without loss of normal wages.

2. The rest time shall be equivalent to the time worked plus any time allowed off for meals during the eight (8) hour period and will be paid for a straight time rates. When service requirements will not permit allowing all of the earned rest time off, that part worked will be paid for at double straight time rates.

ARTICLE XXIII
WAGES

1. The job classifications covered by this Agreement are:

Transmission Coordinator
Chief **Transmission System Operator**
Senior **Transmission System Operator** A
Senior **Transmission System Operator** B
System **Transmission System Operator** A
Systems **Transmission System Operator** B
Associate **Transmission System Operator**
Senior Engineering Technician
Transmission System Operator Trainee
Engineering Technician A
Engineering Technician B
Engineering Technician C
Technical Procedure Writer

2. All employees will be reviewed annually. The Company's determination on such reviews shall not be subject to grievance or arbitration.

3. The wage rates, effective **September 5, 2021 and September 4, 2022** shall be as provided in Appendix "A".

ARTICLE XXIV
GENERAL

Section 1: Wages While Negotiating. During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to **two (2)** employee representative**s** of the Union for time lost from their normal work schedules while attending meetings with company representatives.

Section 2: Work Schedule During Negotiations. The negotiating committee representative assigned to work schedules with hours directly preceding or directly following the time during which a negotiation meeting with the Company takes place, will be rescheduled to accommodate the negotiating process. the Company will exercise its right to schedule and/or assign work in order to minimize disruption of operations and cost to the Company while at the same time accommodating the negotiating process.

ARTICLE XXV
CONTRACT WORK

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XXVI
EXTENT OF AGREEMENT

All benefits or other conditions of employment in existence by long-standing practice on the effective date of this agreement and not specifically referred to and covered by this agreement will not be subject to major change or eliminated during the term of this agreement.

ARTICLE XXVII
TERMINATION OF AGREEMENT

Section 1: Term of Agreement. Except as otherwise provided, this Agreement shall become effective as of September 1, **2021** and shall remain in full force and effect until September 1, **2024**, and shall automatically renew itself from year to year until terminated by either party as herein provided.

Section 2: Notice. In the event that either party shall desire to terminate this Agreement or any renewal thereof, it shall give written notice to the other party by certified mail at least sixty (60) days prior to the expiration or renewal date that it desires to terminate the Agreement.

If notice is given as provided above, it shall be addressed to, respectively:

Manager, Labor Relations
EESCO d/b/a Eversource Energy
PO Box 270
Hartford, CT 06141

Local Union 457, IBEW
Business Manager/Financial Secretary
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

In witness whereof the parties hereto have caused this Agreement to be executed by their duly authorized representative on this

FOR THE UNION:

/s/ Scott McCoy Date: 11/29/2021
Scott McCoy
Business Manager
IBEW - Local 457

FOR THE COMPANY:

/s/ Brooke Sherer Date: 12/1/21
Brooke Sherer
Manager, Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/_____ Date: _____
Lonnie R. Stephenson
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
2/9/2022
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 5, 2021
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	13C	144,811.86
Chief **Transmission System Operator**	13C	144,811.86
Senior **Transmission System Operator**	12A	135,950.29
Senior **Transmission System Operator**	12B	131,197.27
Transmission System Operator	11A	125,454.52
Transmission System Operator	11B	120,839.59
Technical Procedure Writer	11CT	125,454.52
Associate **Transmission System Operator**	10C	115,085.32
Senior Engineering Technician	08C	112,471.97
Transmission System Operator Trainee	07C	87,435.79

System Operator Rate Progression	
Associate **Transmission System Operator** 10C	Hire
Transmission System Operator 11B	Upon Qualification
Transmission System Operator 11A	18 Months as 11B
Senior **Transmission System Operator** 12B	18 Months as 11A
Senior **Transmission System Operator** 12A	1 Year as 12B
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 5, 2021
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,165.82
Engineering Technician C	C2	12	1,222.21
Engineering Technician B	B3	24	1,320.03
Engineering Technician B	B4	36	1,386.78
Engineering Technician B	B5	48	1,455.83
Engineering Technician A	A6	60	1,569.76
Engineering Technician A	A7	72	1,648.02
Engineering Technician A	A8	84	1,733.18
Engineering Technician A	A9	96	1,822.96

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 4, 2022
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	13C	149,156.22
Chief **Transmission System Operator**	13C	149,156.22
Senior **Transmission System Operator**	12A	140,028.80
Senior **Transmission System Operator**	12B	135,133.19
Transmission System Operator	11A	129,218.15
Transmission System Operator	11B	124,464.78
Technical Procedure Writer	11CT	129,218.15
Associate **Transmission System Operator**	10C	118,537.88
Senior Engineering Technician	08C	115,846.13
Transmission System Operator Trainee	07C	90,058.87

System Operator Rate Progression	
Associate **Transmission System Operator** 10C	Hire
Transmission System Operator 11B	Upon Qualification
Transmission System Operator 11A	18 Months as 11B
Senior **Transmission System Operator** 12B	18 Months as 11A
Senior **Transmission System Operator** 12A	1 Year as 12B
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 4, 2022
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,200.79
Engineering Technician C	C2	12	1,258.87
Engineering Technician B	B3	24	1,359.63
Engineering Technician B	B4	36	1,428.39
Engineering Technician B	B5	48	1,499.51
Engineering Technician A	A6	60	1,616.85
Engineering Technician A	A7	72	1,697.46
Engineering Technician A	A8	84	1,785.18
Engineering Technician A	A9	96	1,877.64

APPENDIX B
Initiation Fee and Dues Deduction Authorization Form

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a weekly basis. Deductions will be made only when authorized on the forms provided.

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.

OCCUPATION	TO BE FILLED IN BY COMPANY ▶ PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

Topics

TOPIC: Temporary Upgrade to Chief Transmission System Operator

A fifty dollar ($50.00), per shift adder will be paid to a **Transmission System Operator** or **Senior Transmission System Operator** , when assigned by supervision to serve in the capacity of **Chief Transmission System Operator**. During the shift the **Chief Transmission System Operator** has the authority and responsibility to make operational decisions and directions as required to ensure safe, reliable and economical dispatch of the CONVEX interconnected transmission bulk power system in accordance with the associated operating procedures and instructions. The **Chief Transmission System Operator** is also responsible for the proper operational shift relief/turnovers including exchange of pertinent information required to maintain operational safety and reliability. This also includes the authority to mobilize additional resources as necessary or required to respond to abnormal system conditions.

1. Scope of Assignment
In addition to normal work duties, interfaces with internal and external customers/clients, and provides direction and decision-making when needed.

2. Selection of Employees
The employee with the greatest departmental seniority in the following order will be assigned.

Senior Transmission System Operator	Grade 12A
Senior Transmission System Operator	Grade 12B
Transmission System Operator	Grade 11A
Transmission System Operator	Grade 11B

NOTE: In the event employees have the same date (departmental seniority), the employee with the most system seniority will be assigned. In the event employees have the same departmental and system seniority, the employee with the earlier birth date will be selected.

NERC Certification

Previously agreed to language from the 2008-2011 Contract summary.

The Company and union agree that the company will limit the number of NERC Certification re-tests following failing grades to two re-tests, which may include extension of probation period for new hires. Employees who do not pass the NERC Certification test will be deemed unqualified, and will be subject to discharge, pursuant to Company practice.

Employees who fail to demonstrate proficiency in reliability related task testing will after remedial training, be considered unqualified for their job and will be addressed by the company in accordance with normal practice.

The Company and Union agree to meet and discuss any employee related changes in NERC Certification requirements that may be implemented during the term of this contract. These meetings are intended to be informational and to assist the union in determining the impact of any changes on the bargaining unit members. Additionally, these meetings are outside of the negotiations and grievance process.

TOPIC: ADOPTION ASSISTANCE BENEFIT

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses employees actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave
Employees are eligible for company-paid adoption leave after completing three months of employment with Eversource. An employee's pay during the duration of his or her adoption leave will be based on his or her base pay in effect on the day the leave starts.

An employee must give his or her supervisor at least three months written notice of the date the leave will start and when the employee expects to return to work. If an employee is also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave
Adoption leave begins on the date the child is received into an employee's home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	Maximum Amount of Leave*
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

AGREEMENT

Between

The Connecticut Valley Electric Exchange (CONVEX)

and

The International Brotherhood of Electrical Workers

Local Union 457 AFL-CIO

September 1, 2024 to September 1, 2028

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PREAMBLE

AGREEMENT entered into as of the first day of September, **2024**, between Connecticut Valley Electric Exchange, herein referred to as The "Company" and LOCAL UNION NO. 457 of the INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS hereinafter referred to as The "Union". In respect to the bargaining unit as certified by proper authority for the purposes of collective bargaining with regard to rates of pay, hours of work, and other conditions of employment, this Agreement shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns should be bound by the terms of this Agreement.

ARTICLE I
RECOGNITION

The Company recognizes the Union as the exclusive representative for all employees in the job classifications listed in Article XXIII as certified by the National Labor Relations Board Case No. 34-RC-1880 on March 21, 2001. The Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director- Labor Relations.

ARTICLE II
DEFINITION OF AN EMPLOYEE

The word "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired on a full time basis for work in an established job classification.

ARTICLE III
NON-DISCRIMINATION

1. The Union agrees, on behalf of members of the bargaining unit, that employees will continue to individually and collectively perform efficient work and service, and that he/she will avoid and discourage waste of materials, time and manpower, and that he/she will use their influence and best efforts to protect the property of the company and its interests and to prevent loss of tools and materials, and that he/she will cooperate with the Company in promoting and advancing the welfare of the Company and the service it provides at all times.

2. The Company and Union agree to continue their cooperative efforts to promote safety, reliability, efficiency, and harmony in the workplace.

3. The Company and the Union will continue their policy of non-discrimination towards all employees with respect to race, color, religion, national origin, age, sex, disability, marital status, or status as a disabled veteran or a veteran of the Vietnam era.

4. The Company agrees that it will not discriminate against any member of the Union.

ARTICLE IV
UNION MEMBERSHIP/UNION DUES

1. All current employees in the bargaining unit who become members of the Union after the effective date of this Agreement shall, as a condition of employment, be required to remain members in good standing during the term of this Agreement.

2. All employees hired or transferred after the effective date of this Agreement shall be required, as a condition of employment, to become members of the Union and maintain their membership in good standing within 30 days after the effective date of this Agreement or their date of employment, whichever is later.

3. Good standing shall mean the tender of periodic dues and the payment of an initiation fee uniformly required as a condition of membership in the Union.

4. The Local Union shall notify the Company, in writing, of its amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, The Local Union shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

5. Upon receipt of individual written authorization and assignment from employees who are or become members of the Union pursuant to this article, the Company will make a single deduction for the initiation fee and in addition, will deduct required monthly union due from the employees' wages on a weekly basis and remit monthly to The Local Union officers designated in writing by the Union. If employees are transferred out of the bargaining unit, their authorization for the payroll deduction of union dues will automatically become void at the end of the calendar month within which their transfer is effective.

6. The Company will deduct from the wages of each employee on a pay period basis from whom it receives authorization, voluntary contributions to the Union's COPE fund. Such deductions shall be remitted to the financial secretary of the Union, monthly, along with a list of employees and amounts so deducted.

ARTICLE V
MANAGEMENT RIGHTS

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE VI
SENIORITY

Seniority which employees accumulate is of three types:

a) Total length of continuous time served with the Company (CONVEX) shall be known as “Company seniority.”

b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as Classification Seniority. Any employee who is transferred out of the bargaining unit and subsequently transferred back into the bargaining unit, the employee’s classification seniority date will be the date of transfer back into the bargaining unit.

c) Each exempt job classification in Appendix A has separate classification seniority. Employees moving from one job classification to another will start at the lowest job classification seniority for the new job classification, beginning on the day they were transferred into the new job, with the exception of when a Transmission Coordinator accepts a Transmission System Operator position, the employee will be placed at the lowest classification seniority for a Senior Transmission System Operator 12A, provided the employee has previously held that position or the equivalent.

d) Total length of continuous time served with this Company (CONVEX), and system companies, shall be known as System Seniority.

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

Employees hired or transferred shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during his probation period as defined above shall become a regular employee at the end of the probationary period and his seniority shall start from the date of hiring. A regular employee shall lose his seniority status if he resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in this Article.

PROMOTION

1. Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion from operator to coordinator.

2. When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having the greatest Classification Seniority in the normal sequence of promotion on a local departmental basis. If this employee is qualified as evidenced by his skill, efficiency, knowledge, ability and acceptable performance in training he will be given the promotion. If the employee having the greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority.

RETROGRESSION

If it is definitely established that (1) a regular employee is incapable of performing the duties of his job classification because of an injury sustained in the employ of the Company, or (2) a regular employee having five or more years of continuous service is incapable of performing the duties of his job classification because of a disability or infirmity arising from natural causes and he is assigned to a lower job classification within his ability to perform, a special basic rate of pay will be established for him as follows:

For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he is reassigned by the product of five percent times his years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification.

For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

VACANCY

The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. The Company's determinations of the qualifications of employees seeking the vacant position will be made on the same basis as for hiring new employees. Such determination of qualifications may include a formal assessment of skills needed to perform the role.

In the event two or more employees with basically equal qualifications apply for a vacancy, preference for placement will be determined by greater Company Seniority.

ARTICLE VII
HOLIDAYS

1. New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur

upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason.

Exempt

a. Each employee shall be granted 8 hours time off with pay for each company observed holiday.

b. When a company observed holiday falls on an employee's day off, he/she will receive an equivalent day off in lieu of a paid holiday. With supervisory approval, the employee will schedule an equivalent day off on a day the employee is normally scheduled to work and it should be within thirty (30) days of the holiday.

c. If an employee is scheduled to work on a company observed holiday, he/she shall be granted a day off in lieu thereof or at the discretion of the Company, an employee may be paid 8 hours holiday pay at their basic straight time rate.

d. An employee who works his/her normal schedule on a company observed holiday shall receive an additional rate of .7 times their hourly base pay rate for all hours worked.

.

e. When an employee is required to work on a company observed holiday outside of an employee's normal schedule, the Company will pay the employee at an overtime rate of 1.7 times their hourly base pay rate for all hours worked on the holiday outside their normal work schedule.

3. When a company-observed holiday falls on a Sunday, the following Monday is recognized, for pay purposes, as the holiday. However, for employees required to work a Sunday holiday as part of their normal assigned schedule, the holiday is observed on that Sunday.

4. When a company-observed holiday falls on a Saturday, the preceding Friday is recognized, for pay purposes, as the holiday. However, for employees required to work a Saturday holiday as part of their normal assigned schedule, the holiday is observed on that Saturday.

5. The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If Christmas Day falls on a weekend day or a Monday, the 4 hours will be allowed in a manner consistent with the rest of the Company.

If it is determined by the Company that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

6. Holiday(s) will accrue during an employee's time on Short Term Disability.

ARTICLE VIII
SAFETY

1. The parties agree that safety is a matter of paramount importance, and that safety rules and regulations prescribed by the Company or law, that are applicable to the industry, shall be complied with by the employees and the Company.

2. The Company shall provide protective devices and equipment and necessary instruction as required to complete work assignments. **Effective January 1, 2025, the Company shall provide an annual three hundred and fifty dollar ($350) FR clothing allowance for employees in the Transmission Coordinator and Technical Procedure Writer classifications.** The Company shall provide a **three** hundred and fifty dollar (**$350**) FR clothing allowance to **all other employees** during the term of the Agreement.

The Company shall provide a two hundred dollar ($200) allowance to each employee toward the purchase of one or more pair per year of safety footwear in accordance with the Company's safety footwear standards.

ARTICLE IX
EMPLOYEE BENEFITS

It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the Eversource Pension Plan for the term of this Agreement for employees hired prior to December 31, 2008, and to offer the K-Vantage Benefit to employees hired after December 31, 2008. K-Vantage will also be available to employees hired prior to December 31, 2008, who have chosen K-Vantage in lieu of additional service and earnings credits under the Eversource Pension Plan. It is understood and agreed by the Union and the Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

ARTICLE X
NO STRIKES AND NO LOCK-OUTS

During the term of this agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All

grievances arising under this Agreement shall be settled in the manner provided for in Article XVI.

ARTICLE XI
COMPLIANCE WITH LAW

No provision of this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purpose of Articles XVI or XVII.

ARTICLE XII
ABSENCE DUE TO NON-OCCUPATIONAL
ILLNESS OR INJURY

The base pay of an employee absent from work because of non-occupational illness or injury will be continued based on the following:

Continuous Service	**Weeks of Full Pay**
Less than 2 years	Up to 2 weeks
For 2 years but less than 3 years	Up to 4 weeks
For 3 years but less than 4 years	Up to 6 weeks
For 4 years but less than 5 years	Up to 8 weeks
For 5 years but less than 10 years	Up to 10 weeks
For 10 years or longer	Up to 1 week for each year of Continuous service

ELIGIBILITY PERIOD

The eligibility period for maximum annual payments for absence due to no occupational sickness or injury is based on a calendar year- January 1 to December 31 and is not cumulative.

In case of a disability continuing from one calendar year to a succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit at the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

When an employee is absent from work because of illness or disability, the employee shall notify their immediate supervisor as soon as possible indicating the nature of the illness or disability and the estimated length of absence. Failure to so report may be cause to consider the absence as unauthorized and without pay.

It is the employee's responsibility to keep the supervisor informed concerning the illness or disability and the employee's progress.

In connection with absence due to non-occupational sickness or injury, the Company reserves the right:

1. To verify the illness or accident through its own medical staff and/or by requiring employees to furnish a statement from their own physician.

2. To deny pay when the illness or injury is the result of the employee's misconduct or when an illness or injury is sustained while the employee is engaged in work for another employer or while gainfully self-employed.

3. To deny pay for absence in any case where an employee has a record of excessive absenteeism.

Incumbent employees as of January 1, 2015 will keep their sick time allotment in accordance with this article. In addition, they will have a one-time opportunity (by October 17, 2014) to opt into the Sick Leave Wage Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Nonoccupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first **twelve (12)** weeks of short term disability will be paid at 100% of base pay
- Up to **thirteen (13)** additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

ARTICLE XIII
VACATIONS

Section 1: Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed **120 hours** of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed **80 hours** of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed **40 hours** of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) **Effective January 1, 2025, the vacation allotment as set forth below is based on employees completing the designated number of years of continuous service by December 31 of a calendar year.**

Less than one year of service	Start date January 1 through March 31 – **120 hours**
	Start date April 1 through June 30 – **80 hours**
	Start date July 1 through September 1 – **40 hours**
	Start date October 1 or later – no vacation accrued.
One year but less than **6** years	**120 hours** per year
6 years	**128 hours**
7 years	**136 hours**
8 years	**144 hours**
9 years	**152 hours**
10 years but less than 20 years	**160 hours** per year
20 years or more	**200 hours** per year

Section 2: Requests for Extended Vacation. Requests to extend vacation periods beyond the entitlement will be handled as requests for leave of absence and will normally be without pay.

Section 3: Military Leave. If an employee is granted a military leave of absence due to enlisting or being drafted, he/she is eligible for full vacation based on credited years of service, for the calendar year in which the military leave begins. If an employee is unable to take vacation before the last workday, he/she will receive base pay due in lieu of vacation.

Section 4: Returning from Leave of Absence. If an employee returns from leave of absence of more than six months duration before June 1 of the calendar year, he/she is eligible for full vacation for that calendar year. If an employee returns after June 1, he/she will be eligible for one tenth of the vacation entitlement for that year for each full month remaining in that calendar year to include the month of return.

Section 5: Vacation Eligibility. Vacation eligibility upon termination is as follows:

a) In the year of retirement, an employee must take full vacation before the official retirement date. Exceptions to this provision require Manager, Human Resources approval. An employee retiring on February 1 of any year will be permitted to take vacation entitlement for that year immediately prior and contiguous to February 1.

b) If an employee classified as “regular” terminates employment voluntarily or involuntarily, he/she will be credited with any vacation that would have been earned but not taken in that year plus carry over.

Except for 5.a. above, if the employee leaves between January 1 and June 1, the vacation entitlement for that year will be prorated at one fifth of the total vacation allowance for each full or partial month worked.

If an employee leaves after June 1, he/she will be entitled to full vacation.

c) When termination is due to death, the designated beneficiary will receive base pay in lieu of any unused portion of vacation.

d) An employee classified as probationary is ineligible for vacation if he/she voluntarily terminates or is involuntarily terminated.

Section 6: Vacation Schedules. The employee’s supervisor must approve vacation schedules. Approval will be based on employee preference, operating requirements of the Company, and length of service of the employee.

If an employee’s vacation entitlement is more than two weeks, the third, fourth, and fifth weeks may not necessarily be authorized as consecutive or continuous with the first two weeks. Any request for a vacation period longer than two weeks must be scheduled and approved by department management.

Section 7: Selection Process. On or before November 1st of each year, the Company will post a twelve (12) month work schedule effective January 1st through December 31st of the next year.

On or before November 15th, each System Operator will submit their vacation request for the first two weeks of vacation entitlement to their supervisor.

On or before December 1st, the Company will post a revised work schedule to include the first two weeks of vacation entitlement.

On or before December 15th, each System Operator will submit their vacation request for the third, fourth, and fifth weeks of vacation entitlement to their supervisor.

On or before January 1st, the Company will post a revised work schedule, which will include vacation entitlements for the entire year.

Section 8: Unused Vacation. **Employees are permitted to carry over up to forty (40) hours of vacation from one calendar year into the next. Vacation time carried over will be forfeited if not used in the calendar year following the year in which the time is earned.**

If, during the normally scheduled vacation, an employee suffers a serious incapacitating illness or injury, that portion of the vacation period may be rescheduled at the option of the Company. It is the employee’s responsibility to notify their supervisor of such illness or injury as soon as possible and furnish verification from the attending physician upon request.

If, during an employee's vacation, a death in the immediate family occurs and time off would have been granted in accordance with Article XVIII, that part of the vacation may be rescheduled.

Section 9: Company-Observed Holiday(s). If a company observed holiday(s) falls within an employee's vacation, an additional day(s) of vacation will be granted.

ARTICLE XIV
JURY DUTY

Regular employees called to jury duty will be granted time off from regularly scheduled work time and be paid the difference between their normal basic wages and jury duty fees during the period of jury duty.

ARTICLE XV
JOB CLASSIFICATION

Each employee will be assigned a job classification, the duties for which the employee has the necessary qualifications, is competent to perform and which generally reflects the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification to meet the Company's service requirements.

ARTICLE XVI
GRIEVANCES

Any complaint involving the interpretation, application or claim of violation of a provision of the Agreement made by an employee to his foreman or immediate supervisor concerning his wages, hours or working conditions, which is accompanied by a request for an answer, will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local Union, an employee from within the area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with him in Step One, or for a Business Manager or his designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or his designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

STEP ONE
The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the foreman or immediate supervisor as promptly as possible following the incident which caused it. The foreman or immediate supervisor will endeavor to settle it by giving

an answer as promptly as possible and within seven days of the date of presentation. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement): from the date of presentation in this Step.

STEP TWO

The Business Manager or Assistant Business Manger shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or his designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager or his designated representative, other Management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both. In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension my mutual agreement), from the date of the claimed violation.
If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

STEP THREE

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director- Labor Relations. The letter shall refer the grievance to a joint committee consisting of:

a) Three representatives appointed by the Company, and
b) Three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or his designated representatives. In addition and International Representative may be present in this Step in an advisory capacity to the Local Union.

The joint committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director- Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the Grievance procedure, a “Union Grievance” or a “Company Grievance” may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company has been violated. If a “Union Grievance” is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a “Company Grievance” is initiated, the Director- Labor Relations shall forward it to the Business Manager of the

Local Union who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE XVII
ARBITRATION

1. Any grievance, as defined in Article XVI of this Agreement that has been properly and timely processed through the grievance procedure set forth in Article XVI of this Agreement and that has not been settled at the conclusion thereof, may be appealed to arbitration buy the Union serving the Company with written notice of its intent to appeal.

The failure to appeal a grievance to arbitration in accordance with the Article within thirty (30) calendar days after receipt of the written answer of the Company at Step 3 of the grievance procedure set forth in Article XVI of this Agreement shall constitute a waiver of the Union's right to appeal to arbitration and the written answer of the grievance procedure shall be final and binding on the aggrieved employee, the Company, and the Union.

2. Not later than fifteen (15) calendar days after, either the Union or the Company may submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company.

3. The jurisdiction and authority of the arbitrator and his/her opinion and award shall be confined exclusively to the interpretation or application of the provisions of this Agreement. They shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement, or to establish or alter any wage rate or wage structure. The arbitrator shall not hear or decide more than one (1) grievance at a time without the mutual consent of the Company and the Union. The written award of the arbitrator on the merits of any grievance adjudicated within his/her jurisdiction and authority shall be final and binding on the aggrieved employee, the Union, and the Company.

4. The fee of the American Arbitration Association and the fees and expenses of the arbitrator shall be shared equally by the Company and the Union.

ARTICLE XVIII
FUNERAL LEAVE

Employees will be allowed time off with basic straight-time wages under the following conditions:

Time off without loss of pay shall be granted to employees in the event of death in the family as follows: Up to a maximum of five (5) days of time off without loss of pay shall be granted to employees in the event of death of an immediate family member. An "immediate family member" includes an employee's spouse, child, stepchild, parent, stepparent, sister, brother, stepsibling, father and mother-in-law, grandchild, or grandparent. Up to a maximum of three (3) days off without loss of pay shall be granted to employees in the event of death of the employee's brother-in-law, sister-in-law or a person who is actually a member of and living in the employee's household. Up to a maximum of two (2) days off without loss of pay shall be granted to employees in the event of death of the employee's aunt or uncle. Employees seeking leave must notify the employee's supervisor of such death and request such leave, which shall be granted unless an emergency exists at the time requiring the employee's services.

ARTICLE XIX
WORKDAY-WORKWEEK-SHIFT WORKERS

NONEXEMPT

For purposes of this Agreement a day worker is one whose basic work week is Monday through Friday, between the hours of 6 a.m. and 6 p.m.

1. Employees assigned to work between the hours of 6:00 p.m. and 6:00 a.m. as part of his/her basic work schedule will have a premium of two dollars ($2.00) added to his/her basic and overtime hours worked within that schedule.

2. When employees are assigned to work on Sunday as part of his/her basic work schedule, a premium of 25% of the basic straight time rate will be added to his/her basic straight time rate for all hours worked on Sundays on a normal schedule by shift workers. Employees required to work in excess of his/her scheduled eight (8) hours on a Sunday will be paid at double time for all such hours worked.

3. When employees are assigned to work on Sunday as part of his/her basic work schedule, a premium of 25% of the basic straight time rate will be added to his/her basic straight time rate for all hours worked on Sundays on a normal schedule by shift workers. Shift or Scheduled workers required to work in excess of his/her scheduled eight (8) hours on a Sunday, and workers who are required to work on a Sunday outside of their normal schedule will be paid at double time for all such hours worked.

Exempt

Employees assigned to a special work schedule involving a full rotating shift which includes Sundays and holidays, will receive an annual shift and turnover adder as follows:

September 1, 2024	**$11,000.00**
September 1, 2025	**$11,500.00**
September 1, 2026	**$12,000.00**
September 1, 2027	**$12,500.00**

Special Duty Week Change in Schedule

The Company may initiate deviations from the special duty week schedule without any resulting overtime under the following conditions:

- **The Company provides at least seventy-two (72) hours' notice of the schedule change.**
- **The total hours do not exceed the original scheduled hours.**
- **At least eight (8) hours shall be provided per deviation.**
- **There shall be at least twelve (12) hours off between shifts provided per deviation unless agreed upon by the employee.**

If the above conditions are not met during a deviation in the special duty week schedule, any hours worked outside of the employee's normal special duty week schedule shall be paid at the applicable overtime rate.

ARTICLE XX
MEALS AND EXPENSE

1. When required to work distant from his base area, employees will be paid expense and travel allowances as follows:

a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1 or Section 3 of this Article is applicable, an employee required to make his own arrangements to report to a job location including all training assignments outside his base area will be paid a daily expense allowance as provided under one of following Plans:

Plan A - If the distance one way is twenty-five miles or less; **$31.15** per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; **$55.20** per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; **$63.13** per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; **$71.30** per day.

When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; **$26.77** per day.

Plan F - If the distance one way is over thirty miles; **$36.75** per day.

For the purposes of the above plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job location involved.

3. Employees not covered by the expense plans in section 2 of this article who are authorized by their supervisor to use their personal vehicle on Company business will be reimbursed at the current NU mileage reimbursement rate, and in a manner consistent with company mileage reporting practices. This rate may be changed by the company without advanced notification.

4. Employees not covered by the expense plans in section 2 of this article, may be entitled to a company provided meal if they are on authorized business travel, or if they have worked in excess of 2 hours of unplanned overtime and are authorized by their supervisor to have a company provided meal. Meals will be paid for by the employee and will be submitted for reimbursement through the company expense reporting procedure. The employee's supervisor may reject unreasonable expenses.

Nonexempt

Employees who are assigned by the Company to be available outside their normal schedule hours will be paid one and one-half hours at basic straight-time rates for each twenty-four-hour period, or part thereof, for each Monday-Friday so assigned.

Employees who are assigned by the Company to be available outside their normal schedule hours will be paid three hours at basic straight-time rates for each twenty-four-hour period, or part thereof, for each Saturday, Sunday, or holiday so assigned. If the above-referenced assignment spans over a twenty-four-period in which two different pay entitlements are incurred, the employee shall receive one payment - the greater of the two. Employees may not receive more than one (1) on-call payment for any twenty-four-hour period so assigned. Employees may not receive more than seven (7) on-call payments in a seven day period, with no more than two 3 hour payments of any weekend call payments.

ARTICLE XXI
OVERTIME

NONEXEMPT

1. All hours worked in excess of eight hours per day or the basic forty hours per week, will be paid for at one and one-half straight time rates except when other overtime rates, premium rates or holiday rates are applicable.

2. Employees shall be paid time and one-half for all time worked outside of their normal work schedule.

3. All time worked on holidays recognized under this Agreement shall be paid at time and one-half, except where the time worked is outside the employee's normal scheduled workday in which case the time shall be paid at double time. Such payment will be in addition to holiday pay.

4. If an employee is required to work beyond sixteen consecutive hours, such employee will be paid at double the straight time for rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours for the purpose of this section.

5. There shall be no duplication or pyramiding of premium pay or of overtime on a daily or weekly basis. Overtime or premium rates shall be paid for only once. No employee shall be paid both daily and weekly overtime for the same hours worked nor otherwise paid more than once for the same hours worked. If a provision for double time and time and one-half both apply to the same period of time worked, the double time provision shall be applied.

Exempt

1. Employees authorized to work overtime will be paid at an overtime rate of 1.4 times their hourly base pay rate for all hours worked outside their regular work schedule from the first hour except for holidays.

DISTRIBUTION

1. Insofar as practicable, overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

ARTICLE XXII
REST TIME

NONEXEMPT

1. Employees called out, who work more than two (2) hours during the eight (8) hour period immediately preceding the starting time of their next normal schedule, will be

allowed rest time, whenever possible, during their normal schedule without loss of normal wages.

2. The rest time shall be equivalent to the time worked plus any time allowed off for meals during the eight (8) hour period and will be paid for a straight time rates. When service requirements will not permit allowing all of the earned rest time off, that part worked will be paid for at double straight time rates.

ARTICLE XXIII
WAGES

1. The job classifications covered by this Agreement are:

Transmission Coordinator **A**
Transmission Coordinator B
Chief Transmission System Operator **A**
Chief Transmission System Operator B
Senior Transmission System Operator A
Senior Transmission System Operator B
Senior Transmission System Operator C
Transmission System Operator A
Transmission System Operator B
Transmission System Operator C
Associate Transmission System Operator
Senior Engineering Technician
Transmission System Operator Trainee
Engineering Technician A
Engineering Technician B
Engineering Technician C
Technical Procedure Writer

2. All employees will be reviewed annually. The Company's determination on such reviews shall not be subject to grievance or arbitration.

3. The wage rates, effective **September 1, 2024, August 31, 2025, August 30, 2026 and August 29, 2027** shall be as provided in Appendix "A".

ARTICLE XXIV
GENERAL

Section 1: Wages While Negotiating. During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to two (2) employee representatives of the Union for time lost from their normal work schedules while attending meetings with company representatives.

Section 2: Work Schedule During Negotiations. The negotiating committee representative assigned to work schedules with hours directly preceding or directly following the time during which a negotiation meeting with the Company takes place, will be rescheduled to accommodate the negotiating process. the Company will exercise its

right to schedule and/or assign work in order to minimize disruption of operations and cost to the Company while at the same time accommodating the negotiating process.

ARTICLE XXV
CONTRACT WORK

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XXVI
EXTENT OF AGREEMENT

All benefits or other conditions of employment in existence by long-standing practice on the effective date of this agreement and not specifically referred to and covered by this agreement will not be subject to major change or eliminated during the term of this agreement.

ARTICLE XXVII
TERMINATION OF AGREEMENT

Section 1: Term of Agreement. Except as otherwise provided, this Agreement shall become effective as of September 1, **2024** and shall remain in full force and effect until September 1, **2028**, and shall automatically renew itself from year to year until terminated by either party as herein provided.

Section 2: Notice. In the event that either party shall desire to terminate this Agreement or any renewal thereof, it shall give written notice to the other party by certified mail at least sixty (60) days prior to the expiration or renewal date that it desires to terminate the Agreement.

If notice is given as provided above, it shall be addressed to, respectively:

Manager, Labor Relations
EESCO d/b/a Eversource Energy
PO Box 270
Hartford, CT 06141

Local Union 457, IBEW
Business Manager/Financial Secretary
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

In witness whereof the parties hereto have caused this Agreement to be executed by their duly authorized representative on this

FOR THE UNION:

/s/ Scott McCoy Date: 10/9/2024
Scott McCoy
Business Manager
IBEW - Local 457

FOR THE COMPANY:

/s/ Brooke Sherer Date: 10/28/24
Brooke Sherer
Director, Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/_____ Date: _____
Kenneth Cooper
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
11/25/2024
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2024
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	**13A**	160,814.83
Transmission Coordinator	**13B**	158,239.83
Chief Transmission System Operator	**13A**	160,814.83
Chief Transmission System Operator	**13B**	158,239.83
Senior Transmission System Operator	12A	153,705.87
Senior Transmission System Operator	12B	148,556.55
Senior Transmission System Operator	**12C**	143,362,80
Technical Procedure Writer	**12CT**	143,362.80
Transmission System Operator	11A	137,087.53
Transmission System Operator	11B	134,566.10
Transmission System Operator	**11C**	132,044.68
Associate Transmission System Operator	10C	125,756.84
Senior Engineering Technician	08C	122,901.17
Transmission System Operator Trainee	07C	95,543.45

System Operator Rate Progression	
Associate Transmission System Operator 10C	Hire
Transmission System Operator 11**C**	Upon Qualification
Transmission System Operator 11B	**12 Months as 11C**
Transmission System Operator 11A	**12** Months as 11B
Senior Transmission System Operator 12**C**	**12** Months as 11A
Senior Transmission System Operator 12B	**12 Months as 12C**
Senior Transmission System Operator 12A	**36 Months** as 12B
Chief Transmission System Operator/Transmission Coordinator 13B	**Upon Available Position**
Chief Transmission System Operator/Transmission Coordinator 13A	**36 Months as 13B**
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective September 1, 2024
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,273.91
Engineering Technician C	C2	12	1,335.54
Engineering Technician B	B3	24	1,442.43
Engineering Technician B	B4	36	1,515.38
Engineering Technician B	B5	48	1,590.82
Engineering Technician A	A6	60	1,715.32
Engineering Technician A	A7	72	1,800.84
Engineering Technician A	A8	84	1,893.89
Engineering Technician A	A9	96	1,991.99

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective August 31, 2025
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	**13A**	165,639.27
Transmission Coordinator	**13B**	162,987.02
Chief Transmission System Operator	**13A**	165,639.27
Chief Transmission System Operator	**13B**	162,987.02
Senior Transmission System Operator	12A	158,317.05
Senior Transmission System Operator	12B	153,013.25
Senior Transmission System Operator	**12C**	147,663.68
Technical Procedure Writer	**12CT**	147,663.68
Transmission System Operator	11A	141,200.16
Transmission System Operator	11B	138,603.08
Transmission System Operator	**11C**	136,006.02
Associate Transmission System Operator	10C	129,529.55
Senior Engineering Technician	08C	126,588.20
Transmission System Operator Trainee	07C	98,409.75

System Operator Rate Progression	
Associate Transmission System Operator 10C	Hire
Transmission System Operator 11**C**	Upon Qualification
Transmission System Operator 11B	**12 Months as 11C**
Transmission System Operator 11A	**12** Months as 11B
Senior Transmission System Operator 12**C**	**12** Months as 11A
Senior Transmission System Operator 12B	**12 Months as 12C**
Senior Transmission System Operator 12A	**36 Months** as 12B
Chief Transmission System Operator/Transmission Coordinator 13B	**Upon Available Position**
Chief Transmission System Operator/Transmission Coordinator 13A	**36 Months as 13B**
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective August 31, 2025
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,312.13
Engineering Technician C	C2	12	1,375.61
Engineering Technician B	B3	24	1,485.71
Engineering Technician B	B4	36	1,560.84
Engineering Technician B	B5	48	1,638.55
Engineering Technician A	A6	60	1,766.78
Engineering Technician A	A7	72	1,854.87
Engineering Technician A	A8	84	1,950.71
Engineering Technician A	A9	96	2,051.75

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective August 30, 2026
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	**13A**	170,608.45
Transmission Coordinator	**13B**	167,876.63
Chief Transmission System Operator	**13A**	170,608.45
Chief Transmission System Operator	**13B**	167,876.63
Senior Transmission System Operator	12A	163,066.56
Senior Transmission System Operator	12B	157,603.64
Senior Transmission System Operator	**12C**	152,093.59
Technical Procedure Writer	**12CT**	152,093.59
Transmission System Operator	11A	145,436.16
Transmission System Operator	11B	142,761.18
Transmission System Operator	**11C**	140,086.20
Associate Transmission System Operator	10C	133,415.43
Senior Engineering Technician	08C	130,385.85
Transmission System Operator Trainee	07C	101,362.04

System Operator Rate Progression	
Associate Transmission System Operator 10C	Hire
Transmission System Operator 11**C**	Upon Qualification
Transmission System Operator 11B	**12 Months as 11C**
Transmission System Operator 11A	**12** Months as 11B
Senior Transmission System Operator 12**C**	**12** Months as 11A
Senior Transmission System Operator 12B	**12 Months as 12C**
Senior Transmission System Operator 12A	**36 Months** as 12B
Chief Transmission System Operator/Transmission Coordinator 13B	**Upon Available Position**
Chief Transmission System Operator/Transmission Coordinator 13A	**36 Months as 13B**
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective August 30, 2026
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,351.50
Engineering Technician C	C2	12	1,416.87
Engineering Technician B	B3	24	1,530.28
Engineering Technician B	B4	36	1,607.66
Engineering Technician B	B5	48	1,687.71
Engineering Technician A	A6	60	1,819.78
Engineering Technician A	A7	72	1,910.51
Engineering Technician A	A8	84	2,009.23
Engineering Technician A	A9	96	2,113.30

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective August 29, 2027
EXEMPT

Classification	Salary Grade	Annual
Transmission Coordinator	**13A**	175,726.70
Transmission Coordinator	**13B**	172,912.93
Chief Transmission System Operator	**13A**	175,726.70
Chief Transmission System Operator	**13B**	172,912.93
Senior Transmission System Operator	12A	167,958.55
Senior Transmission System Operator	12B	162,331.75
Senior Transmission System Operator	**12C**	156,656.40
Technical Procedure Writer	**12CT**	156,656.40
Transmission System Operator	11A	149,799.25
Transmission System Operator	11B	147,044.01
Transmission System Operator	**11C**	144,288.79
Associate Transmission System Operator	10C	137,417.90
Senior Engineering Technician	08C	134,297.42
Transmission System Operator Trainee	07C	104,402.91

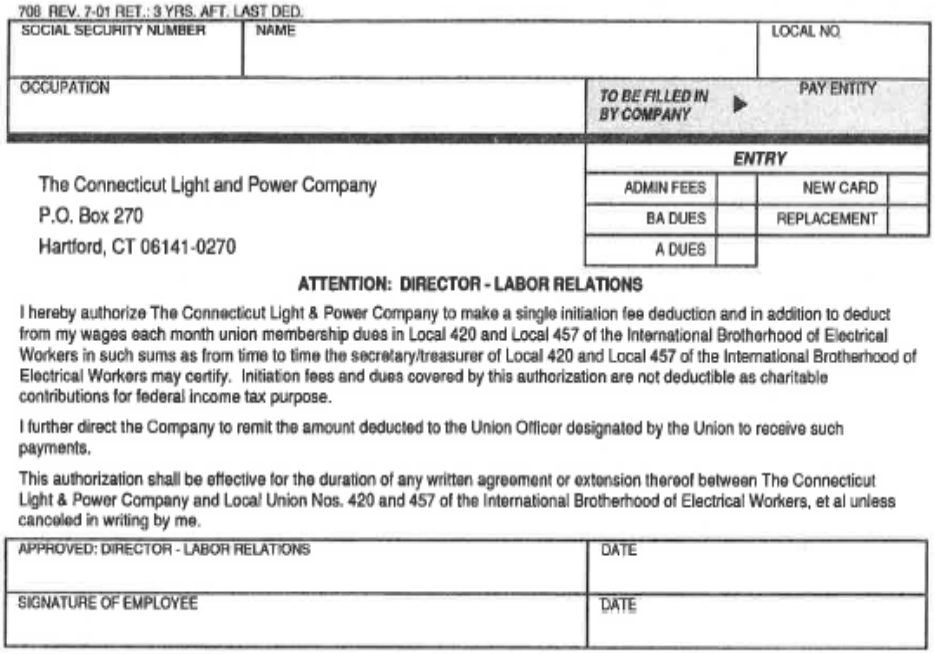
System Operator Rate Progression	
Associate Transmission System Operator 10C	Hire
Transmission System Operator 11**C**	Upon Qualification
Transmission System Operator 11B	**12 Months as 11C**
Transmission System Operator 11A	**12** Months as 11B
Senior Transmission System Operator 12**C**	**12** Months as 11A
Senior Transmission System Operator 12B	**12 Months as 12C**
Senior Transmission System Operator 12A	**36 Months** as 12B
Chief Transmission System Operator/Transmission Coordinator 13B	**Upon Available Position**
Chief Transmission System Operator/Transmission Coordinator 13A	**36 Months as 13B**
*Note: Progression steps provide for increases to employees who make satisfactory progress.	

APPENDIX A
Exempt and Nonexempt Classification and Wage Schedules
Effective August 29, 2027
NONEXEMPT

Classification	Step	Months	Weekly Job Rate
Engineering Technician C	C1	0	1,392.04
Engineering Technician C	C2	12	1,459.38
Engineering Technician B	B3	24	1,576.19
Engineering Technician B	B4	36	1,655.99
Engineering Technician B	B5	48	1,738.34
Engineering Technician A	A6	60	1,874.38
Engineering Technician A	A7	72	1,967.83
Engineering Technician A	A8	84	2,069.51
Engineering Technician A	A9	96	2,176.70

APPENDIX B
Initiation Fee and Dues Deduction Authorization Form

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a weekly basis. Deductions will be made only when authorized on the forms provided.



708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.

OCCUPATION	TO BE FILLED IN BY COMPANY ▶ PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

Topics

TOPIC: Temporary Upgrade to Chief Transmission System Operator

A fifty dollar ($50.00), per shift adder will be paid to a Transmission System Operator or Senior Transmission System Operator, when assigned by supervision to serve in the capacity of Chief Transmission System Operator. During the shift the Chief Transmission System Operator has the authority and responsibility to make operational decisions and directions as required to ensure safe, reliable and economical dispatch of the CONVEX interconnected transmission bulk power system in accordance with the associated operating procedures and instructions. The Chief Transmission System Operator is also responsible for the proper operational shift relief/turnovers including exchange of pertinent information required to maintain operational safety and reliability. This also includes the authority to mobilize additional resources as necessary or required to respond to abnormal system conditions.

1. Scope of Assignment
In addition to normal work duties, interfaces with internal and external customers/clients, and provides direction and decision-making when needed.

2. Selection of Employees
The employee with the greatest departmental seniority in the following order will be assigned.

Senior Transmission System Operator	Grade 12A
Senior Transmission System Operator	Grade 12B
Transmission System Operator	Grade 11A
Transmission System Operator	Grade 11B

NOTE: In the event employees have the same date (departmental seniority), the employee with the most system seniority will be assigned. In the event employees have the same departmental and system seniority, the employee with the earlier birth date will be selected.

NERC Certification

Previously agreed to language from the 2008-2011 Contract summary.

The Company and union agree that the company will limit the number of NERC Certification re-tests following failing grades to two re-tests, which may include extension of probation period for new hires. Employees who do not pass the NERC Certification test will be deemed unqualified, and will be subject to discharge, pursuant to Company practice.

Employees who fail to demonstrate proficiency in reliability related task testing will after remedial training, be considered unqualified for their job and will be addressed by the company in accordance with normal practice.

The Company and Union agree to meet and discuss any employee related changes in NERC Certification requirements that may be implemented during the term of this contract. These meetings are intended to be informational and to assist the union in determining the impact of any changes on the bargaining unit members. Additionally, these meetings are outside of the negotiations and grievance process.

TOPIC: ADOPTION ASSISTANCE BENEFIT

Effective September 1, 2024, the Company will provide an increased adoption assistance benefit and the addition of a surrogacy assistance benefit:

The adoption and surrogacy assistance benefit provides a combined annual maximum reimbursement of up to $15,950 of eligible expenses for the adoption or surrogacy of each child under the age of 18. Employees may be reimbursed for either adoption or surrogacy eligible expenses per year, but not both. Only the expenses employees actually incur are eligible for reimbursement.

For adoptions, the benefit is payable when the adoption is final (when a decree of adoption is entered by the court). For surrogacy, employees may be reimbursed for qualifying expenses incurred resulting in a fully completed and Valid Surrogacy Contract through a bona fide agency.

a. A Valid Surrogacy Contract is one that is legal in the state in which the parties enter into it and is between the party who has agreed to become impregnated, carry and give birth to a child and the intended parent(s) of such child.

b. A completed Valid Surrogacy Contract is one that results in an eligible employee being recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or other court order recognizing the eligible employee's parental rights under applicable law.

i. Note: A surrogacy contract that fails to result in a live birth, or results in a live birth but the eligible employee is not recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or order recognizing the eligible employee's parental rights under applicable law, shall not be a Valid Surrogacy Contract and no reimbursement benefits will be paid under this Program.

The adoption and surrogacy assistance benefit applies to expenses incurred on or after September 1, 2024. Eligible expenses include adoption or surrogacy agency fees, placement fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

If an employee or the employee's spouse (or partner/the other parent) both work at Eversource, only one employee is eligible to submit expenses for reimbursement.

Adoption Leave
Employees are eligible for company-paid adoption leave after completing three months of employment with Eversource. An employee's pay during the duration of his or her adoption leave will be based on his or her base pay in effect on the day the leave starts.

An employee must give his or her supervisor at least three months written notice of the date the leave will start and when the employee expects to return to work. If an employee is also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave
Adoption leave begins on the date the child is received into an employee's home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	Maximum Amount of Leave*
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

AGREEMENT

Between

NORTHEAST UTILITIES SERVICE COMPANY

DBA

EVERSOURCE ENERGY SERVICE COMPANY

and

THE INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS

LOCAL UNION 457 AFL-CIO

Customer Service Center

July 15, 2021 to April 1, 2024

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PREAMBLE

AGREEMENT entered into as of the 15th of July, 2021, between NORTHEAST UTILITIES SERVICES COMPANY DBA EVERSOURCE ENERGY SERVICES COMPANY, hereinafter referred to as the COMPANY, and LOCAL NO. 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment, and other conditions of employment. This Agreement shall be binding on any and all successors and assigns of the Employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The Employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I
RECOGNITION

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for all full-time and regular part-time Customer Resolution Specialists, Customer Service Center Representatives (Levels 1-5), Business Customer Service Representatives (Levels 1-5), Contact Center Representatives (Levels 1-5), Team Leads, and Meter and Service Dispatchers, employed by the Employer at its Windsor, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined by the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 01-RC-224159 dated August 22, 2018 (the “Unit”).

ARTICLE II
UNION MEMBERSHIP

Section 1.

(a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency, and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

(c) The Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall

notify the Company of such change promptly. Notices to the Company under this provision shall be directed to Manager, Labor Relations.

Section 2.

If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

Section 3.

The following provisions will apply to employees in job classifications covered by this Agreement:

(a) Employees who are members of the Union or its predecessor Union on July 15, 2021, or who later become members, will, as a condition of employment, be required to maintain their membership for the duration of this Agreement.

(b) Employees hired or transferred into the bargaining unit will be required, as a condition of employment, to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Manager, Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if, during the two-week period, the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Manager, Labor Relations and the Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of this dispute, the Company will not suspend or discharge the employee concerned for reasons related to this dispute. If this dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 4.

(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Union shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Manager, Labor Relations.

(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A", the Company will make a single deduction for the required initiation fee and in addition will deduct required Union dues from the employees' wages on a pay period basis and remit monthly to the Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the Unit, the employee’s authorization for the payroll deduction of Union dues will automatically become void at the end of the pay period within which the employee transfer is effective.

(c) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Unions’ COPE fund. Such donations shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

Section 5.

It is agreed that neither the Company nor the Union will discriminate against any employee in the application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE III
THE FUNCTIONS OF MANAGEMENT

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that

the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work; the direction of the working forces; the right to hire, suspend or discharge for just cause; the right to transfer the work of bargaining unit employees; the right to consolidate the work of bargaining unit employees; the right to consolidate work locations; the right to subcontract work; the right to set work schedules (start and end times); and the right to promote, demote, transfer, discipline, and lay off employees. In exercising these rights, the Company will act in accordance with the provisions of this Agreement.

ARTICLE IV
GRIEVANCES

Section 1. Open-Door Policy

Management will discuss problems or potential problems with Business and Assistant Business Managers. Under the Company's open-door policy, an employee or an employee's representative in the presence of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

Section 2. Introduction to Grievance Procedure

Any complaint made by an employee to the employee's immediate Supervisor concerning the employee's wages, hours, or working conditions, which is accompanied by a request for an answer, will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incident(s) that gave rise to them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Union, an employee from within the Windsor Customer Service Center other than the aggrieved, will be allowed a reasonable amount of time to discuss grievances with management in Steps One, Two, or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager, or Assistant Business Manager if the employee wishes one to appear with the employee in Step One, or for a Business Manager or the employee's designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or the employee's designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Section 3. Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager, or Assistant Business Manager, shall present the grievance to the immediate Supervisor within five calendar days following the incident which gave rise to it. The immediate Supervisor will endeavor to settle it by giving an answer within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within ten calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Section 4. Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying any and all provision(s) of the Agreement on which it is based and that the Union claims have been violated, and giving a brief description of the circumstances causing it. The Manager concerned will investigate the grievance and answer it as promptly as possible.

If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager concerned, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) or his designated representative shall be present. This meeting shall be held within fifteen calendar days of the date on which it was taken to this Step (subject to extension by mutual agreement). At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of ten calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

The Company will furnish written answers to the Union for grievances which are concluded with adjustment or which are denied in Step Two within seven calendar days of the date of presentation. If an answer is not given, or is not acceptable, it may be taken to Step Three within ten calendar days, (subject to extension by mutual agreement) from the date of presentation in this Step. When grievances are concluded in Step Two without adjustment, the Union will so-notify the Company in writing within ten days of the presentation in this Step.

Section 5. Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Manager, Labor Relations.

The latter shall refer the grievance to a joint committee consisting of:

(A) three representatives appointed by the Company; and
(B) three representatives appointed by the Union; one of whom shall be the Business Manager of the Union and/or the employee's designated representative. In addition, an International Representative may be present in this Step in an advisory capacity to the Local Union.

5.(a) **Designee to Appear for the International Representative** - An International Representative may designate an alternate representative to appear for the employee in a Step Three grievance meeting with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and the Manager, Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the Third Step grievance is received by the Manager, Labor Relations, (subject to extension by mutual agreement). It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with the decision.

5.(b) **Filing of a Union or Company Grievance** - At this Step in the grievance procedure, a "Union Grievance" or a "Company Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step.
If a "Company Grievance" is initiated, it shall be forwarded by the Manager, Labor Relations to the Business Manager of the Union and the International Representative who shall refer the grievance for settlement to a Joint Committee as provided in this Step.

5.(c) **Notifications Required when Grievances are Concluded -** The Company will furnish written answers to the Union for grievances which are concluded with adjustment or which are denied in Step Three. The party responsible for furnishing

an answer in this Step shall endeavor to do so within ten days of the Joint Committee Meeting (subject to extension by mutual agreement). If an answer is found to be unacceptable, either party may demand arbitration within five calendar days from the answer date (subject to extension by mutual agreement). If an answer is not given within fifteen calendar days from the date of the Joint Committee Meeting in this Step, either party may demand arbitration in accordance with and subject to the provisions of Article IV (subject to extension by mutual agreement), but will be barred from demanding arbitration after twenty days from the date of the Joint Committee Meeting. When grievances are concluded in Step Three without adjustment, the Union will so-notify the Company in writing.

Section 6. Failure to Pursue or Respond

Any grievance not presented or followed up through the grievance procedure outlined above shall be deemed waived. If at any step in the grievance procedure the Company fails to give its answer within the prescribed time, the grievance may automatically proceed to the next step in accordance with the procedure set forth above.

Section 7. Time off for Grievance

Employees will be allowed necessary time off without loss of pay for attending scheduled grievance discussions with the Company at the second or third step. In addition to the time allowed above, the Assistant Business Manager or, in the employee's absence, the employee's designated representative, will, upon specific request, be allowed reasonable time off to assemble data for scheduled grievance meetings.

Additional time off without pay will be allowed to not more than 1 representative (2 by mutual agreement) upon written request by the Union for the time required to attend state, regional, and national labor conventions.

Section 8. Precedent Setting

Where either party so states in writing in the disposition of a matter not submitted to arbitration under the grievance procedure, the acceptance of the action or disposition shall not be binding on either party as a precedent for the future on the same or related matters.

Section 9. Discipline or Discharge

The Company shall orally advise the Union of any suspension or discharge, and, if requested by the Union, the matter shall, on the same day, be discussed by the proper Management representative and the Business Manager and/or Assistant Business Manager or designated representative of the Union. The Company shall

advise the Union in writing of any suspension or discharge within three (3) working days of its occurrence.

Section 10. Submission of Grievance; Selection of Arbitrator

If a grievance is not settled in Step Three of Article IV, and provided the grievance is a dispute involving the interpretation, application, or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article IV submit the grievance to an impartial arbitrator for final settlement. Only the Union or the Company may submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing, but only within the time limits set forth in Section 5 above.

Section 11. Payment of Expenses for Arbitration

The Company and the Union will share equally such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

Any costs incurred by either party on its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

Section 12. Role of Arbitrator

The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining. The decision of the arbitrator shall be final and binding on both parties. The function of the arbitrator shall be limited to determining whether any terms subject to arbitration under this Agreement have been correctly interpreted and applied. The arbitrator shall have no power to add or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto.

Section 13. Agreement Changes Nonarbitrable

It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
SENIORITY

Introduction

Employees accumulate three types of seniority:

(a) The length of continuous service with the Company since date of last hire by the Company shall constitute “Company Seniority.”

(b) “Department Seniority” will be defined as total length of service in a given department and shall start on the date on which the employee begins paying Union dues.

(c) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority." The Classification Seniority date of any employee who is transferred out of the Unit and subsequently transferred back into the Unit shall be the date of transfer back into the Unit.

In the application of seniority, as defined in paragraphs (a) and (c) above, if employees have equivalent Classification Seniority, greater Company Seniority shall prevail. If both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

Probationary employees shall have no seniority status until they have worked continuously six (6) months in the Unit. Any employee who has been continuously employed during his/her probationary period shall become a regular employee at the end of the probationary period and his/her seniority shall start from the date of hiring. A regular employee shall lose his/her seniority status if he/she resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in this Article.

Section 1. Definition of an Employee

The term "employee" as used in this Agreement refers only to regular employees in the Unit. Regular employees are employees hired for full-time or part-time employment on continuing non-temporary work in an established job classification. During the first six (6) months of employment, each such employee will be on a probationary or trial basis. Non-regular employees are employees hired for temporary work whose term of employment will not exceed three months in any twelve-month period and whose employment does not affect the advancement of or result in the layoff of a regular employee.

Section 2. Promotion

2.(a) Employees will be given preference for training to qualify for promotion within the Unit based on qualifications and as determined by management. These decisions shall not be subject to the grievance and arbitration process.

2.(b) When promoting an employee to fill a vacancy in a higher job classification within the Unit, the decision will be made based on qualifications and as determined by management. Where qualifications are equal, the Company will endeavor to give

preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. These decisions shall not be subject to the grievance and arbitration process.

2.(c) Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted electronically on the Company's internal website. Each posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in accordance with the Company application process for reassignment to the posted job opening. The Company's determinations of the qualifications of employees applying for reassignment under this section will be made on the same basis as for hiring new employees. If reassignment is postponed following notification of acceptance, the employee's Classification Seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

Section 3. Reassignment, Layoff, and Demotion

If at any time, Company operations require a reduction of existing working forces, management will use its discretion in reassigning employees in the classifications affected. The Company will reassign employees to job classifications for which they are qualified.

Upon execution of a waiver and release, any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service**.** In all instances, an employee may not receive more than fifty-two weeks of severance. Any employee who accepts any position or who is offered a position within the Company shall not be eligible for severance pay. Any employee who accepts severance pay will thereby relinquish all other rights under this Agreement.

Section 4. Employees in Military Service

The Company will reinstate, without loss of Seniority, Call Center employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement, it may be necessary to reassign, transfer, or lay off other employees. Employees who have been granted leaves of absence for military purposes will not be precluded from consideration of promotion while they are on a military leave of absence.

Probationary employees, who are reinstated, shall have their Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service

immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Section 5. Seniority Lists

5.(a) The Company will prepare and make available on a shared drive seniority lists showing each employee's name, job classification, Department seniority date, and Company seniority date.

5.(b) Not later than August 1 of each year, the Company shall furnish the Union with an up-to-date seniority list for the Unit together with the classification and rate of pay of each employee on such list.

Section 6. Assignment of Job Classifications

Each employee will be assigned a job classification, the duties of which the employee is competent to perform, and which generally reflect the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack, when management deems necessary, or while the employee is being trained to better fit himself or herself for advancement in grade as vacancies occur.

Section 7. Performing Duties of Higher Job Classifications

7.(a) When an employee is temporarily upgraded to Team Lead for one or more hours, he/she will be paid one dollar and twenty-five cents ($1.25) per hour in addition to the employee's basic straight-time rate for all hours worked as a Team Lead. Upgrades will be based on management discretion. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

7.(b) If during a Supervisor's absence from work, an employee is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid one dollar and twenty-five ($1.25) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for eight or more hours on that day. Upgrades will be based on management discretion.

Section 8. Retrogression; Wage Rate

Retrogressive moves within the Unit shall be prohibited, unless it is definitely established that (1) a regular employee is incapable of performing the duties of his/her

job classification because of an injury sustained in the employ of the Company, or (2) a regular employee having five or more years of continuous service is incapable of performing the duties of his/her job classification because of a disability or infirmity arising from natural causes. In either instance, if the employee is assigned to a lower job classification within the Unit within his/her ability to perform, a special basic rate of pay will be established for him/her as follows:

> For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he/she is reassigned by the product of five percent times his/her years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification.
>
> For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

If an employee is retrogressed, it will be communicated in writing to the Business Manager of the Union.

Section 9. Job Classification Change Notices to Union

In order that the Union may maintain its records of Unit employees, the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification, and location for each Unit employee hired, reclassified, transferred, or separated from the Company. The information will be directed to the Business Manager of the Union. If an employee within the Unit is discharged, the Company will notify the Business Manager of the Union as promptly as possible.

ARTICLE VI
HOURS OF WORK, RATES OF PAY, OVERTIME

Section 1.

1.(a) For the purpose of computing overtime, the workweek shall start at 12:00 a.m. Sunday and end at 11:59 pm the following Saturday.

The regular workweek for all employees covered under this Agreement at the time of ratification shall be scheduled Monday through Friday between the hours of 6:00 a.m. and 7:00 p.m.

Any employees who become covered under this Agreement following ratification may be required to work any regular schedule as deemed necessary by management subject to the bidding process set forth in this Agreement.

1.(b) **Establishing New Schedules**

The establishing of any new schedule shall be at management's discretion and shall not be subject to the grievance and arbitration process. The term "Schedule" shall be defined as a regular, daily schedule, which shall be in effect for at least one month, and shall exclude any storm, emergency, or voluntary change in shift or schedule.

Section 2. Computing Overtime, Saturday and Sunday Premiums

All hours worked in excess of forty hours in one workweek shall be paid at the overtime rate of one and one-half times the regular rate. Employees with Sunday as a regularly scheduled day off in any calendar week shall be paid at double time their regular rate for hours worked on that Sunday.

Employees with Saturday as a regularly scheduled day off in any calendar week shall be paid at time and one-half times their regular rate for hours worked on that Saturday if those hours are in excess of forty hours for the work week. For any hours worked on Saturday, the employee will be paid a shift premium of $1.40 per hour.

Section 3. Overtime

3.(a) Overtime will be assigned among employees as equally as possible. Records of overtime hours shall be made available to the Union on a shared drive each month. In selecting employees for assignment to overtime, insofar as it is practicable based on business needs, the Company will first seek volunteers by sending out a message to all qualified employees within the department and select qualified employees for the assignment in inverse order of the amount of overtime worked. Where qualified employees have an equal number of overtime hours, the selection for the overtime assignment will be made based on department seniority from senior to junior.

The Company will excuse employees who do not want the assignment, provided the required number of qualified employees accept the assignment. Where additional help is needed beyond the number of qualified employees who have volunteered to work the overtime assignment, additional assignments will be made among qualified employees in inverse order of the amount of overtime worked. Where qualified employees have an equal number of overtime hours, the overtime assignment will be made based on department seniority from junior to senior. Probationary employees will be considered qualified to work overtime when management deems them competent to perform the work specified in the overtime assignment.

3.(b) Employees who report for overtime shall be paid for hours actually worked at the applicable rate.

3.(c) Employees who are called in and immediately report to work at a Company location for unscheduled overtime shall be paid for hours actually worked at the applicable rate, plus one-half hour to report to work and one-half hour to return home after work, unless this extends into the employee's normal work day, in which case, he/she would not be eligible for that portion of the travel time. An employee called in for unscheduled overtime work under this paragraph will receive a minimum of three hours' pay plus the above travel time at the applicable rate except that if an employee is called in for unscheduled overtime work which continues into the employee's regular working schedule, the employee shall be paid for actual time worked and the half hour travel to work at the applicable rate.

3.(d) Time off shall not be considered as repayment for such work performed.

3.(e) Absent extenuating circumstances, employees will not be excused from overtime when such overtime is due to an emergency, a special job, or is at the end of a day's shift. Evidence of extenuating circumstances may be requested at management's discretion.

Section 4. On Call

Employees may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24-hour periods. Employees who are assigned by the Company to be on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24-hour period (or less than a 24-hour period) that they are required to be on call as follows:

(i) If the majority of the 24 hour on-call period (or less than a 24-hour assignment) is served during a weekday (Monday through Friday), employees will receive 1.5 hours at basic straight-time rates;

(ii) If the majority of the 24 hour on-call period, (or less than a 24-hour assignment) is served during a holiday, weekend (Saturday or Sunday), or the employee's scheduled day off (only for employees working a special schedule), employees will receive 3 hours at basic straight-time rates. With the exception of weekend on-call periods containing Company-recognized holidays, employees will receive no more than two 3-hour payments and one 1.5 hour payment for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday.).

One on-call payment will be made for each 24-hour period regardless whether such 24-hour period extends over two calendar days. Employees will receive no more than five payments of 1.5 hours and two payments of 3 hours for an on-call assignment

of seven consecutive 24-hour periods (e.g., 3 p.m. Tuesday until 7 a.m. Tuesday) even though such period might extend over eight calendar days.

Employees who are on call and are required to report to work at a Company location, shall be paid for hours actually worked at the applicable rate, plus one-half hour to report to work and one-half hour to return home after work, unless the on call assignment extends into the employee's normal work day, in which case, he/she would not be eligible for that portion of the travel time. An employee called in for work while on call will receive a minimum of three hours' pay plus the above travel time at the applicable rate except that if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid for actual time worked and the half hour travel to work at the applicable rate.

In selecting employees for On Call assignments, insofar as it is practicable based on business needs, the Company will first seek volunteers by sending out a message to all qualified employees within the department and select qualified employees for the assignment in inverse order of the amount of overtime worked. Where qualified employees have an equal number of overtime hours, the selection for the On Call assignment will made based on department seniority from senior to junior. The Company will excuse employees who do not want the assignment, provided the required number of qualified employees accept the assignment.

Where additional help is needed beyond the number of qualified employees who have volunteered to work the overtime assignment, additional assignments will be made among qualified employees in inverse order of amount of overtime worked. Where qualified employees have an equal number of overtime hours, the On Call assignment will made based on department seniority from junior to senior. Probationary employees will be considered qualified if management deems them competent to perform the work specified in the overtime assignment.

Nothing shall restrict the Company's right to assign any employee to be On Call for unscheduled emergency situations, such as the forecast of a storm.

Section 5. Meals and Meal Allowances

After an employee has worked two hours or more of overtime work which is continuous with the employee's regular scheduled working hours and which forces the employee to miss his/her regular meal hour (other than breakfast as provided for below), or after five hours of overtime work, and after each additional five hours of overtime work, the Company will pay the employee $20.00 on account of such meal, unless the Company offers a meal for the employee.

In the event that an employee has more than twelve (12) hours advance notice that he/she will be working overtime, he/she will not be eligible for such meal payment, except in certain emergency situations, as determined by management.

An allowance of $10.00 shall be made for breakfast in any case where an employee is required to report for work three hours or more before the employee's usual starting time, unless the employee has been given at least twelve hours' advanced notice of such work assignment.

As far as operating requirements permit, each such employee shall be allowed reasonable time off to eat such meal. Such reasonable time off up to twenty minutes shall be included in the hours of overtime work. An employee entitled to a meal and/or time off under this Section shall, if the overtime assignment continues, become entitled to additional meals and/or time off therefore at five-hour intervals. Each such five-hour interval shall begin at the conclusion of the last prior meal or, in the event that the meal could not be taken, the five-hour interval shall begin at the time in which the meal was earned. Although exact scheduling of meals will depend on requirements of the job, it is intended that an employee be allowed to eat a meal within a reasonable time after the employee becomes entitled to it under this Section. However, if management determines that the employee may not take time off and allows the employee to work through to complete the job, the employee will be paid one-half hour for each meal for which the employee qualified. This half-hour shall not be included in the calculation for subsequent meal breaks.

An employee who is entitled to a meal allowance will be paid for the meal at the rate of $10.00 for breakfast and lunch, and $20.00 for evening meals only (4:00 p.m. to 12 midnight), unless the Company offers such meals.

Except where the Company has scheduled an employee for a straight eight (8)-hour day**,** normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch periods should be kept at a minimum. Employees scheduled for a straight eight (8)-hour day will not have a lunch period designated but will be expected to eat on the fly.

Section 6. Schedules of Normal Work Coverage

The Company will prepare and notify employees using electronic media of schedules of normal work coverage for the employees in various departments of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than ten hours per day or forty hours per week.

Section 7. No Duplication of Rates

When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime, or premium rates of pay for the same hours worked.

Section 8. Overtime and On Call Response Rate

Because of the nature of our business, and our need to provide 24-hour a day service to our customers, it is necessary that all employees work overtime when the need exists - both planned and unplanned, and periodically with limited notice. To ensure appropriate service is provided to our customers, employees shall furnish an acceptable means of after-hours contact by cell phone/telephone.

Employees will be measured on their overtime response rate as part of their yearly performance evaluation. For this purpose, the measure is calculated as the number of times an employee volunteered to work overtime that is offered to the employee while at work during regular hours or be on call (regardless of whether they were selected) divided by the total number of overtime and on call offerings that they were eligible to work in any given year.

When overtime offerings are made outside of regular work hours, employees who volunteer for these assignments will have this noted in a favorable manner as part of their yearly performance evaluation.

Section 9. Shift Bidding Process

Employee shifts in the Windsor Customer Operations Center will be fixed shifts and determined by a shift bid. All shifts will be awarded by classification seniority. In the event of a tie, Company seniority will prevail. In the event of a further tie, the earlier birth date will prevail. Employee failure to respond to or participate in a shift bid, or failure to accurately and completely follow the bidding process will result in the awarding of any remaining, unfilled shift.

Shift bids will occur as deemed necessary by the Company to support the needs of our business and our customers. Notification of a shift bid will occur at least 30 days prior to the bid start date, and employees will have a minimum of 7 days to select their shift. Awarded shifts will begin no sooner than 14 days after the completion of the shift bid and notification of shift assignment, unless mutually agreed upon by the Local and the Company. Shifts (including start and end time, duration and number of shifts) will be determined solely by management and will be based on business need.

If a shift change is needed to meet the requirements of the business, employees will be given a minimum of 14 days' notice. Shift changes will be offered by classification seniority. In the event of a tie, Company seniority will prevail. In the event of a further tie, the earlier birth date will prevail. In the event that no employee selects a shift(s), shifts will be awarded to the employee(s) with the lowest classification seniority. In the event of a tie, Company seniority (lowest to highest) will prevail. In the event of a further tie, the earlier birth date will prevail.

In the event of a restoration event, as determined by the Company, employee shifts may be adjusted as needed to meet the requirements of the business for the duration of the event and shall not be considered to be a shift change.

All new hire/probationary employees and employees participating in training lasting longer than one week will work a shift that is appropriate to the training being provided. The duration of this shift will vary based on the training and is at the discretion of the Company.

9.(a). **Resolutions Specialists**

Resolutions Specialists will work fixed shifts determined by management based on business need. Resolutions Specialists will be subject to the shift bid process outlined above.

Section 10. Pay Rates, Wages and Promotions for Customer Service Representatives

Customer Service Representatives (CSRs) employed in the Windsor Customer Service Center will have the opportunity to progress to the next level of promotion as a CSR as follows:

New Hire:

The Company shall determine the starting pay rate of new hires based upon a range related to the current, geographic market rate.

CSR Promotions:

CSR II employees will be eligible for promotion to the next level, CSR III, after a minimum of two full years of service if they are employees in good standing with no major disciplinary infractions (considered to be a written warning or suspension) during this period. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in both calendar years will be promoted to CSR III and receive an **8.0*% increase to their base pay.***

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation over the two year review period will be promoted to CSR III and receive a ***6.5% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period will be promoted to CSR III and receive a **5.5*% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period will not be eligible for promotion until their overall year-end average for two consecutive years is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to CSR III and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first two calendar years of service will not be eligible for promotion, regardless of performance, until they have achieved two consecutive full years of service without a major disciplinary infraction. Once the employee achieves two consecutive full years of service without a major disciplinary infraction, s/he will be promoted to CSR III and receive a **5.5*% increase to their base pay.***

CSR III employees will be eligible for promotion to the final level, CSR IV, after two full additional years of service if they are employees in good standing with no major disciplinary infractions (considered to be a written warning or suspension) during this period at the CSR III level. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in both calendar years following promotion to CSR III will be promoted to CSR IV and receive a **8.0*% increase to their base pay***.

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation following promotion to CSR III over the two year review period will be promoted to CSR IV and receive a **6.5*% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation following promotion to CSR III over the two year review period will be promoted to CSR IV and receive a ***5.5% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period following promotion to CSR III will not be eligible for promotion until their overall year-end average for two consecutive years is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to CSR IV and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first two calendar years as a CSR III will not be eligible for promotion, regardless of

performance, until they have achieved two consecutive full years of service without a major disciplinary infraction. Once the employee achieves two consecutive full years of service without a major disciplinary infraction, s/he will be promoted to CSR IV and receive a ***5.5% increase to their base pay.***

Base pay increases will become effective in the first pay period in the month following the CSR promotion.

Yearly Wage Increases:

In addition to the above promotion eligibility, all CSRs with more than six months of service will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle. Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a CSR can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The CSRs will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year. Employees with less than six months of service at the time base pay increases are awarded will receive a base pay increase equal to the current market rate CSR starting pay.

Performance review ratings, CSR goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 11. Pay Rates and Wages for Business Customer Service Representatives

Business Customer Service Representatives (CSRs) employed in the Windsor Customer Service Center will have the opportunity to progress to the next level of promotion as a Business CSR as follows:

Starting Pay Rate:

The Company shall determine the starting pay rate of a Business Customer Service Representative based upon a range related to the current, geographic market rate.

Business CSR Promotions:

Business CSR 2 employees will be eligible for promotion to the next level, Business CSR III, after a minimum of two full years of total service (including time spent in classification of Customer Service Representative II) if they are employees in good standing with no major disciplinary infractions (considered to be a written warning or suspension) during this period. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in both calendar years will be promoted to CSR Business 3 and receive an **8.0*% increase to their base pay.***

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation over the two year review period will be promoted to Business CSR 3 and receive a ***6.5% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period will be promoted to Business CSR 3 and receive a **5.5*% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period will not be eligible for promotion until their overall year-end average for two consecutive years is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to Business CSR 3 and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first two calendar years of service will not be eligible for promotion, regardless of performance, until they have achieved two consecutive full years of service without a major disciplinary infraction. Once the employee achieves two

consecutive full years of service without a major disciplinary infraction, s/he will be promoted to Business CSR 3 and receive a **5.5*% increase to their base pay.***

Business CSR 3 employees will be eligible for promotion to the next level, Business CSR 4, after two full additional years of total service (including time spent in classification of Customer Service Representative III) if they are employees in good standing with no major disciplinary infractions (considered to be a written warning or suspension) during this period at the Business CSR 3 level. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in both calendar years following promotion to CSR 3 will be promoted to Business CSR 4 and receive a **8.0*% increase to their base pay***.

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 3 over the two year review period will be promoted to Business CSR 4 and receive a **6.5*% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 3 over the two year review period will be promoted to Business CSR 4 and receive a ***5.5% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period following promotion to Business CSR 3 will not be eligible for promotion until their overall year-end average for two consecutive years is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to Business CSR 4 and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first two calendar years as a Business CSR 3 will not be eligible for promotion, regardless of performance, until they have achieved two consecutive full years of service without a major disciplinary infraction. Once the employee achieves two consecutive full years of service without a major disciplinary infraction, s/he will be promoted to Business CSR 4 and receive a **5.*5% increase to their base pay.***

Business CSR 4 employees will be eligible for promotion to the final level, Business CSR 5, after two full additional years of total service (including time spent in classification of Customer Service Representative IV) if they are employees in good standing with no major disciplinary infractions (considered to be a written warning or

suspension) during this period at the Business CSR 4 level. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in both calendar years following promotion to CSR 4 will be promoted to Business CSR 5 and receive a **8.0*% increase to their base pay***.

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 4 over the two year review period will be promoted to Business CSR 5 and receive a **6.5*% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 4 over the two year review period will be promoted to Business CSR 5 and receive a ***5.5% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the two year review period following promotion to Business CSR 4 will not be eligible for promotion until their overall year-end average for two consecutive years is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to Business CSR 5 and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first two calendar years as a Business CSR 4 will not be eligible for promotion, regardless of performance, until they have achieved two consecutive full years of service without a major disciplinary infraction. Once the employee achieves two consecutive full years of service without a major disciplinary infraction, s/he will be promoted to Business CSR 5 and receive a **5*.5% increase to their base pay.***

Base pay increases will become effective in the first pay period in the month following the Business CSR promotion.

Yearly Wage Increases:

In addition to the above promotion eligibility, all Business CSRs with more than six months of service will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle, with the exception of employees who are hired into the position from within the company between November 1st and December 31st of any given year. These employees will receive their yearly merit pay increase as part of their promotion to Business Customer Service Representative when they accept the position. Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall

year end performance rating. The performance ratings a Business CSR can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Business CSRs will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year. Employees with less than six months of service at the time base pay increases are awarded will receive a base pay increase equal to the current market rate CSR starting pay.

Performance review ratings, Business CSR goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 12. Pay Rates and Wages for Customer Resolutions Specialists

Starting Pay Rate:

The Company shall determine the starting pay rate of a Customer Resolutions Specialist based upon a range related to the current, geographic market rate. The Customer Resolutions Specialist position is a single step position, with no progression.

Yearly Wage Increases:

All Customer Resolutions Specialists will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle, with the exception of employees who are hired into the position from within the Company between November 1st and December 31st of any given year. If the acceptance of this position results in a promotion, these employees will receive their yearly merit pay increase as part of their promotion to Customer Resolutions Specialist when they transfer into the position.

Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Customer Resolutions Specialist employee can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Customer Resolutions Specialists will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year.

Performance review ratings, Customer Resolution Specialist goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 13. Pay Rates and Wages for Meter and Service Dispatch Employees

Starting Pay Rate:

The Company shall determine the starting pay rate of a Meter Service Dispatch employee based upon a range related to the current, geographic market rate. The Meter and Service dispatch position is a single step position, with no progression.

Yearly Wage Increases:

All Meter and Service Dispatch employees will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle, with the exception of employees who are hired into the position from within the Company between November 1st and December 31st of any given year. If the acceptance of this position results in a promotion, these employees will receive their yearly merit pay increase as part of their promotion to Meter and Service Dispatch when they transfer into the position.

Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Meter and Service Dispatch employee can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Meter and Service Dispatch employees will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year.

Performance review ratings, Meter and Service Dispatch goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 14. Pay Rates and Wages for Team Leaders

Starting Pay Rate:

The Company shall determine the starting pay rate of a Team Leader based upon a range related to the current, geographic market rate. The Team Leader position is a single step position, with no progression.

Yearly Wage Increases:

All Team Leaders will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle, with the exception of employees who are hired into the position from within the Company between November 1st and December 31st of any given year. These employees will receive their yearly merit pay increase as part of their promotion to Team Leader when they accept the position. Employees will have the opportunity to receive a

base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Team Leader can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Team Leaders will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year.

Performance review ratings, Team Leader goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

ARTICLE VII
VACATIONS, HOLIDAYS, AND LEAVES OF ABSENCES

Section 1. Vacation Allowance

(a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

- Employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed fifteen days of vacation.
- Employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed ten days of vacation.
- Employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed five days of vacation.
- Employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be allowed any vacation.

Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed fifteen days of vacation in that and each succeeding calendar year until eligible for four weeks' vacation as noted below.

Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed twenty days of vacation in that and each succeeding calendar year until eligible for five weeks' vacation as noted below.

Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed twenty-five days of vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days Start date April 1 through June 30 – 10 days Start date July 1 through September 1 – 5 days Start date October 1 or later – no vacation accrued
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

All vacations must be completed within the calendar year, are not cumulative and must be approved by management. The Company must afford opportunity for the employee to take the employee's vacation within the calendar year. The period of continuous service, for vacation purposes only, is not interrupted by leave of absence or temporary layoff.

(b) An employee's vacation begins at the end of his/her last scheduled work day and, as such, may not be forced to report to work until the vacation period ends.

(c) The vacation time of part-time employees who work more than twenty hours per week, but less than forty hours per week will be prorated. Part-time employees who work less than twenty hours per week are not entitled to vacation time.

Section 2. Employee Returns Before June 1

An employee who returns before June 1 of any calendar year from leave of absence or temporary layoff of more than six months' duration shall be entitled to the employee's full vacation for that calendar year. For any such employee returning after June 1, the vacation for that calendar year will be computed at one-tenth of the amount provided under Section 1 above for each month (including the month of the employee's return) remaining in the calendar year.

Section 3. Choice of Vacation

Employees will be granted preference in selecting vacation periods consistent with the bid practice now in effect. Specifically, the bid process will take place over three rounds, with the first round covering the initial 2 weeks, second round covering for

the remaining single weeks, and the last round covering single-day requests. The bids will be awarded by Company Seniority. Only Company allotted vacation time shall be utilized for the bid. Carry-over or holiday/floater time may not be used to bid for time off. During the bid process, requests will not be waitlisted.

Failure to submit vacation requests during any and/or all rounds will result in the employee forfeiting his or her turn during that round(s). Employees who fail to submit their vacation requests in the allotted time will be awarded vacation time after all other employees are awarded time during that round(s).

Employees will make all reasonable efforts to schedule appointments during non-work hours. In the event that an appointment needs to be scheduled during work hours, employee shall give the Company as much notice as possible and shall request time off to attend such appointment.

Vacation bid timelines will be confirmed at least thirty (30) days prior to the start of the vacation bid in each department. Date ranges not covered by, and time off not awarded in the bid process will be awarded on a first come, first serve basis based upon operational requirements.

Section 4. Vacation Rollover

Employees are permitted to carry over up to one week of vacation from one calendar year into the next. Vacation time carried over will be forfeited if not used in the calendar year following the year in which the time is earned. Employees will not be allowed to use accrued/carry-over vacation for the period of time immediately prior to their retirement date.

Section 5. Discontinuation of Employment

Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee’s employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee’s total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee’s full vacation or pay for that calendar year less any vacation time taken.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee’s total vacation allowance for that calendar year which the employee has not already received.

Section 6. Holidays; Time Off Before Christmas

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, Company Seniority shall govern.

Whenever any of such holiday(s) occur upon Sunday, management shall be afforded the discretion to determine if the Monday next following such day or the Friday preceding such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday as part of their normal schedule, the holiday will be observed on Sunday.

Whenever any such holiday(s) occur upon Saturday, the holiday shall not be observed on the Friday preceding such day. Instead, employees will be granted an additional floating holiday to be used within that calendar year based on operational requirements and supervisory approval.

Based upon operational requirements, the Company will allow four (4) hours off at the basic straight time rate to all employees who report for work and work a minimum of four (4) hours on Christmas Eve. If, however, an employee requests a vacation day or calls in sick on Christmas Eve, the full day will be coded as vacation or sick time, respectively.

If it is determined by the Company that time off cannot be allowed, the employee, in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

Section 7. Holiday Pay

Pay for the holidays listed in this Article will be as follows:

(a) If the holiday is observed on a day when the employee would ordinarily work and if the employee's services are not required, the employee will receive eight hours' pay and the day off.

(b) If an employee is required to work on a holiday, the employee will receive the eight hours' pay and shall code all hours actually worked at the straight time rate. Employee shall receive the applicable overtime rate for all hours worked in excess of forty hours in that work week.

(c) In order to receive holiday pay as described in sections (a) and (b) above, an employee must work the full scheduled work day before and full scheduled work day after a holiday. If an employee calls out sick or requests an intermittent Family Medical Leave Act (FMLA) day on the scheduled work day before and/or the scheduled work day after a holiday, the employee will not be paid for the holiday, but rather the holiday will be coded as a sick day or vacation time, if applicable (intermittent leave for care of a family member). If an employee is out of work and covered under the Short-Term Disability plan when a holiday is observed, the employee will be coded as disability and will not be coded as holiday. If an employee is out of work on a continuous Family Medical Leave for their own condition or to care for a family member, the employee will be coded as FMLA and will not be coded as a holiday.

Section 8. Sick Leave

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year. Sick days cannot be carried over from one year to the next, nor will sick days be paid out at termination.

Management reserves the right to require an employee to provide a doctor's note upon return to work following four consecutive days of absence due to sickness.

Sick Leave Wage Payment Policy

- Non-occupational illness/injury disability lasting more than five days will be managed by Lincoln Financial Group
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days for full-time employees or one full work week work for a part-time employee, qualifying employees will be eligible for short term disability
- The first twelve weeks of short-term disability will be paid at 100% of base pay
- Up to thirteen additional weeks of short-term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)

Section 9. Absence Due to Death in Family.

Three days of time off without loss of pay shall be granted to employees in the event of death of an immediate family member, with the fourth day approved only for extraordinary circumstances. An "immediate family member" includes an employee's spouse, child, parent, sister, brother, father, mother, father and mother-in-law, grandchild, grandparent, or a person who is actually a member of and living in the

employee's household. Employees will be allowed one day off with pay to attend the funeral of an aunt, uncle, son-in-law, daughter-in-law, brother-in-law, and sister-in-law, when the funeral is held on a scheduled work day.

Section 10. Jury Duty Wage Payments.

If an employee is selected for jury duty or is summoned to appear in court as a witness, the employee shall notify his/her supervisor immediately and shall provide documentation of jury selection or evidence of the summons to appear in court. Employees will be granted paid leave for jury duty not more than once every three years. During jury duty or witness leave duty (when the employee has no interest in the matter before the court), an employee will receive normal pay based on an eight-hour workday. If the court excuses the employee from any full day of jury duty or if the employee does not have to be in court for a full day as a witness, the employee is expected to report to work for the balance of that day.

Section 11. Military Leave.

Short Term Leave for Military Training

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence. Employee must provide notification to his/her supervisor, as soon as possible, so that arrangements can be made for work assignments in his/her absence.

Upon receipt of military documentation and Compensation for Ordered Tour of Duty form by the Leave Administration Department, the employee will be compensated for the difference between his/her wages and military pay for a maximum of 15 working days per Federal fiscal year (October 1 through September 30 of the next calendar year), if the military pay (taxable income on the military pay voucher) is less than his/her base wages. If the Compensation for Ordered Tour of Duty form is not received prior to the employee's absence, the employee will not be paid.

Requests for leave of absence to attend service schools, or tours of duty for other than training will be considered as individual cases, on their merits.

Long Term Leave for Active Duty

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Employees shall forward a copy of the Ordered Tour of Duty signed by the Commanding Officer, or comparable military documentation, to the Leave Administration Department, as soon as possible and prior to the leave. If this form is not received prior to the employee's absence, the employee will not be paid.

Employees shall submit a military earnings statement, or its equivalent, to the Leave Administration Department detailing the amount of payment received or expected to receive from the U.S. government for the tour of duty. If a military earnings statement is not received prior to the employee's long-term absence, he/she will not be paid.

Upon completion of the active tour of duty, employees will be eligible for reemployment within two weeks of an application for reemployment, as provided by the USERRA. Reemployment needs to include confirmation of good standing with the military and must be timely according to the following USERRA provisions:

- If the absence is for a period of 30 days or less, employee must report to work on the next full, regularly scheduled workday, plus 8 hours.
- If the absence is for a period of 31 to 180 days, employee must notify Company of his/her intent to return to work within 14 days following the end of the military service.
- If the absence is for a period of 181 days or more, employee must notify Company of his/her intent to return to work within 90 days following the end of the military service.

The employee will be reinstated to his/her former job if he/she is still physically qualified or able to become re-qualified with reasonable efforts.

ARTICLE VIII
SAFETY PROVISIONS

Section 1. Policy Statement

It is agreed that the Company and the Union will work together on a continuing program of safety measures for the protection of the employees, the public, of Company property and of its service to customers.

Section 2. Safety Manual

The Company will make available to each employee covered by this Agreement its "Employee Safety & Health Handbook."

Section 3. Company/ Union Safety Meetings

Representatives of the Company and two representatives of the Union and the Business Manager shall meet in February and September to discuss safety.

ARTICLE IX
GENERAL PROVISIONS

Section 1. Bulletin Board for Union Use

1.(a) The Company will furnish a suitably identified bulletin board for use by the Union in such location as mutually agreed upon. The purpose of the bulletin board will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial, or reflecting upon the Company, Union, or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.(a).

1.(b) If a general notice to employees or the public is issued pertaining to a change made in this Agreement, it shall be signed jointly by representatives of the Company and the Union.

1. (c) When information pertaining to Company-Union business is to be disseminated to the employees, announcement shall be posted on the official bulletin boards in the department or departments affected, and duplicates submitted to the Business Manager and Assistant Business Manager.

Section 2. Wages While Negotiating

During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than six employee representatives of the Union for time lost from their normal work schedules while attending meetings with Company representatives.

Section 3. Work Outside of Company Area

It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. Company-required travel shall be reimbursed pursuant to the Corporate Reimbursable Expenses Policy.

Section 4. Relative Policy

The Company discourages hiring relatives in order to promote a diverse workforce and avoid any actual or perceived conflict of interest. Relatives are defined, for purposes of this policy, as spouse, parent, child, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, in-law, step relative, life partner, or other individual residing within an employee's household. Any offer for employment involving the relative of a current employee must be approved by the Senior Vice President of the hiring organization and the Senior Vice President of Human Resources.

Section 5. Distractions

Employees shall not engage in distracting behavior while on work time. Management shall determine what constitutes a distraction. Examples include, but are not limited to, personal cell phone usage, personal laptop usage, etc.

Section 6. Tardiness

Employees shall arrive for work before their scheduled start time so as to be ready to begin their shift at their start time. Employees who violate this section will be subject to discipline.

Section 7. Exchange/Flex Time

Exchange Time allows an employee to request time off during a scheduled workday to be made up within the workweek (Sunday through Saturday). Granting of Exchange Time will be at the Company's discretion and shall be based upon such factors as the Company, in its judgment, believes relevant, including the needs of the business. If the Company approves an employee's request for such time off, it shall designate the time within the same workweek when the absence shall be made up.

The Company's decisions made under this section shall not be subject to the grievance and arbitration process.

ARTICLE X
STRIKES AND LOCKOUTS

The Company agrees that there shall be no lockout and the Union agrees that there shall be no strike, sympathy strike, or stoppage of work during the period of this Contract. The Company agrees that no action will be taken against the Union as an organization, or its officers while acting as such, for any damage which may be sustained as a result of any strike or stoppage of work not countenanced or authorized by the Union.

ARTICLE XI
EMPLOYEE BENEFITS

1.(a) The Company agrees to continue in effect for the period of this Agreement the benefits and eligibility requirements which apply to employees and their dependents where applicable under its current Group Life Insurance Plan, and Health Insurance Plan and the current Northeast Utilities Retirement Plan as amended January 1, 2008, for employees hired prior to January 1, 2010, and to offer the K-Vantage Benefit to employees hired after December 31, 2009. K-Vantage will also be available to employees hired prior to January 1, 2010, who choose K-Vantage before January 1,

2010 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. Employees originally hired into NU System Companies other than NStar who transfer into the union after January 1, 2010 will retain the same retirement benefit plan elections (under the NUSCO Retirement Plan or K-Vantage) they have immediately prior to the transfer, and will not be given an opportunity to make a new election for either plan. Employees transferred into the union from NStar will be treated as new hires as of their transfer date and will participate in K-Vantage. Previous vesting service from NStar will be recognized for vesting of K-Vantage benefits.

1.(b) Should the Company make any major changes which affect privileges or benefits to employees under any major policy, plan, or program not specifically covered by this Agreement but affecting employees hereunder, the Company shall, if it recognizes such change as significant, notify the Union in writing of such proposed change and the effective date thereof and the Union may, if it so desires, request in writing at any time within thirty days after notice of such change, that a meeting be arranged to discuss the effect of such change on employees and the Company will promptly arrange such a meeting. If notice of such change has not been given, the Company will arrange a meeting for discussing it promptly on request of the Union.

1.(c) It is understood and agreed by the Union and the Company that continuation of benefits provided under the Plans shall, of necessity, be contingent upon the rules and regulations applicable thereto and that the Company and its Plan Carriers will have authority to administer the Plans in accordance with such rules and regulations. Any change in a policy or practice covered by this Section which is not specifically mentioned in this Agreement or any question concerning the Company's application of such policies and practices of the Pension Plan, Group Life Insurance Plan or Health Insurance Plan shall not be subject to grievance procedure or arbitration.

ARTICLE XII
EXPENSE ALLOWANCE

Section 1. Travel Time and Transportation

When required to work distant from their base area, employees will be paid expense and travel allowances in accordance with the Corporate Reimbursable Expenses Policy.

Section 2. Change in Current Practices or Privilege

If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses outside of the employees' normal commute, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as

soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

ARTICLE XIII
COMPLIANCE WITH LAW

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings, or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to ensure a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article IV.

ARTICLE XIV – DURATION

Section 1. Term of Agreement

This Agreement constitutes the entire Agreement of the parties except such amendments or supplementary Agreements as are reduced to writing and signed by the parties hereto.

Except as otherwise provided, this Agreement shall become effective upon ratification and shall remain in full force and effect until April 1, 2024 and shall automatically renew itself from year to year until terminated by either party as herein provided.

Section 2. Notice

In the event that either party shall desire to terminate this Agreement or any renewal thereof, it shall give written notice to the other party by mail at least ninety (90) days prior to the expiration or renewal date that it desires to terminate the Agreement.

If notice is given as provided above, it shall be addressed to, respectively:

Manager, Labor Relations
P.O. Box 270
Hartford, CT 06141-0270

Local Union 457, IBEW
Business Manager/Financial Secretary

2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

Scott M. McCoy Date 12/20/2021
Scott McCoy
Business Manager, Local 457

FOR THE COMPANY:

Brooke Sherer Date 12/20/21
Brooke Sherer
Director - Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

Lonnie R. Stephenson
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
2/3/2022
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

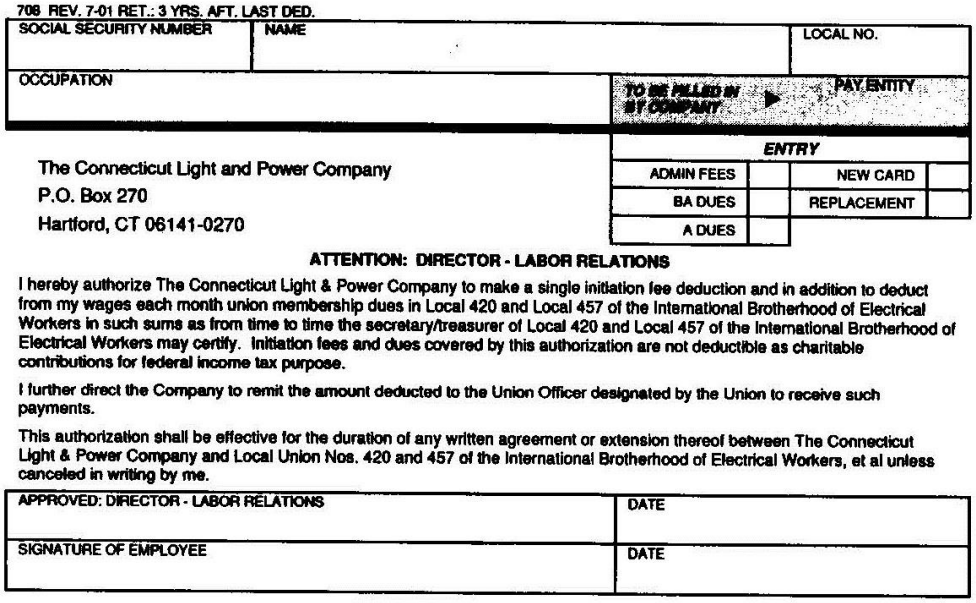
Date

APPENDIX A
JOB CLASSIFICATIONS

Business Customer Service Representative 2
Business Customer Service Representative 3
Business Customer Service Representative 4
Business Customer Service Representative 5
Customer Resolutions Specialist
Customer Service Representative II
Customer Service Representative III
Customer Service Representative IV
Meter and Service Dispatch
Team Leader

APPENDIX B
DUES INITIATION CARD

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a pay period basis. Deductions will be made only when authorized on the forms provided, the text of which is as follows:



708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.
OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY

ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

AGREEMENT

Between

NORTHEAST UTILITIES SERVICE COMPANY

DBA

EVERSOURCE ENERGY SERVICE COMPANY

and

THE INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS

LOCAL UNION 457 AFL-CIO

Customer Service Center

April 1, 2024 to April 1, 2028

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PREAMBLE

AGREEMENT entered into as of the 15th of July, 2021, between NORTHEAST UTILITIES SERVICES COMPANY DBA EVERSOURCE ENERGY SERVICES COMPANY, hereinafter referred to as the COMPANY, and LOCAL NO. 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment, and other conditions of employment. This Agreement shall be binding on any and all successors and assigns of the Employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The Employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I
RECOGNITION

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for all full-time and regular part-time Customer Resolution Specialists, Customer Service Center Representatives (Levels 1-5), Business Customer Service Representatives (Levels 1-5), Contact Center Representatives (Levels 1-5), Team Leads, and Meter and Service Dispatchers, employed by the Employer at its Windsor, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined by the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 01-RC-224159 dated August 22, 2018 (the “Unit”).

ARTICLE II
UNION MEMBERSHIP

Section 1.

(a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency, and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

(c) The Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall

notify the Company of such change promptly. Notices to the Company under this provision shall be directed to Manager, Labor Relations.

Section 2.

If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

Section 3.

The following provisions will apply to employees in job classifications covered by this Agreement:

(a) Employees who are members of the Union or its predecessor Union on July 15, 2021, or who later become members, will, as a condition of employment, be required to maintain their membership for the duration of this Agreement.

(b) Employees hired or transferred into the bargaining unit will be required, as a condition of employment, to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Manager, Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if, during the two-week period, the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Manager, Labor Relations and the Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of this dispute, the Company will not suspend or discharge the employee concerned for reasons related to this dispute. If this dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 4.

(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Union shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Manager, Labor Relations.

(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A", the Company will make a single deduction for the required initiation fee and in addition will deduct required Union dues from the employees' wages on a pay period basis and remit monthly to the Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the Unit, the employee’s authorization for the payroll deduction of Union dues will automatically become void at the end of the pay period within which the employee transfer is effective.

(c) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Unions’ COPE fund. Such donations shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

Section 5.

It is agreed that neither the Company nor the Union will discriminate against any employee in the application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE III
THE FUNCTIONS OF MANAGEMENT

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that

the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work; the direction of the working forces; the right to hire, suspend or discharge for just cause; the right to transfer the work of bargaining unit employees; the right to consolidate the work of bargaining unit employees; the right to consolidate work locations; the right to subcontract work; the right to set work schedules (start and end times); and the right to promote, demote, transfer, discipline, and lay off employees. In exercising these rights, the Company will act in accordance with the provisions of this Agreement.

ARTICLE IV
GRIEVANCES

Section 1. Open-Door Policy

Management will discuss problems or potential problems with Business and Assistant Business Managers. Under the Company's open-door policy, an employee or an employee's representative in the presence of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

Section 2. Introduction to Grievance Procedure

Any complaint made by an employee to the employee's immediate Supervisor concerning the employee's wages, hours, or working conditions, which is accompanied by a request for an answer, will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incident(s) that gave rise to them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Union, an employee from within the Windsor Customer Service Center other than the aggrieved, will be allowed a reasonable amount of time to discuss grievances with management in Steps One, Two, or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager, or Assistant Business Manager if the employee wishes one to appear with the employee in Step One, or for a Business Manager or the employee's designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or the employee's designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Section 3. Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager, or Assistant Business Manager, shall present the grievance to the immediate Supervisor within five calendar days following the incident which gave rise to it. The immediate Supervisor will endeavor to settle it by giving an answer within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within ten calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Section 4. Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying any and all provision(s) of the Agreement on which it is based and that the Union claims have been violated, and giving a brief description of the circumstances causing it. The Manager concerned will investigate the grievance and answer it as promptly as possible.

If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager concerned, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) or his designated representative shall be present. This meeting shall be held within fifteen calendar days of the date on which it was taken to this Step (subject to extension by mutual agreement). At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of ten calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

The Company will furnish written answers to the Union for grievances which are concluded with adjustment or which are denied in Step Two within seven calendar days of the date of presentation. If an answer is not given, or is not acceptable, it may be taken to Step Three within ten calendar days, (subject to extension by mutual agreement) from the date of presentation in this Step. When grievances are concluded in Step Two without adjustment, the Union will so-notify the Company in writing within ten days of the presentation in this Step.

Section 5. Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Manager, Labor Relations.

The latter shall refer the grievance to a joint committee consisting of:

(A) three representatives appointed by the Company; and
(B) three representatives appointed by the Union; one of whom shall be the Business Manager of the Union and/or the employee's designated representative. In addition, an International Representative may be present in this Step in an advisory capacity to the Local Union.

5.(a) **Designee to Appear for the International Representative** - An International Representative may designate an alternate representative to appear for the employee in a Step Three grievance meeting with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and the Manager, Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the Third Step grievance is received by the Manager, Labor Relations, (subject to extension by mutual agreement). It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with the decision.

5.(b) **Filing of a Union or Company Grievance** - At this Step in the grievance procedure, a "Union Grievance" or a "Company Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step.
If a "Company Grievance" is initiated, it shall be forwarded by the Manager, Labor Relations to the Business Manager of the Union and the International Representative who shall refer the grievance for settlement to a Joint Committee as provided in this Step.

5.(c) **Notifications Required when Grievances are Concluded -** The Company will furnish written answers to the Union for grievances which are concluded with adjustment or which are denied in Step Three. The party responsible for furnishing

an answer in this Step shall endeavor to do so within ten days of the Joint Committee Meeting (subject to extension by mutual agreement). If an answer is found to be unacceptable, either party may demand arbitration within five calendar days from the answer date (subject to extension by mutual agreement). If an answer is not given within fifteen calendar days from the date of the Joint Committee Meeting in this Step, either party may demand arbitration in accordance with and subject to the provisions of Article IV (subject to extension by mutual agreement), but will be barred from demanding arbitration after twenty days from the date of the Joint Committee Meeting. When grievances are concluded in Step Three without adjustment, the Union will so-notify the Company in writing.

Section 6. Failure to Pursue or Respond

Any grievance not presented or followed up through the grievance procedure outlined above shall be deemed waived. If at any step in the grievance procedure the Company fails to give its answer within the prescribed time, the grievance may automatically proceed to the next step in accordance with the procedure set forth above.

Section 7. Time off for Grievance

Employees will be allowed necessary time off without loss of pay for attending scheduled grievance discussions with the Company at the second or third step. In addition to the time allowed above, the Assistant Business Manager or, in the employee's absence, the employee's designated representative, will, upon specific request, be allowed reasonable time off to assemble data for scheduled grievance meetings.

Additional time off without pay will be allowed to not more than 1 representative (2 by mutual agreement) upon written request by the Union for the time required to attend state, regional, and national labor conventions.

Section 8. Precedent Setting

Where either party so states in writing in the disposition of a matter not submitted to arbitration under the grievance procedure, the acceptance of the action or disposition shall not be binding on either party as a precedent for the future on the same or related matters.

Section 9. Discipline or Discharge

The Company shall orally advise the Union of any suspension or discharge, and, if requested by the Union, the matter shall, on the same day, be discussed by the proper Management representative and the Business Manager and/or Assistant Business Manager or designated representative of the Union. The Company shall

advise the Union in writing of any suspension or discharge within three (3) working days of its occurrence.

Section 10. Submission of Grievance; Selection of Arbitrator

If a grievance is not settled in Step Three of Article IV, and provided the grievance is a dispute involving the interpretation, application, or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article IV submit the grievance to an impartial arbitrator for final settlement. Only the Union or the Company may submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing, but only within the time limits set forth in Section 5 above.

Section 11. Payment of Expenses for Arbitration

The Company and the Union will share equally such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

Any costs incurred by either party on its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

Section 12. Role of Arbitrator

The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining. The decision of the arbitrator shall be final and binding on both parties. The function of the arbitrator shall be limited to determining whether any terms subject to arbitration under this Agreement have been correctly interpreted and applied. The arbitrator shall have no power to add or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto.

Section 13. Agreement Changes Nonarbitrable

It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
SENIORITY

Introduction

Employees accumulate three types of seniority:

(a) The length of continuous service with the Company since date of last hire by the Company shall constitute “Company Seniority.”

(b) “Department Seniority” will be defined as total length of service in a given department and shall start on the date on which the employee begins paying Union dues.

(c) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority." The Classification Seniority date of any employee who is transferred out of the Unit and subsequently transferred back into the Unit shall be the date of transfer back into the Unit.

In the application of seniority, as defined in paragraphs (a) and (c) above, if employees have equivalent Classification Seniority, greater Company Seniority shall prevail. If both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

Probationary employees shall have no seniority status until they have worked continuously six (6) months in the Unit. Any employee who has been continuously employed during his/her probationary period shall become a regular employee at the end of the probationary period and his/her seniority shall start from the date of hiring. A regular employee shall lose his/her seniority status if he/she resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in this Article.

Section 1. Definition of an Employee

The term "employee" as used in this Agreement refers only to regular employees in the Unit. Regular employees are employees hired for full-time or part-time employment on continuing non-temporary work in an established job classification. During the first six (6) months of employment, each such employee will be on a probationary or trial basis. Non-regular employees are employees hired for temporary work whose term of employment will not exceed three months in any twelve-month period and whose employment does not affect the advancement of or result in the layoff of a regular employee.

Section 2. Promotion

2.(a) Employees will be given preference for training to qualify for promotion within the Unit based on qualifications and as determined by management. These decisions shall not be subject to the grievance and arbitration process.

2.(b) When promoting an employee to fill a vacancy in a higher job classification within the Unit, the decision will be made based on qualifications and as determined by management. Where qualifications are equal, the Company will endeavor to give

preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. These decisions shall not be subject to the grievance and arbitration process.

2.(c) Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted electronically on the Company's internal website. Each posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in accordance with the Company application process for reassignment to the posted job opening. The Company's determinations of the qualifications of employees applying for reassignment under this section will be made on the same basis as for hiring new employees. If reassignment is postponed following notification of acceptance, the employee's Classification Seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

Section 3. Reassignment, Layoff, and Demotion

If at any time, Company operations require a reduction of existing working forces, management will use its discretion in reassigning employees in the classifications affected. The Company will reassign employees to job classifications for which they are qualified.

Upon execution of a waiver and release, any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service**.** In all instances, an employee may not receive more than fifty-two weeks of severance. Any employee who accepts any position or who is offered a position within the Company shall not be eligible for severance pay. Any employee who accepts severance pay will thereby relinquish all other rights under this Agreement.

Section 4. Employees in Military Service

The Company will reinstate, without loss of Seniority, Call Center employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement, it may be necessary to reassign, transfer, or lay off other employees. Employees who have been granted leaves of absence for military purposes will not be precluded from consideration of promotion while they are on a military leave of absence.

Probationary employees, who are reinstated, shall have their Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service

immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Section 5. Seniority Lists

5.(a) The Company will prepare and make available on a shared drive seniority lists showing each employee's name, job classification, Department seniority date, and Company seniority date.

5.(b) Not later than August 1 of each year, the Company shall furnish the Union with an up-to-date seniority list for the Unit together with the classification and rate of pay of each employee on such list.

Section 6. Assignment of Job Classifications

Each employee will be assigned a job classification, the duties of which the employee is competent to perform, and which generally reflect the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack, when management deems necessary, or while the employee is being trained to better fit himself or herself for advancement in grade as vacancies occur.

Section 7. Performing Duties of Higher Job Classifications

7.(a) When an employee is temporarily upgraded to Team Lead for one or more hours, he/she will be paid one dollar and twenty-five cents ($1.25) per hour in addition to the employee's basic straight-time rate for all hours worked as a Team Lead. Upgrades will be based on management discretion. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

7.(b) If during a Supervisor's absence from work, an employee is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid one dollar and twenty-five ($1.25) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for eight or more hours on that day. Upgrades will be based on management discretion.

Section 8. Retrogression; Wage Rate

Retrogressive moves within the Unit shall be prohibited, unless it is definitely established that (1) a regular employee is incapable of performing the duties of his/her

job classification because of an injury sustained in the employ of the Company, or (2) a regular employee having five or more years of continuous service is incapable of performing the duties of his/her job classification because of a disability or infirmity arising from natural causes. In either instance, if the employee is assigned to a lower job classification within the Unit within his/her ability to perform, a special basic rate of pay will be established for him/her as follows:

> For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he/she is reassigned by the product of five percent times his/her years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification.
>
> For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

If an employee is retrogressed, it will be communicated in writing to the Business Manager of the Union.

Section 9. Job Classification Change Notices to Union

In order that the Union may maintain its records of Unit employees, the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification, and location for each Unit employee hired, reclassified, transferred, or separated from the Company. The information will be directed to the Business Manager of the Union. If an employee within the Unit is discharged, the Company will notify the Business Manager of the Union as promptly as possible.

ARTICLE VI
HOURS OF WORK, RATES OF PAY, OVERTIME

Section 1.

1.(a) For the purpose of computing overtime, the workweek shall start at 12:00 a.m. Sunday and end at 11:59 pm the following Saturday.

The regular workweek for all employees covered under this Agreement at the time of ratification shall be scheduled Monday through Friday between the hours of 6:00 a.m. and 7:00 p.m.

Any employees who become covered under this Agreement following ratification may be required to work any regular schedule as deemed necessary by management subject to the bidding process set forth in this Agreement.

1.(b) **Establishing New Schedules**

The establishing of any new schedule shall be at management's discretion and shall not be subject to the grievance and arbitration process. **The establishing of any new schedule for scheduled employees shall be discussed with the Local 457 Business Manager in advance of making such schedule effective.** The term "Schedule" shall be defined as a regular, daily schedule, which shall be in effect for at least one month, and shall exclude any storm, emergency, or voluntary change in shift or schedule.

Section 2. Computing Overtime, Saturday and Sunday Premiums

All hours worked in excess of forty hours in one workweek shall be paid at the overtime rate of one and one-half times the regular rate. Employees with Sunday as a regularly scheduled day off in any calendar week shall be paid at double time their regular rate for hours worked on that Sunday.

Employees with Saturday as a regularly scheduled day off in any calendar week shall be paid at time and one-half times their regular rate for hours worked on that Saturday if those hours are in excess of forty hours for the work week. For any hours worked on Saturday, the employee will be paid a shift premium of $1.40 per hour.

Section 3. Overtime

3.(a) Overtime will be assigned among employees as equally as possible. Records of overtime hours shall be made available to the Union on a shared drive each month. In selecting employees for assignment to overtime, insofar as it is practicable based on business needs, the Company will first seek volunteers by sending out a message to all qualified employees within the department and select qualified employees for the assignment in inverse order of the amount of overtime worked. Where qualified employees have an equal number of overtime hours, the selection for the overtime assignment will be made based on department seniority from senior to junior.

The Company will excuse employees who do not want the assignment, provided the required number of qualified employees accept the assignment. Where additional help is needed beyond the number of qualified employees who have volunteered to work the overtime assignment, additional assignments will be made among qualified employees in inverse order of the amount of overtime worked. Where qualified employees have an equal number of overtime hours, the overtime assignment will be made based on department seniority from junior to senior. Probationary employees will

be considered qualified to work overtime when management deems them competent to perform the work specified in the overtime assignment.

3.(b) Employees who report for overtime shall be paid for hours actually worked at the applicable rate.

3.(c) Employees who are called in and immediately report to work at a Company location for unscheduled overtime shall be paid for hours actually worked at the applicable rate, plus one-half hour to report to work and one-half hour to return home after work, unless this extends into the employee's normal work day, in which case, he/she would not be eligible for that portion of the travel time. An employee called in for unscheduled overtime work under this paragraph will receive a minimum of three hours' pay plus the above travel time at the applicable rate except that if an employee is called in for unscheduled overtime work which continues into the employee's regular working schedule, the employee shall be paid for actual time worked and the half hour travel to work at the applicable rate.

3.(d) Time off shall not be considered as repayment for such work performed.

3.(e) Absent extenuating circumstances, employees will not be excused from overtime when such overtime is due to an emergency, a special job, or is at the end of a day's shift. Evidence of extenuating circumstances may be requested at management's discretion.

Section 4. On Call

Employees may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24-hour periods. Employees who are assigned by the Company to be on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24-hour period (or less than a 24-hour period) that they are required to be on call as follows:

(i) If the majority of the 24 hour on-call period (or less than a 24-hour assignment) is served during a weekday (Monday through **Thursday**), employees will receive 1.5 hours at basic straight-time rates;

(ii) If the majority of the 24 hour on-call period, (or less than a 24-hour assignment) is served during a holiday, weekend (**Friday,** Saturday or Sunday), or the employee's scheduled day off (only for employees working a special schedule), employees will receive 3 hours at basic straight-time rates. With the exception of weekend on-call periods containing Company-recognized holidays, employees will receive no more than **three** 3-hour payments for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday.).

One on-call payment will be made for each 24-hour period regardless whether such 24-hour period extends over two calendar days. Employees will receive no more than five payments of 1.5 hours and two payments of 3 hours for an on-call assignment of seven consecutive 24-hour periods (e.g., 3 p.m. Tuesday until 7 a.m. Tuesday) even though such period might extend over eight calendar days.

Employees who are on call and are required to report to work at a Company location, shall be paid for hours actually worked at the applicable rate, plus one-half hour to report to work and one-half hour to return home after work, unless the on call assignment extends into the employee's normal work day, in which case, he/she would not be eligible for that portion of the travel time. An employee called in for work while on call will receive a minimum of three hours' pay plus the above travel time at the applicable rate except that if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid for actual time worked and the half hour travel to work at the applicable rate.

In selecting employees for On Call assignments, insofar as it is practicable based on business needs, the Company will first seek volunteers by sending out a message to all qualified employees within the department and select qualified employees for the assignment in inverse order of the amount of overtime worked. Where qualified employees have an equal number of overtime hours, the selection for the On Call assignment will made based on department seniority from senior to junior. The Company will excuse employees who do not want the assignment, provided the required number of qualified employees accept the assignment.

Where additional help is needed beyond the number of qualified employees who have volunteered to work the overtime assignment, additional assignments will be made among qualified employees in inverse order of amount of overtime worked. Where qualified employees have an equal number of overtime hours, the On Call assignment will made based on department seniority from junior to senior. Probationary employees will be considered qualified if management deems them competent to perform the work specified in the overtime assignment.

Nothing shall restrict the Company's right to assign any employee to be On Call for unscheduled emergency situations, such as the forecast of a storm.

Section 5. Meals and Meal Allowances

After an employee has worked two hours or more of overtime work which is continuous with the employee's regular scheduled working hours and which forces the employee to miss his/her regular meal hour (other than breakfast as provided for below), or after five hours of overtime work, and after each additional five hours of overtime work, the Company will pay the employee $20.00 on account of such meal, unless the Company offers a meal for the employee.

In the event that an employee has more than twelve (12) hours advance notice that he/she will be working overtime, he/she will not be eligible for such meal payment, except in certain emergency situations, as determined by management.

An allowance of $10.00 shall be made for breakfast in any case where an employee is required to report for work three hours or more before the employee's usual starting time, unless the employee has been given at least twelve hours' advanced notice of such work assignment.

As far as operating requirements permit, each such employee shall be allowed reasonable time off to eat such meal. Such reasonable time off up to twenty minutes shall be included in the hours of overtime work. An employee entitled to a meal and/or time off under this Section shall, if the overtime assignment continues, become entitled to additional meals and/or time off therefore at five-hour intervals. Each such five-hour interval shall begin at the conclusion of the last prior meal or, in the event that the meal could not be taken, the five-hour interval shall begin at the time in which the meal was earned. Although exact scheduling of meals will depend on requirements of the job, it is intended that an employee be allowed to eat a meal within a reasonable time after the employee becomes entitled to it under this Section. However, if management determines that the employee may not take time off and allows the employee to work through to complete the job, the employee will be paid one-half hour for each meal for which the employee qualified. This half-hour shall not be included in the calculation for subsequent meal breaks.

An employee who is entitled to a meal allowance will be paid for the meal at the rate of $10.00 for breakfast and lunch, and $20.00 for evening meals only (4:00 p.m. to 12 midnight), unless the Company offers such meals.

Except where the Company has scheduled an employee for a straight eight (8)-hour day**,** normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch periods should be kept at a minimum. Employees scheduled for a straight eight (8)-hour day will not have a lunch period designated but will be expected to eat on the fly.

Section 6. Schedules of Normal Work Coverage

The Company will prepare and notify employees using electronic media of schedules of normal work coverage for the employees in various departments of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than ten hours per day or forty hours per week.

Section 7. No Duplication of Rates

When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime, or premium rates of pay for the same hours worked.

Section 8. Overtime and On Call Response Rate

Because of the nature of our business, and our need to provide 24-hour a day service to our customers, it is necessary that all employees work overtime when the need exists - both planned and unplanned, and periodically with limited notice. To ensure appropriate service is provided to our customers, employees shall furnish an acceptable means of after-hours contact by cell phone/telephone.

Employees will be measured on their overtime response rate as part of their yearly performance evaluation. For this purpose, the measure is calculated as the number of times an employee volunteered to work overtime that is offered to the employee while at work during regular hours or be on call (regardless of whether they were selected) divided by the total number of overtime and on call offerings that they were eligible to work in any given year.

When overtime offerings are made outside of regular work hours, employees who volunteer for these assignments will have this noted in a favorable manner as part of their yearly performance evaluation.

Section 9. Shift Bidding Process

Employee shifts in the Windsor Customer Operations Center will be fixed shifts and determined by a shift bid. All shifts will be awarded by classification seniority. In the event of a tie, Company seniority will prevail. In the event of a further tie, the earlier birth date will prevail. Employee failure to respond to or participate in a shift bid, or failure to accurately and completely follow the bidding process will result in the awarding of any remaining, unfilled shift.

Shift bids will occur as deemed necessary by the Company to support the needs of our business and our customers. Notification of a shift bid will occur at least 30 days prior to the bid start date, and employees will have a minimum of 7 days to select their shift. Awarded shifts will begin no sooner than 14 days after the completion of the shift bid and notification of shift assignment, unless mutually agreed upon by the Local and the Company. Shifts (including start and end time, duration and number of shifts) will be determined solely by management and will be based on business need.

If a shift change is needed to meet the requirements of the business, employees will be given a minimum of 14 days' notice. Shift changes will be offered by classification seniority. In the event of a tie, Company seniority will prevail. In the event of a further tie, the earlier birth date will prevail. In the event that no employee selects a shift(s), shifts will be awarded to the employee(s) with the lowest classification seniority. In the event of a tie, Company seniority (lowest to highest) will prevail. In the event of a further tie, the earlier birth date will prevail.

In the event of a restoration event, as determined by the Company, employee shifts may be adjusted as needed to meet the requirements of the business for the duration of the event and shall not be considered to be a shift change.

All new hire/probationary employees and employees participating in training lasting longer than one week will work a shift that is appropriate to the training being provided. The duration of this shift will vary based on the training and is at the discretion of the Company.

9.(a). **Resolutions Specialists**

Resolutions Specialists will work fixed shifts determined by management based on business need. Resolutions Specialists will be subject to the shift bid process outlined above.

Section 10. Pay Rates, Wages and Promotions for Customer Service Representatives (changes below effective during 2025 Compensation Cycle)

Customer Service Representatives (CSRs) employed in the Windsor Customer Service Center will have the opportunity to progress to the next level of promotion as a CSR as follows:

New Hire:

The Company shall determine the starting pay rate of new hires based upon a range related to the current, geographic market rate.

CSR Promotions:

CSR II employees will be eligible for promotion to the next level, CSR III, after a minimum of **one** full year of service if they are employees in good standing with no major disciplinary infractions (considered to be a written warning **for safety or customer-impacting/handling infractions, multiple written warnings in any twelve-month period,** or suspension) during this period. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluation **over the one year review period** will be promoted to CSR III and receive an **8.0*% increase to their base pay.***

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation over the **one** year review period will be promoted to CSR III and receive a ***6.5% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period will be promoted to CSR III and receive a **5.5*% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period will not be eligible for promotion until their overall year-end average for **one** year is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to CSR III and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first **twelve months** of service will not be eligible for promotion, regardless of performance, until they have achieved **twelve months** of service without a major disciplinary infraction. Once the employee achieves **twelve months** of service without a major disciplinary infraction, s/he will be promoted to CSR III and receive a **5.5*% increase to their base pay.***

CSR III employees will be eligible for promotion to the final level, CSR IV, after **one** full additional year of service if they are employees in good standing with no major disciplinary infractions (considered to be a written warning **for safety or customer-impacting/handling infractions, multiple written warnings in any twelve-month period,** or suspension) during this period at the CSR III level. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluation in **the** calendar year following promotion to CSR III will be promoted to CSR IV and receive a **8.0*% increase to their base pay***.

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation following promotion to CSR III over the **one** year review period will be promoted to CSR IV and receive a **6.5*% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation following promotion to CSR III over the **one** year review period will be promoted to CSR IV and receive a ***5.5% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period following promotion to CSR III will not be eligible for promotion until their overall year-end average for **one** year is at least 3/('Successful Contributor') or higher.

Once the employee achieves this average, s/he will be promoted to CSR IV and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first **twelve months** as a CSR III will not be eligible for promotion, regardless of performance, until they have achieved **twelve months** of service without a major disciplinary infraction. Once the employee achieves **twelve months** of service without a major disciplinary infraction, s/he will be promoted to CSR IV and receive a **5*.5% increase to their base pay.***

Base pay increases will become effective in the first pay period in the month following the CSR promotion.

Promotional Opportunity for Contact Center CSRs - Business Calls

Effective beginning with the 2025 Compensation Cycle, CSR IV employees will be eligible for promotion to an additional level, CSR V, after one full additional year of service if they are employees in good standing with no major disciplinary infractions (considered to be a written warning for safety or customer-impacting/handling infractions, multiple written warnings in any twelve-month period, or suspension) during this period at the CSR IV level and take business calls throughout the one full additional year of service. Promotion will be based on individual performance, and will work as follows:

- **Employees who achieve a 5/('Top Achiever') on their overall year-end performance evaluations over the one-year review period following promotion to CSR IV will be promoted to CSR V and receive a 8.0*% increase to their base pay*.**

- **Employees who average between a 4 and 4.99/('High Contributor') on their overall year-end performance evaluation following promotion to CSR IV over the one year review period will be promoted to CSR V and receive a 6.5*% increase to their base pay*.**

- **Employees who average between a 3 and 3.99/('Successful Contributor') on their overall year-end performance evaluation following promotion to CSR IV over the two year review period will be promoted to CSR V and receive a *5.5% increase to their base pay.***

- **Employees who average less than a 3/('Successful Contributor') on their overall year-end performance evaluation over the one year review period following promotion to CSR IV will not be eligible for promotion until their overall year-end average for two consecutive years is at least 3/('Successful Contributor') or higher. Once the employee achieves this**

average, s/he will be promoted to CSR V and receive a *5.5% increase to their base pay.*

- **Employees who have received a major disciplinary infraction during their first twelve months as a CSR IV will not be eligible for promotion, regardless of performance, until they have achieved twelve months without a major disciplinary infraction. Once the employee achieves twelve months without a major disciplinary infraction, s/he will be promoted to CSR V and receive a 5*.5% increase to their base pay.***

Base pay increases will become effective in the first pay period in the month following the CSR promotion.

Yearly Wage Increases:

In addition to the above promotion eligibility, all CSRs with more than six months of service will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle. Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a CSR can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The CSRs will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year. Employees with less than six months of service at the time base pay increases are awarded will receive a base pay increase equal to the current market rate CSR starting pay.

Performance review ratings, CSR goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 11. Pay Rates and Wages for Business Customer Service Representatives (changes below effective during 2025 Compensation Cycle)

Business Customer Service Representatives (CSRs) employed in the Windsor Customer Service Center will have the opportunity to progress to the next level of promotion as a Business CSR as follows:

Starting Pay Rate:

The Company shall determine the starting pay rate of a Business Customer Service Representative based upon a range related to the current, geographic market rate.

Business CSR Promotions:

Business CSR 2 employees will be eligible for promotion to the next level, Business CSR III, after a minimum of **one** full year of total service (including time spent in classification of Customer Service Representative II) if they are employees in good standing with no major disciplinary infractions (considered to be a written warning **for safety or customer-impacting/handling infractions, multiple written warnings in any twelve-month period,** or suspension) during this period. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in **the** calendar year **over the one year review period** will be promoted to CSR Business 3 and receive an **8.0*% increase to their base pay.***

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation over the **one** year review period will be promoted to Business CSR 3 and receive a ***6.5% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period will be promoted to Business CSR 3 and receive a **5.5*% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period will not be eligible for promotion until their overall year-end average for **one** consecutive year is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to Business CSR 3 and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first **twelve months** of service will not be eligible for promotion, regardless of performance, until they have achieved **twelve months** of service without a major disciplinary infraction. Once the employee achieves **twelve months** of service without a major disciplinary infraction, s/he will be promoted to Business CSR 3 and receive a **5.5*% increase to their base pay.***

Business CSR 3 employees will be eligible for promotion to the next level, Business CSR 4, after **one** full additional years of total service (including time spent in classification of Customer Service Representative III) if they are employees in good standing with no major disciplinary infractions (considered to be a written warning **for safety or customer-impacting/handling infractions, multiple written warnings in any twelve-month period,** or suspension) during this period at the Business CSR 3 level. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in **the** calendar year following promotion to CSR 3 will be promoted to Business CSR 4 and receive a **8.0*% increase to their base pay***.

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 3 over the **one** year review period will be promoted to Business CSR 4 and receive a **6.5*% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 3 over the **one** year review period will be promoted to Business CSR 4 and receive a ***5.5% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period following promotion to Business CSR 3 will not be eligible for promotion until their overall year-end average for **one** year is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to Business CSR 4 and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first **twelve months** as a Business CSR 3 will not be eligible for promotion, regardless of performance, until they have achieved **twelve months** of service without a major disciplinary infraction. Once the employee achieves **twelve months** of service without a major disciplinary infraction, s/he will be promoted to Business CSR 4 and receive a **5*.5% increase to their base pay.***

Business CSR 4 employees will be eligible for promotion to the final level, Business CSR 5, after **one** full additional year of total service (including time spent in classification of Customer Service Representative IV) if they are employees in good standing with no major disciplinary infractions (considered to be a written warning **for safety or customer-impacting/handling infractions, multiple written warnings in any twelve-month period,** or suspension) during this period at the Business CSR 4 level. Promotion will be based on individual performance, and will work as follows:

- Employees who achieve a **5/('Top Achiever')** on their overall year-end performance evaluations in **the** calendar year following promotion to CSR 4 will be promoted to Business CSR 5 and receive a **8.0*% increase to their base pay***.

- Employees who average between a **4 and 4.99/('High Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 4 over the **one** year review period will be promoted to Business CSR 5 and receive a **6.5*% increase to their base pay***.

- Employees who average between a **3 and 3.99/('Successful Contributor')** on their overall year-end performance evaluation following promotion to Business CSR 4 over the **one** year review period will be promoted to Business CSR 5 and receive a ***5.5% increase to their base pay.***

- Employees who average **less than a 3/('Successful Contributor')** on their overall year-end performance evaluation over the **one** year review period following promotion to Business CSR 4 will not be eligible for promotion until their overall year-end average for **one** year is at least 3/('Successful Contributor') or higher. Once the employee achieves this average, s/he will be promoted to Business CSR 5 and receive a ***5.5% increase to their base pay.***

- Employees who have received a major disciplinary infraction during their first **twelve months** as a Business CSR 4 will not be eligible for promotion, regardless of performance, until they have achieved **twelve months** of service without a major disciplinary infraction. Once the employee achieves **twelve months** of service without a major disciplinary infraction, s/he will be promoted to Business CSR 5 and receive a **5*.5% increase to their base pay.***

Base pay increases will become effective in the first pay period in the month following the Business CSR promotion.

Yearly Wage Increases:

In addition to the above promotion eligibility, all Business CSRs with more than six months of service will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines and cycle,

with the exception of employees who are hired into the position from within the company between November 1st and December 31st of any given year. These employees will receive their yearly merit pay increase as part of their promotion to Business Customer Service Representative when they accept the position. Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Business CSR can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Business CSRs will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year. Employees with less than six months of service at the time base pay increases are awarded will receive a base pay increase equal to the current market rate CSR starting pay.

Performance review ratings, Business CSR goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 12. Pay Rates and Wages for Customer Resolutions Specialists

Starting Pay Rate:

The Company shall determine the starting pay rate of a Customer Resolutions Specialist based upon a range related to the current, geographic market rate. The Customer Resolutions Specialist position is a single step position, with no progression.

Yearly Wage Increases:

All Customer Resolutions Specialists will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review,

guidelines and cycle, with the exception of employees who are hired into the position from within the Company between November 1st and December 31st of any given year. If the acceptance of this position results in a promotion, these employees will receive their yearly merit pay increase as part of their promotion to Customer Resolutions Specialist when they transfer into the position.

Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Customer Resolutions Specialist employee can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Customer Resolutions Specialists will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year.

Performance review ratings, Customer Resolution Specialist goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 13. Pay Rates and Wages for Meter and Service Dispatch Employees

Starting Pay Rate:

The Company shall determine the starting pay rate of a Meter Service Dispatch employee based upon a range related to the current, geographic market rate. The Meter and Service dispatch position is a single step position, with no progression.

Yearly Wage Increases:

All Meter and Service Dispatch employees will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation

review, guidelines and cycle, with the exception of employees who are hired into the position from within the Company between November 1st and December 31st of any given year. If the acceptance of this position results in a promotion, these employees will receive their yearly merit pay increase as part of their promotion to Meter and Service Dispatch when they transfer into the position.

Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Meter and Service Dispatch employee can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Meter and Service Dispatch employees will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year.

Performance review ratings, Meter and Service Dispatch goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 14. Pay Rates and Wages for Team Leaders

Starting Pay Rate:

The Company shall determine the starting pay rate of a Team Leader based upon a range related to the current, geographic market rate. The Team Leader position is a single step position, with no progression.

Yearly Wage Increases:

All Team Leaders will have the ability to earn a yearly pay increase in accordance with the Company's pay-for-performance compensation review, guidelines

and cycle, with the exception of employees who are hired into the position from within the Company between November 1st and December 31st of any given year. These employees will receive their yearly merit pay increase as part of their promotion to Team Leader when they accept the position. Employees will have the opportunity to receive a base pay increase as set forth below, based on their overall year end performance rating. The performance ratings a Team Leader can achieve are as follows:

Performance Rating	Percentage Ranges*
• 5: Top Achiever	0% - 6%
• 4: High Contributor	0% - 5%
• 3: Successful Contributor	0% - 4%
• 2: Improvement Needed to be a Successful Contributor	0% - 2%
• 1: Did Not Meet Expectations	0%

The Team Leaders will be rated yearly on both quantitative and qualitative metrics, which will be determined by the Company at their sole discretion. If awarded, employee base pay increases will be determined yearly by the Company and will be based on the individual employee's performance during the previous calendar year.

Performance review ratings, Team Leader goals, and yearly base pay increases are determined solely by the Company and are not subject to the grievance and arbitration process outlined in Article IV.

*If a merit increase budget is awarded, employees rated Improvement Needed to be a Successful Contributor, Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their hourly rate and/or lump sum.

Section 15. One-Time Market Rate Adjustment

All CSR II and Business CSR II employees below current market rate will receive a one-time adjustment to the prevailing market rate during the compensation cycle of 2025 in lieu of the Company's regular pay-for-performance compensation cycle and award.

All other employees will be eligible for a one-time adjustment up to the maximum percentage of the market rate adjustment provided to CSR II and Business CSR II employees below the current market rate. Such adjustment shall be commensurate with an employee's performance in the 2024 performance cycle and shall be in lieu of the Company's regular pay-for-performance compensation cycle and award. This one-time adjustment commensurate with performance is solely at management's discretion and is not subject to the grievance and arbitration process.

To be eligible for this one-time market rate adjustment, Contact Center employees must agree to be gas emergency trained and skilled, successfully pass all training requirements and take gas emergency calls. Effective upon ratification of the April 1, 2024 contract, all new Contact Center hires and transfers must be gas emergency trained and skilled. Effective at the beginning of the pay period in which the one-time market rate adjustment is awarded, the $1.00 per hour stipend for taking gas emergency calls shall be eliminated for all employees.

To be eligible for this one-time market rate adjustment, all Billing and Credit employees must agree to be trained on moving calls, successfully pass the training and agree to handle such calls based on business need when called upon.

The Company's regular pay-for-performance compensation review, guidelines and cycle will restart for in 2026.

For those employees who do not wish to participate in this one-time market rate adjustment in 2025, they will follow the Company's regular pay-for-performance merit and compensation review and cycle process as outlined in this Article.

ARTICLE VII
VACATIONS, HOLIDAYS, AND LEAVES OF ABSENCES

Section 1. Vacation Allowance

(a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

- Employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed **120 hours** of vacation.
- Employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed **80 hours** of vacation.
- Employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed **40 hours** of vacation.
- Employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be allowed any vacation.

Effective January 1, 2025, the vacation allotment as set forth below is based on employees completing the designated number of years of continuous service by December 31 of a calendar year.

Less than one year of service	Start date January 1 through March 31 – **120 hours** Start date April 1 through June 30 – **80 hours**

	Start date July 1 through September 1 – **40 hours** Start date October 1 or later – no vacation accrued
One year but less than **6** years	**120 hours** per year
6 years	**128 hours**
7 years	**136 hours**
8 years	**144 hours**
9 years	**152 hours**
10 years but less than 20 years	**160 hours** per year
20 years or more	**200 hours** per year

All vacations must be completed within the calendar year, are not cumulative and must be approved by management. The Company must afford opportunity for the employee to take the employee's vacation within the calendar year. The period of continuous service, for vacation purposes only, is not interrupted by leave of absence or temporary layoff.

(b) An employee's vacation begins at the end of his/her last scheduled work day and, as such, may not be forced to report to work until the vacation period ends.

(c) The vacation time of part-time employees who work more than twenty hours per week, but less than forty hours per week will be prorated. Part-time employees who work less than twenty hours per week are not entitled to vacation time.

Section 2. Employee Returns Before June 1

An employee who returns before June 1 of any calendar year from leave of absence or temporary layoff of more than six months' duration shall be entitled to the employee's full vacation for that calendar year. For any such employee returning after June 1, the vacation for that calendar year will be computed at one-tenth of the amount provided under Section 1 above for each month (including the month of the employee's return) remaining in the calendar year.

Section 3. Choice of Vacation

Employees will be granted preference in selecting vacation periods consistent with the bid practice now in effect. Specifically, the bid process will take place over three rounds, with the first round covering the initial 2 weeks, second round covering for the remaining single weeks, and the last round covering single-day requests. The bids will be awarded by Company Seniority. Only Company allotted vacation time shall be utilized for the bid. Carry-over or holiday/floater time may not be used to bid for time off. During the bid process, requests will not be waitlisted.

Failure to submit vacation requests during any and/or all rounds will result in the employee forfeiting his or her turn during that round(s). Employees who fail to submit

their vacation requests in the allotted time will be awarded vacation time after all other employees are awarded time during that round(s).

Employees will make all reasonable efforts to schedule appointments during non-work hours. In the event that an appointment needs to be scheduled during work hours, employee shall give the Company as much notice as possible and shall request time off to attend such appointment.

Vacation bid timelines will be confirmed at least thirty (30) days prior to the start of the vacation bid in each department. Date ranges not covered by, and time off not awarded in the bid process will be awarded on a first come, first serve basis based upon operational requirements.

Section 4. Vacation Rollover

Employees are permitted to carry over up to one week of vacation from one calendar year into the next. Vacation time carried over will be forfeited if not used in the calendar year following the year in which the time is earned. Employees will not be allowed to use accrued/carry-over vacation for the period of time immediately prior to their retirement date.

Section 5. Discontinuation of Employment

Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee's employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee's total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee's full vacation or pay for that calendar year less any vacation time taken.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee's total vacation allowance for that calendar year which the employee has not already received.

Section 6. Holidays; Time Off Before Christmas

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are

requested by the employee. In the event of a conflict between employees requesting the same date, Company Seniority shall govern.

Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday as part of their normal schedule, the holiday will be observed on Sunday.

Whenever any such holiday(s) occur upon Saturday, the holiday shall not be observed on the Friday preceding such day. Instead, employees will be granted an additional floating holiday to be used within that calendar year based on operational requirements and supervisory approval.

Based upon operational requirements, the Company will allow four (4) hours off at the basic straight time rate to all employees who report for work and work a minimum of four (4) hours on Christmas Eve. If, however, an employee requests a vacation day or calls in sick on Christmas Eve, the full day will be coded as vacation or sick time, respectively.

If it is determined by the Company that time off cannot be allowed, the employee, in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

Section 7. Holiday Pay

Pay for the holidays listed in this Article will be as follows:

(a) If the holiday is observed on a day when the employee would ordinarily work and if the employee's services are not required, the employee will receive eight hours' pay and the day off.

(b) If the holiday is observed on an employee's day off, the employee shall receive an additional day off sometime during the calendar year on a day mutually agreeable to the Company and the employee. If the holiday is observed during the employee's vacation, the employee will receive eight hours' holiday pay and shall not be charged for vacation on that day.

(c) If an employee is required to work on a holiday, the employee will receive the eight hours' pay **plus one and one-half times the regular rate for all hours actually worked on the holiday**. Employee shall receive the applicable overtime rate for all hours worked in excess of forty hours in that work week.

(d) In order to receive holiday pay as described in sections (a) and (b) above, an employee must work the full scheduled work day before and full scheduled work day after a holiday. If an employee calls out sick or requests an intermittent Family Medical Leave Act (FMLA) day on the scheduled work day before and/or the scheduled work day after a holiday, the employee will not be paid for the holiday, but rather the holiday

will be coded as a sick day or vacation time, if applicable (intermittent leave for care of a family member). If an employee is out of work and covered under the Short-Term Disability plan when a holiday is observed, the employee will be coded as disability and will not be coded as holiday. If an employee is out of work on a continuous Family Medical Leave for their own condition or to care for a family member, the employee will be coded as FMLA and will not be coded as a holiday.

(e) Holiday pay for part-time employees is prorated.

Section 8. Sick Leave

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year. Sick days cannot be carried over from one year to the next, nor will sick days be paid out at termination.

Management reserves the right to require an employee to provide a doctor's note upon return to work following four consecutive days of absence due to sickness.

Sick Leave Wage Payment Policy

- Non-occupational illness/injury disability lasting more than five days **(40 hours)** will be managed by Lincoln Financial Group
- A total of 10 sick days **(80 hours)** per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days **(40 hours)** for full-time employees or one full work week work for a part-time employee, qualifying employees will be eligible for short term disability
- The first twelve weeks **(480 hours)** of short-term disability will be paid at 100% of base pay
- Up to thirteen additional weeks **(520 hours)** of short-term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)
- **Sick leave benefits for part-time employees will be prorated.**

Section 9. Absence Due to Death in Family.

Time off without loss of pay shall be granted to employees in the event of death in the family as follows: Up to a maximum of five (5) days of time off without loss of pay shall be granted to employees in the event of death of an immediate family member. An "immediate family member" includes an employee's spouse, child, **stepchild**, parent, **stepparent**, sister, brother, **stepsibling,** father and mother-in-law, grandchild **or** grandparent. **Up to a maximum of three (3) days off without loss of**

pay shall be granted to employees in the event of death of the employee's brother-in-law, sister-in-law or a person who is actually a member of and living in the employee's household. **Up to a maximum of two (2) days off without loss of pay shall be granted to employees in the event of death of the employee's** aunt **or** uncle. **Employees seeking leave must notify the employee's supervisor of such death and request such leave, which shall be granted unless an emergency exists at the time requiring the employee's services.**

Section 10. Jury Duty Wage Payments.

If an employee is selected for jury duty or is summoned to appear in court as a witness, the employee shall notify his/her supervisor immediately and shall provide documentation of jury selection or evidence of the summons to appear in court. Employees will be granted paid leave for jury duty not more than once every three years. During jury duty or witness leave duty (when the employee has no interest in the matter before the court), an employee will receive normal pay based on an eight-hour workday. If the court excuses the employee from any full day of jury duty or if the employee does not have to be in court for a full day as a witness, the employee is expected to report to work for the balance of that day.

Section 11. Military Leave.

Short Term Leave for Military Training

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence. Employee must provide notification to his/her supervisor, as soon as possible, so that arrangements can be made for work assignments in his/her absence.

Upon receipt of military documentation and Compensation for Ordered Tour of Duty form by the Leave Administration Department, the employee will be compensated for the difference between his/her wages and military pay for a maximum of 15 working days per Federal fiscal year (October 1 through September 30 of the next calendar year), if the military pay (taxable income on the military pay voucher) is less than his/her base wages. If the Compensation for Ordered Tour of Duty form is not received prior to the employee's absence, the employee will not be paid.

Requests for leave of absence to attend service schools, or tours of duty for other than training will be considered as individual cases, on their merits.

Long Term Leave for Active Duty

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). Employees shall forward a copy of the Ordered Tour of Duty signed by the Commanding Officer, or comparable

military documentation, to the Leave Administration Department, as soon as possible and prior to the leave. If this form is not received prior to the employee's absence, the employee will not be paid.

Employees shall submit a military earnings statement, or its equivalent, to the Leave Administration Department detailing the amount of payment received or expected to receive from the U.S. government for the tour of duty. If a military earnings statement is not received prior to the employee's long-term absence, he/she will not be paid.

Upon completion of the active tour of duty, employees will be eligible for reemployment within two weeks of an application for reemployment, as provided by the USERRA. Reemployment needs to include confirmation of good standing with the military and must be timely according to the following USERRA provisions:

- If the absence is for a period of 30 days or less, employee must report to work on the next full, regularly scheduled workday, plus 8 hours.
- If the absence is for a period of 31 to 180 days, employee must notify Company of his/her intent to return to work within 14 days following the end of the military service.
- If the absence is for a period of 181 days or more, employee must notify Company of his/her intent to return to work within 90 days following the end of the military service.

The employee will be reinstated to his/her former job if he/she is still physically qualified or able to become re-qualified with reasonable efforts.

ARTICLE VIII
SAFETY PROVISIONS

Section 1. Policy Statement

It is agreed that the Company and the Union will work together on a continuing program of safety measures for the protection of the employees, the public, of Company property and of its service to customers.

Section 2. Safety Manual

The Company will make available to each employee covered by this Agreement its "Employee Safety & Health Handbook."

Section 3. Company/ Union Safety Meetings

Representatives of the Company and two representatives of the Union and the Business Manager shall meet in February and September to discuss safety.

ARTICLE IX
GENERAL PROVISIONS

Section 1. Bulletin Board for Union Use

1.(a) The Company will furnish a suitably identified bulletin board for use by the Union in such location as mutually agreed upon. The purpose of the bulletin board will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial, or reflecting upon the Company, Union, or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.(a).

1.(b) If a general notice to employees or the public is issued pertaining to a change made in this Agreement, it shall be signed jointly by representatives of the Company and the Union.

1. (c) When information pertaining to Company-Union business is to be disseminated to the employees, announcement shall be posted on the official bulletin boards in the department or departments affected, and duplicates submitted to the Business Manager and Assistant Business Manager.

Section 2. Wages While Negotiating

During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than six employee representatives of the Union for time lost from their normal work schedules while attending meetings with Company representatives.

Section 3. Work Outside of Company Area

It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. Company-required travel shall be reimbursed pursuant to the Corporate Reimbursable Expenses Policy.

Section 4. Relative Policy

The Company discourages hiring relatives in order to promote a diverse workforce and avoid any actual or perceived conflict of interest. Relatives are defined, for purposes of this policy, as spouse, parent, child, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, in-law, step relative, life partner, or other individual residing within an employee's household. Any offer for employment involving the relative of a current employee must be approved by the Senior Vice President of the hiring organization and the Senior Vice President of Human Resources.

Section 5. Distractions

Employees shall not engage in distracting behavior while on work time. Management shall determine what constitutes a distraction. Examples include, but are not limited to, personal cell phone usage, personal laptop usage, etc.

Section 6. Tardiness

Employees shall arrive for work before their scheduled start time so as to be ready to begin their shift at their start time. Employees who violate this section will be subject to discipline.

Section 7. Exchange/Flex Time

Exchange Time allows an employee to request time off during a scheduled workday to be made up within the workweek (Sunday through Saturday). Granting of Exchange Time will be at the Company's discretion and shall be based upon such factors as the Company, in its judgment, believes relevant, including the needs of the business. If the Company approves an employee's request for such time off, it shall designate the time within the same workweek when the absence shall be made up.

The Company's decisions made under this section shall not be subject to the grievance and arbitration process.

ARTICLE X
STRIKES AND LOCKOUTS

The Company agrees that there shall be no lockout and the Union agrees that there shall be no strike, sympathy strike, or stoppage of work during the period of this Contract. The Company agrees that no action will be taken against the Union as an organization, or its officers while acting as such, for any damage which may be sustained as a result of any strike or stoppage of work not countenanced or authorized by the Union.

ARTICLE XI
EMPLOYEE BENEFITS

1.(a) The Company agrees to continue in effect for the period of this Agreement the benefits and eligibility requirements which apply to employees and their dependents where applicable under its current Group Life Insurance Plan, and Health Insurance Plan and the current Northeast Utilities Retirement Plan as amended January 1, 2008, for employees hired prior to January 1, 2010, and to offer the K-Vantage Benefit to employees hired after December 31, 2009. K-Vantage will also be available to employees hired prior to January 1, 2010, who choose K-Vantage before January 1,

2010 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. Employees originally hired into NU System Companies other than NStar who transfer into the union after January 1, 2010 will retain the same retirement benefit plan elections (under the NUSCO Retirement Plan or K-Vantage) they have immediately prior to the transfer, and will not be given an opportunity to make a new election for either plan. Employees transferred into the union from NStar will be treated as new hires as of their transfer date and will participate in K-Vantage. Previous vesting service from NStar will be recognized for vesting of K-Vantage benefits.

1.(b) Should the Company make any major changes which affect privileges or benefits to employees under any major policy, plan, or program not specifically covered by this Agreement but affecting employees hereunder, the Company shall, if it recognizes such change as significant, notify the Union in writing of such proposed change and the effective date thereof and the Union may, if it so desires, request in writing at any time within thirty days after notice of such change, that a meeting be arranged to discuss the effect of such change on employees and the Company will promptly arrange such a meeting. If notice of such change has not been given, the Company will arrange a meeting for discussing it promptly on request of the Union.

1.(c) It is understood and agreed by the Union and the Company that continuation of benefits provided under the Plans shall, of necessity, be contingent upon the rules and regulations applicable thereto and that the Company and its Plan Carriers will have authority to administer the Plans in accordance with such rules and regulations. Any change in a policy or practice covered by this Section which is not specifically mentioned in this Agreement or any question concerning the Company's application of such policies and practices of the Pension Plan, Group Life Insurance Plan or Health Insurance Plan shall not be subject to grievance procedure or arbitration.

ARTICLE XII
EXPENSE ALLOWANCE

Section 1. Travel Time and Transportation

When required to work distant from their base area, employees will be paid expense and travel allowances in accordance with the Corporate Reimbursable Expenses Policy.

Section 2. Change in Current Practices or Privilege

If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses outside of the employees' normal commute, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as

soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

ARTICLE XIII
COMPLIANCE WITH LAW

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings, or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to ensure a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article IV.

ARTICLE XIV – DURATION

Section 1. Term of Agreement

This Agreement constitutes the entire Agreement of the parties except such amendments or supplementary Agreements as are reduced to writing and signed by the parties hereto.

Except as otherwise provided, this Agreement shall become effective upon ratification and shall remain in full force and effect until April 1, **2028** and shall automatically renew itself from year to year until terminated by either party as herein provided.

Section 2. Notice

In the event that either party shall desire to terminate this Agreement or any renewal thereof, it shall give written notice to the other party by mail at least ninety (90) days prior to the expiration or renewal date that it desires to terminate the Agreement.

If notice is given as provided above, it shall be addressed to, respectively:

Manager, Labor Relations
P.O. Box 270
Hartford, CT 06141-0270

Local Union 457, IBEW
Business Manager/Financial Secretary
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

Scott M. McCoy Date 9/23/2024
Scott McCoy
Business Manager, Local 457

FOR THE COMPANY:

Brooke Sherer Date 9/24/24
Brooke Sherer
Director - Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

_____ Date _____
Kenneth Cooper
International President

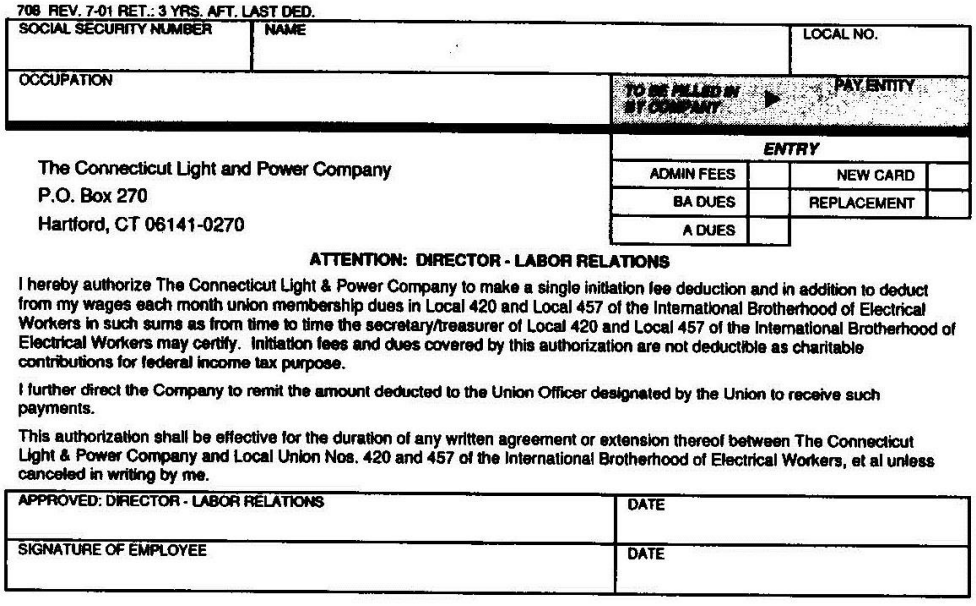
APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
10/16/2024
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

APPENDIX A
JOB CLASSIFICATIONS

Business Customer Service Representative 2
Business Customer Service Representative 3
Business Customer Service Representative 4
Business Customer Service Representative 5
Customer Resolutions Specialist
Customer Service Representative II
Customer Service Representative III
Customer Service Representative IV
Meter and Service Dispatch
Team Leader

APPENDIX B
DUES INITIATION CARD

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a pay period basis. Deductions will be made only when authorized on the forms provided, the text of which is as follows:



708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.
OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

AGREEMENT

Between

The Connecticut Light and Power Company

and

Local Number
457

of

The International Brotherhood of Electrical Workers

Distribution System Operations

October 1, 2017 to October 1, 2021

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AGREEMENT entered into as of the 1st day of October **2017**, between THE CONNECTICUT LIGHT AND POWER COMPANY, hereinafter referred to as the COMPANY, and LOCAL No. 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment and other conditions of employment. This agreement shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I
Recognition and Union Membership

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for employees who perform electric distribution dispatch work, in the Dispatcher/Distribution System Operator classification, employed by the Connecticut Light and Power Company in the State of Connecticut, but excluding all other employees, senior technicians, office clericals, professionals, confidential employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Case Number 34-RC-1466, dated 9/24/99.

1.(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1.(c) The Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director – Labor Relations.

2. If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

3. The following provisions will apply to employees in job classifications covered by this Agreement:

3.(a) Employees who are members of the Union or its predecessor Union on October 1, 1999, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3.(b) Employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly

required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which his/her membership is first solicited by the Union.

3.(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Director-Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

4.(a) The Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A," the Company will make a single deduction for the required initiation fee and in addition will deduct required monthly Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, his/her authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which his/her transfer is effective.

5. It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this agreement because of race, color, religion, age, gender or national origin, sexual orientation, disability, or status as a disabled veteran or a veteran of the Vietnam era.

ARTICLE II
The Functions of Management

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE III
Grievances

Any complaint made by an employee to his/her Foreman or immediate Supervisor concerning his/her wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievances for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local concerned, an employee from within the Local area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with him/her in Step One, or for a Business Manager or his/her designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or his/her designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the Foreman or immediate Supervisor as promptly as possible following the incident which caused it. The Foreman or immediate Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager or Superintendent concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager or Superintendent concerned or his/her designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager or superintendent concerned or his/her designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director – Labor Relations. The letter shall refer the grievance to a joint committee consisting of:

(a) three representatives appointed by the Company, and

(b) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or his/her designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director – Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the grievance procedure, a “Union Grievance” or a “Company Grievance” may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a “Union Grievance” is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a “Company Grievance” is initiated, it shall be forwarded by the Director – Labor Relations to the Business Manager of the Local Union concerned and the International Representative who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE IV
Arbitration

1. If a grievance is not settled in Step Three of Article III, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article III, Step Three, submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company. This Section is subject to the limitations set forth in Sections 2.and 3.of this Article.

2. The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining, conciliation, mediation or to give advice or recommendations to either party.

3. It is understood and agreed that proposals to add or to change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

4. It is understood that for the term of this Agreement, where the position of the Union is upheld by the Arbitrator, the Company will pay such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

In any other case such fees will be shared equally by the Company and the Union. In all cases, any costs incurred by either party in its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

ARTICLE V
Seniority

Seniority which employees accumulate is of three types:

a) Total length of continuous time served with the Company shall be known as "Company Seniority."

b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as Classification Seniority.

c) Total length of continuous time served with this Company, CL&P and system companies, shall be known as "System Seniority."

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

New employees shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during his/her probationary period as defined above shall become a regular employee at the end of the probationary period and his/her seniority shall start from the date of hiring. A regular employee shall lose his/her seniority status if he/she resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4.of this Article.

PROMOTION

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on a local departmental basis.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on a local departmental basis. If this employee is qualified as evidenced by his/her skill, efficiency, knowledge, ability and acceptable performance in training, he/she will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on a local departmental basis. When no employee on a local departmental basis is qualified, Classification Seniority will be applied on a Companywide basis.

1.(c) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit.

Notice of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager or each Local Union. Each bulletin board posting will be for a period of not less than ten (10) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager

or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not his/her application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(c) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Company Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

Vacancies in the bargaining unit will be filled within two weeks from the date of the vacancy. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

REASSIGNMENT, LAYOFF AND DEMOTION

2. If at any time Company operations require a reduction of the existing working forces, employees in the localities or departments affected will be subject to reassignment in the order of least Company Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) When it becomes necessary to reduce the working force, employees will be laid off from the classification to be reduced at the affected work location in the bargaining unit in accordance with their Company seniority.

2.(b) Employees affected under (a) will have two options: (1) displace the least senior employee in their classification within their region locations, or (2) displace the least senior employee in the bargaining unit at the affected work location if currently qualified to perform the work. If unable to exercise option (1) or (2) above, then (3) the employee may displace the least senior employee in the bargaining unit if currently qualified to perform the work.

2.(c) Employees displaced from their jobs by more senior employees in the reduced job classification have the rights under (b), (d) and (e) of this Section.

2.(d) Employees may waive their rights under (b) and take a layoff, retaining recall rights under Section 4.

2.(e) In the event an employee subject to reassignment does not have sufficient Company Seniority to entitle him/her to job placement, he/she may be laid off with recall privileges as outlined in Section 4 of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours' pay at his/her straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above mentioned allowance will, instead of forty hours, be sixty hours if he/she has completed at least fifteen years of continuous service, or eighty hours if he/she has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies, will not be entitled to terminal pay. Any such

employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4. of this Article V. any employee who accepts any position or who is offered a position similar to the position he/she held with the Company prior to the sale or lease, or in which he/she has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached his/her fifty-fifth birthday may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(f) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Section 2. of this article to a job classification in which he/she is unskilled or inexperienced, he/she will be given training on the job and allowed to reasonable period of time to develop sufficient skill and ability to perform satisfactorily in his/her new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than his/her present hourly rate a special basic rate of pay will be established for him/her in the following manner:

A. For an employee with less than five years of continuous service:

(1) If his/her present rate is greater than the maximum rate of his/her new classification, he/she will be paid the maximum rate of the new classification.

(2) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If his/her present rate is greater than the maximum rate of his/her new classification, twenty-five percent of the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which he/she is reassigned will be added to the rate for the lower job classification.

(4) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If his/her present rate is greater than the maximum rate of his/her new classification, fifty percent of the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which he/she is reassigned will be added to the rate of the lower job classification.

(6) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds his/her special rate.

2.(g) If it is definitely established that a regular employee is physically incapable of performing the duties of his/her assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Company Seniority of all

employees affected, reassign such employee to an available job for which he/she is qualified at a rate which will result in a minimum reduction from his/her former rate.

2.(h) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at his/her own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of his/her assignment, his/her Classification Seniority for the purposes of promotion will begin on the date of the demotion. Any employee who is demoted under item number (4), above, will retain his/her Classification Seniority in his/her former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(e) of this Article shall make written request to the Manager or Superintendent concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

TRANSFER

3.(a) In situations when the application of the seniority principles of this Article V either involve groups of employees or involve two or more separate localities, or departments, the Company will satisfy its obligation to contact affected employees by giving written notice. Ten days prior to posting written notice the Company or Union by request will discuss the effects on employees. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the localities where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(b) When, for reasons other than his/her own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) he/she will retain his/her Classification Seniority in his/her former location and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within his/her normal sequence of progression, his/her Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another locality, or is transferred to another locality for the mutual convenience of the employee and the Company, and no change in job classification is involved, his/her Classification Seniority in his/her former and new locations will be accumulative.

3.(c) When an employee is transferred or reassigned from one locality or department to another at his/her own request, his/her Classification Seniority in his/her new assignment will begin on the effective date of the transfer and he/she will forfeit his/her Classification Seniority in all job classifications he/she has held prior to the transfer.

3.(d) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Company Seniority for the purposes of this Article and his/her Classification Seniority will be determined in accordance with the provisions of this Article. Company Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

REINSTATEMENT AND RECALL

4.a. Employees with three (3) or more years of continuous service who are laid off will be entitled to recall for a period of three (3) years from the date of layoff.

4.b. Employees laid off with less than two (2) years of continuous service will be entitled to recall for the actual time of their Company Seniority, counted from the date of layoff.

4.c. Employees will be recalled from layoff to vacancies in the bargaining unit in the same or lower job classification they were laid off from on the basis of their seniority and in the reverse order of layoff, provided they are qualified to perform the work.

4.d. Employees who, pursuant to paragraph (c) above, are offered recall to a work center/reporting headquarters other than the one from which laid off, or to a lower classification at the work center/reporting headquarters from which laid off, may decline such an offer of recall and remain on the seniority list for the period established in Section 4 of this Article, but upon the second such decline or recall the Company will not be required to thereafter offer recall except to the same job at the work center/reporting headquarters from which the employee was laid off.

4.e. Within ten (10) calendar days after notification of offer of recall, employees shall advise the Company whether they accept or decline said offer.

Employees in Military Service

5. The Company will reinstate without loss of Company Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Company Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

ADJUSTMENT OF VETERAN'S SENIORITY

6. If a regular employee is bypassed for a promotion in his/her normal sequence of job progression because of military leave of absence and he/she is subsequently promoted to the higher job classification, his/her Classification Seniority will be adjusted to place him/her in the relative status he/she would have attained in the higher job classification had he/she not been bypassed.

SENIORITY LISTS

7. The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on a department basis.

ARTICLE VI
Job Classifications

1. Each employee will be assigned a job classification, the duties of which he/she is competent to perform and which generally reflects his/her normal work.

2.(a) A Dispatcher performing the duties of a Chief Dispatcher shall be paid an additional $2.00 per hour for all hours so assigned on one day provided he/she works one or more hours.

1. The Chief Dispatcher shall be the most Senior fully qualified Dispatcher, with respect to Classification Seniority, on duty within a specific Operating Region, unless that person voluntarily relinquishes the duties of Chief Dispatcher to a less Senior fully qualified Dispatcher.

2.(b) If during a Shift Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Shift Supervisor,

he/she will be paid one dollar and ten ($1.10) cents per hour in addition to his/her basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the applicable Chief rate in addition to one dollar and ten ($1.10) cents per hour for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

Upgrading, under this section, will normally be on a classification seniority basis by shift assignment.

3. If it is definitely established (1) that a regular employee is incapable of performing the duties of job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of his/her job classification because of a disability or infirmity arising from natural causes and he/she is assigned to a lower job classifications within his/her ability to perform, a special basic rate of pay will be established for him/her as follows:

3.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he/she is reassigned by the product of five percent times his/her years of continuous service and adding the amount so-obtained to the maximum basic rate of the lower rated job classification. For any employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustment made during the term of this Agreement.

3.(b) Should such an employee later qualify for and be promoted to a higher job classification, his/her basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

3.(c) The above Sections 3.(a) and 3.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 3.

4. In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager of the Local Union concerned as promptly as possible.

4.(a) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

ARTICLE VII
Schedules, Working Hours,
Overtime, Premium And Holiday Rates

1. The Company and Union will jointly develop work schedules, which shall not consist of work schedules of more than twelve (12) hours per day or forty (40) hours per week. All hours worked in excess of the normal work schedule or forty (40) hours per week, or outside of the employees normal work schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided.

2. For the purpose of this Agreement, employees are composed of shift **and day** workers. (1) A shift employee is defined as one who works at a seven-day operation or service, on a rotating or shift schedule. **(2) A day worker is defined as one whose basic work week is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for eight (8) hours a day or ten (10) hours; if applicable.**

2.(a) If the Company changes or modifies working schedules in the system operations center, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

2.(b) Normally, an employee on regular scheduled midnight shift will not be required to work more than four (4) hours (12 hours in total) beyond that shift contingent upon operational requirements.

3. When working conditions permit, regular active employees will be allowed time off at basic straight-time rates on recognized holidays falling on a day within their normal schedule. When a regular employee is required to work on a recognized holiday falling on a day within his/her normal schedule, in addition to holiday pay at basic straight-time rates, one and one-half straight-time rates will be paid for time worked within his/her normally scheduled hours and double straight-time rates will be paid for time worked outside his/her normally scheduled hours.

The employee will have the choice of taking either holiday pay at basic straight-time rates or taking a day off at a mutually agreeable alternate date in lieu of being paid holiday pay at basic straight-time rates for the worked holiday. In addition, the lieu day must be requested by the employee and approved by management before the holiday.

4.(a) When a recognized holiday falls on a day outside of a regular active employee's normal schedule, the Company at its option will either designate a day off from his/her normal schedule with basic straight-time pay or pay him/her for the holiday at basic straight-time. When the Company designates a day off from normal schedule, it shall fall within a calendar year. When designating a day off under this provision the Company will endeavor firstly to make such a day off be contiguous to another day off or, secondly to occur on a Sunday or, thirdly to occur on a day other than contiguous to another day off or other than on a Sunday. Exceptions to the foregoing sequence may be made to accommodate an employee's request for a designated day off by mutual agreement provided the exception does not require a change of normal work schedule for another employee who objects to such schedule change.

4.(b) When a regular employee is required to work on a recognized holiday falling on a day outside his/her normal schedule, in addition to either the time off or the straight-time pay provision of Section 4.(a), above, one and one-half straight-time rates will be paid for time worked up to eight hours and double-straight time rates will be paid for time worked in excess of eight hours.

4.(c) Insofar as practical, an employee shall not be compelled to work more than three (3) assigned shifts in a seven (7) day non-storm period. He/she may, however, sign up for additional shifts as his/her own discretion.

5.(a) With **twenty-four (24)** hours or more advanced notice, employees who work less than an eight hour period immediately preceding their normal schedule starting time, best efforts will be made to allow them rest time. It is agreed that less than eight hours does not constitute a

shift, and will be viewed as a prearranged overtime assignment, or callout assignment if applicable.

With **twenty-four (24)** hours or more advanced notice, employees who work an eight hour shift within the eight hour period immediately preceding their normal schedule, will receive the applicable overtime rate, and their basic straight time rate during their normal schedule. The only exception to this is when employees work an overnight shift preceding their normal day shift, best efforts will be made to allow them rest time.

5.(b) Upon request from shift workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 6. of this Article shall not be applicable.

5.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of **three dollars** (**$3.00**) per hour will be added to his/her basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 7:00 a.m., or following 7:00 p.m.

5.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift workers. This Section 5.(d) will not be applicable to time worked at double straight-time rates under the provisions of Section 12a. of this Article.

6.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article VII.

6.(b) When an employee's normal work schedule is changed with less than seventy-two hours' advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and on-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to his/her previous normal work schedule without forty-eight hours' advance notice after serving a relief coverage assignment as described herein.

6.(c) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

7. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be

performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

8.(a) Whenever possible at least seventy-two hours' notice will be given to employees who are required to work prearranged overtime. For the purposes of this Section 8, prearranged overtime is defined as that for which **twenty-four (24)** or more hours of advance notice has been given. Employees who are unable to report for overtime work will notify the Company as promptly as possible in order that planned work will not be disrupted.

8.(b) An employee who reports for prearranged overtime work on a day outside of his/her normal work schedule will be paid for a minimum of four hours at applicable overtime rates. If an employee assigned under this Section 8.(b) is required to report on the job two or more times on one day, he/she will be paid a minimum of two hours at applicable overtime rates for each time he/she reports and, in addition, he/she will be paid for two hours at basic straight-time rates. When an employee is advised on less than fifteen hours' advance notice not to report for such prearranged overtime work he/she will be paid for two hours at his/her basic straight-time rate.

8.(c) When an employee reports for prearranged overtime work on a day within his/her normal schedule, he/she will be paid for a minimum of two hours' work except that when the prearranged overtime is less than two hours and immediately precedes or follows his/her normal schedule, he/she will be paid for the actual overtime worked at the rate applicable. When an employee is advised on less than sixteen hours' notice not to report for such prearranged overtime, he/she will be paid for two hours at his/her basic straight-time rate except that when the prearranged overtime immediately precedes or follows his/her normal schedule hours and would amount to less than two hours, he/she will be paid at his/her basic straight-time rate for the actual amount of prearranged overtime involved.

9.(a) If an employee is required to work overtime outside of his/her normal schedule, without **twenty-four (24)** hours notice, during the eight-hour period immediately preceding the starting time of his/her next normal schedule, best efforts will be made to allow rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted for the purpose of this Section. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates.

If an employee is required to perform work, without **twenty-four (24)** hours notice, during the eight-hour period immediately preceding the starting time of a prearranged overtime period on a day outside of the employee's normal schedule, best efforts will be made to allow rest time during that prearranged overtime period for which he/she will be paid straight-time rates. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted for the purpose of this Section. When service requirements will not permit allowing all of the earned rest time off, that part worked will, except for holidays, be paid for at double and one-half straight-time rate.

9.(b) If an employee is required to work beyond sixteen hours in a 24 hour period, he/she will be allowed a period of eight hours time off before returning to work. Any part of such time off which extends into the employee's normal work schedule will be paid for at straight-time rates. Time allowed off for meals will be counted in determining sixteen hours for the purpose of this

Section. When service requirements will not permit allowing as earned rest time off that part which may extend into normal schedule, that part worked during normal schedule will, except for holidays, be paid for at double straight-time rates.

10. If an employee is required to work beyond sixteen hours in a 24 hour period, he/she will be paid at double his/her straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours for the purpose of this Section.

11. When meals are furnished by the Company under the provisions of Article XII, Section 4., time allowed off for meals will be paid for at the applicable overtime rates. If a meal is furnished under this provision following the conclusion of the workday, three-quarter hour eating time at the applicable rates will be paid.

12.(a) A Shift worker will be paid double the straight-time rate for all hours worked on Sunday outside his/her normal schedule.

12.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

13. When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

ARTICLE VIII
Holidays

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason.

3. The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If it is determined by the Company that time off cannot be allowed, the employee in lieu of time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

ARTICLE IX
Vacations

Section 1: Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

1.(c) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

1.(d) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

2. Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Company Seniority on a local departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a), 1(b) above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods and (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district and department will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacations schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make his/her selection within a reasonable period of time, he/she will forfeit his/her turn until all other employees involved have made their selections. Should any employee fail to make his/her selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with

mutual consent of employees involved and the Company. When choice of vacation period had been granted, it will not be interfered with except in emergencies

2.(a). An employee will not be subject to involuntary shift assignments from the end of his/her last normally scheduled shift which preceded their approved vacation period until the beginning of his/her normally scheduled shift following the approved vacation period. This "blackout period" will include any normally scheduled days off between those scheduled shifts.

3. When a recognized holiday falls within an employee's vacation period, an additional day of vacation with basic straight-time pay may be scheduled. Whenever possible the additional vacation day will be scheduled to either immediately precede or follow the vacation period during which the recognized holiday occurs or to be consecutive to other scheduled days off. When the Company cannot schedule or the employee does not desire such additional vacation day to be scheduled in the foregoing manner, it may be scheduled for some other available day. If it is determined by the Company that no additional day of vacation can be granted, the employee will be paid an additional day's pay at basic straight-time rate in lieu of the additional vacation day and such day's pay will be included with wages paid for the week during which the recognized holiday occurs.

ARTICLE X
Call Time

1. Employees whose job requirements include assignment to be on call outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within a reasonable amount of time.

2.(a.) On call for eight hours
Employees who are assigned by the Company to stand call outside their normal schedule hours will be so-assigned for either (1) eight hours immediately preceding their normal scheduled shift or (2) eight hours immediately following their normal scheduled shift not to exceed a total of eight hours. Employees will be paid for one hour at basic straight-time rate for each eight hours they are assigned to call duty except that, when assigned on a recognized holiday they will be paid for two hours at basic straight-time rate for each eight hours so assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m.

2.(b) On call for more than eight hours
Employees who are assigned by the Company to be on call outside their normal schedule hours will be paid (1) one and one-half hours at basic straight-time rates for each twenty-four hour period or part thereof – Monday through Friday, (2) three hours at basic straight-time rates for each Saturday, Sunday, or recognized holiday so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

3. Time worked under Section 2 will be computed from the time of receipt of each call out, and unless the time extends into his/her scheduled work time, until return to place of receipt of the call out.

4. Employees not assigned to take trouble calls outside their normal schedule hours but who are called out to perform other than prearranged overtime work will be paid a minimum of

two hours at the rate applicable for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. They will be allowed one-half hour travel time provided the actual time worked and the half-hour travel time exceeds the applicable minimum, except when the work period continues into his/her scheduled work time. Travel time will not be considered as time worked for purposes of Article VII, Section 9.(a).

ARTICLE XI
Safety

1. In job assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

2. The Company will issue a copy of its "**Employee Safety** Manual" to each employee covered by this Agreement. Any changes in the rules in the "**Employee Safety** Manual" shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

3. The Company will furnish suitable protective equipment and take such other precautions in the interest of safety as conditions require.

4. Gas masks, fire extinguishers and first-aid kits will be standard equipment where conditions require.

5. The Company shall repair or replace an employee's clothes which have been damaged or destroyed through an unusual incident on the job related to his/her work except where the employee has failed to use the protective clothing furnished by the Company. The foregoing shall not apply to any employee's clothes which are worn out, damaged or soiled through daily attrition.

6. No employee shall be required to perform any hazardous task, with which he/she is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

7. Safety is a joint responsibility of supervisors and employees. The primary function of a Foreman or Supervisor is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to dangerous situations and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in bargaining unit work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

8.(a) Representatives of the Company and the Union shall meet from time to time at the request of either party to discuss matters pertaining to safety. At such times as are mutually agreeable employee representatives designated by the Union, not to exceed three, will be allowed time off from normal work schedule without loss of basic wages to meet and confer with designated representatives of the Company concerning matters of safety.

8.(b) In the month of November, Local Union Business Managers or Assistant Business Managers may, in their respective jurisdictional areas, nominate one regular bargaining unit employee for membership on each district, plant or department safety committee. Appointment of nominees will be made by the Company with due consideration for safety-committee-membership rotation and cross-section representative of job classification on each committee.

9. Company will provide up to $200 allowance to Operating Department employees toward the purchase of one or more pair per year of safety footwear that meets the requirements for

impact/compression resistance and protection from electrical hazards as described in ASTM F2413-05 (M1/75 / C75 / Mt75) EH rated safety (steel toe or composite) footwear.

10. The Company will provide a FR Clothing Allowance of $250.00 per employee for the term of agreement.

ARTICLE XII
Expense Allowances

1. When required to work distant from this base area, employees will be paid expenses and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1. or Section 3. of this Article is applicable, an employee required to make his/her own arrangements to report at a job location including all training assignments outside his/her base area (except satellite/line shops or when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; $29.73 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $52.68 per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; $60.25 per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; $64.82 per day.
When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; $25.55 per day.

Plan F - If the distance one way is over thirty miles; $35.08 per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of his/her base area on one day he/she will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from his/her base area

headquarters. In addition, he/she will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices, one way for the actual distance traveled between the job locations involved on the day. This rate may be changed by the Company without advance notice. The Section 2.(c) will no be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

3. An employee authorized to make occasional use of his/her personally owned vehicle for Company business during working hours and for which he/she is not being paid a travel expense allowance under other provisions of this Article will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices. This rate may be changed by the Company without advance notice. Employees will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices, to and from the job in lieu of the provisions of Section 2 of this Article if the distance one way to job location is ten miles or less from the home base or satellite. This rate may be changed by the Company without advance notice.

4. If an employee works a night schedule (i.e., 3-11 PM) and works beyond 11:00 PM into the first earned meal, the meal allowance will be $15.00. If an employee is required to work overtime and is thereby put to additional expense to obtain a meal, he/she will, except when Section 5. of this Article is applicable, be paid a meal allowance of $10.00 to $20.00 for evening only (4:00 p.m. to 12 midnight) for each meal so-obtained under any of the following conditions:

4.(a) When required to report for work starting one hour or more before his/her next normal schedule starting time without having been given twelve or more hours' advance notice.

4.(b) When required with twelve or more hours' advance notice to report for prearranged overtime work an allowance will be paid for one meal if the reporting time is two or more hours: (1) before his/her normal schedule starting time on a day within his/her normal schedule; or (2) earlier in the day than his/her starting time on a normal schedule workday if the work is on a day outside his/her normal schedule; or (3) before the normal schedule starting time of a shift or scheduled worker.

Exception to the twelve hours' advance notice provisions of Sections 4.(a) and 4.(b) will be made when a shift or scheduled worker is required to report for prearranged overtime work on a shift starting at or between the hours of 12:00 Noon and 6:00 p.m. In such situations four or more hours' advance notice will be applicable. When advance notice to report for prearranged overtime work under the above conditions has not been given allowance will be paid for a midday (midshift) meal also provided such meal is involved.

4.(c) When required to work one-and-one half hours or more beyond his/her normal schedule hours.

4.(d) When required to work five hours or more beyond the designated lunch period on a prearranged overtime day.

4.(e) Under any of the foregoing conditions an employee will be allowed three-quarter hour eating time for which he/she will be paid at the applicable overtime rate except for (1) the normal schedule or designated lunch period and, (2) meals eaten during working time.

5. During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 4. of this Article shall

not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VII, Section 11., concerning time off for meals furnished under this Section 5.).

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the former reporting base and the new reporting base and will be reimbursed at the current rate and in a manner consistent with NU mileage reporting practices. This rate may be changed by the Company without advance notice.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides his/her own transportation to travel to and/or from his/her new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 7.(a) the Company may either provide the employee with transportation or require him/her to live in his/her new base area and make arrangements for his/her meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 7. will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

7. When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred.

8. If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employee's personal expenses, the Business Manger or an Assistant Business Manger of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

ARTICLE XIII
Notices

1. The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.

2. If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

ARTICLE XIV
Strikes And Lockouts

During the term of this Agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article III.

ARTICLE XV
Wages

Appendix "A" attached hereto and made a part hereof lists the job classifications covered by this Agreement. Appendix "A" is the basic straight-time hourly rates of pay applicable to each job classification effective as of **October 20, 2017, October 1, 2018, October 1, 2019 and October 1, 2020** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

ARTICLE XVI
Contract Work

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XVII
Compliance With Law

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, ruling and orders of regulatory bodies having jurisdiction. If any such laws, regulations or rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article III or Article IV.

ARTICLE XVIII
Extent of Agreement

All benefits or other conditions of employment in existence by long-standing practice on the effective date of this agreement and not specifically referred to and covered by this agreement will not be subject to major change or eliminated during the term of this agreement.

ARTICLE XIX
Employee Benefits

1. It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the "**Eversource Pension** Plan" for the term of this Agreement. It is understood and agreed by the Union and the Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies

involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

2. If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents his/her from doing any work and which is compensable under the Workmen's Compensation laws of the State of Connecticut, he/she shall be paid the differential between the employee's normal basic after-tax wages and Workmen's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

ARTICLE XX
General

1. During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than three (3) employee representatives of the Union for time lost from their normal work schedules while attending meetings with Company representatives. If any of these Union representatives is a shift or scheduled worker and his/her schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, he/she will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

2. Upon written request from the Union, the Company will arrange for a leave of absence for up to four employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during his/her leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such a manner as may be mutually agreed upon by the Company and the Union.

3. It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement except that when emergency assistance to the other utility companies is involved, Section 2. of Article XII shall not be applicable. All hours for travel time or work time paid at a straight-time rates under the terms of this Agreement will be paid at double straight-time rates, when employees are assigned to work in locations or upon facilities other than those owned or operated by the Northeast Utilities System.

4. Employees will be allowed time off with basic straight-time wages under the following conditions:

1. When the deceased is a member of an employee's immediate family, the employee will be allowed necessary time off to make arrangements and attend the funeral. Such time off should not exceed three normal schedule workdays falling within the three-day period following the date of death. In addition, if an employee is called from work on the date of death, the employee will be allowed time off with basic straight-time wages for that part of the employee's normal schedule not worked on that day.

The immediate family is defined to include the spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandmother or grandfather, grandchildren, sister, brother or step-relative.

2. When the deceased is an employee's brother-in-law, sister-in-law, aunt, or uncle, necessary time off up to one normal scheduled day will be allowed to attend the funeral.

3. If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first three months of the following calendar year.

ARTICLE XXI
Duration

This Agreement shall continue in force from the first day of October, **2017** until October 1, **2021** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to October 1, **2021** or October 1st of any year thereafter.

1. Except as otherwise provided, this agreement shall become effective as of October 1, **2017** and shall remain in full force and effect until 12:01 a.m. October 1, **2021**, and shall automatically renew itself from year to year until terminated by either party as herein provided.

2. In the event that either party shall desire to terminate this agreement or any renewal thereof it shall give written notice to the other party by certified mail at least sixty (60) days prior to the expiration or renewal date that it desires to terminate the agreement.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Manager – Labor Relations
The Connecticut Light and Power Company d/b/a Eversource Energy
P.O. Box 270, Hartford, Connecticut 06141-0270

or

Business Manager/Financial Secretary
Local Union No. 457
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

/s/ _____
John Fernandes
Business Manager/Financial Secretary, Local 457

Date: 2/16/18

FOR THE COMPANY:

/s/ _____
Joseph C. Picone
Manager-Labor Relations

Date: 2/16/18

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/ _____
Lonnie R. Stephenson
International President

Date:

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
7/18/2018
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

TOPIC: Paging Device for Use During Call Assignments
When an employee is assigned to call, he/she will be provided with paging device ("beeper") as a means of contact during call. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order.

TOPIC: Absence Due to Non-Occupational Illness or Injury

Eligibility Period
The eligibility period for maximum annual payments for absence due to non-occupational sickness or injury is based on a calendar year - January 1 to December 31 and is not cumulative.

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit at the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

In connection with absence due to non-occupational sickness or injury, the Company reserves the right:

1. To verify the illness or accident through its own medical staff and/or by requiring employees to furnish a statement from their own physician.

2. To deny pay when the illness or injury is the result of the employee's misconduct or when an illness or injury is sustained while the employee is engaged in work for another employer or while gainfully self-employed.

3. To deny pay for absence in any case where an employee has a record of excessive absenteeism.

Continuation of Pay
Incumbent employees as of December 31, 2014 will keep their sick time allotment in accordance with the following:

Continuous Service – Weeks of Full Pay

Less than 2 years- Up to 2 weeks
For 2 years but less than 3 years – Up to 4 weeks
For 3 years but less than 4 years – Up to 6 weeks
For 4 years but less than 5 years – Up to 8 weeks
For 5 years but less than 10 years- Up to 10 weeks
For 10 years or longer – Up to 1 week for each year of continuous service

In addition, they will have a one-time opportunity (by November 1, 2014) to opt into the Sick Leave Wage Payment Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY
- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay

- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first six weeks of short term disability will be paid at 100% of base pay
- Up to 19 additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 20, 2017

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 20, 2017 - 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	32.66
Distribution System Operator / DC / DSW	C2	36.29
Distribution System Operator / DC / DSW	C3	39.85
Distribution System Operator / DC / DSW	B1	43.45
Distribution System Operator / DC / DSW	B2	47.01
Distribution System Operator / DC / DSW	B3	50.57
Distribution System Operator / DC / DSW	A1	52.37
Distribution System Operator / DC / DSW	A2	54.17

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2018

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 1, 2018 - 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	33.64
Distribution System Operator / DC / DSW	C2	37.38
Distribution System Operator / DC / DSW	C3	41.05
Distribution System Operator / DC / DSW	B1	44.75
Distribution System Operator / DC / DSW	B2	48.42
Distribution System Operator / DC / DSW	B3	52.09
Distribution System Operator / DC / DSW	A1	53.94
Distribution System Operator / DC / DSW	A2	55.79

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2019

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 1, 2019 – 2.75%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	34.57
Distribution System Operator / DC / DSW	C2	38.40
Distribution System Operator / DC / DSW	C3	42.17
Distribution System Operator / DC / DSW	B1	45.98
Distribution System Operator / DC / DSW	B2	49.75
Distribution System Operator / DC / DSW	B3	53.52
Distribution System Operator / DC / DSW	A1	55.42
Distribution System Operator / DC / DSW	A2	57.33

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2020

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 1, 2020 – 2.75%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	35.52
Distribution System Operator / DC / DSW	C2	39.46
Distribution System Operator / DC / DSW	C3	43.33
Distribution System Operator / DC / DSW	B1	47.24
Distribution System Operator / DC / DSW	B2	51.12
Distribution System Operator / DC / DSW	B3	54.99
Distribution System Operator / DC / DSW	A1	56.94
Distribution System Operator / DC / DSW	A2	58.90

APPENDIX B

(DUES DEDUCTION CARD)

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.

OCCUPATION	TO BE FILLED IN BY COMPANY ▶ PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

AGREEMENT

Between

The Connecticut Light and Power Company

and

Local Number
457

of

The International Brotherhood of Electrical Workers

Distribution System Operations

October 1, 2021 to October 1, 2024

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AGREEMENT entered into as of the 1st day of October **2021**, between THE CONNECTICUT LIGHT AND POWER COMPANY, hereinafter referred to as the COMPANY, and LOCAL No. 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment and other conditions of employment. This agreement shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I
Recognition and Union Membership

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for employees who perform electric distribution dispatch work, in the Dispatcher/Distribution System Operator classification, employed by the Connecticut Light and Power Company in the State of Connecticut, but excluding all other employees, senior technicians, office clericals, professionals, confidential employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Case Number 34-RC-1466, dated 9/24/99.

1.(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1.(c) The Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director – Labor Relations.

2. If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

3. The following provisions will apply to employees in job classifications covered by this Agreement:

3.(a) Employees who are members of the Union or its predecessor Union on October 1, 1999, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3.(b) Employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which his/her membership is first solicited by the Union.

3.(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Director-Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

4.(a) The Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A," the Company will make a single deduction for the required initiation fee and in addition will deduct required monthly Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, his/her authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which his/her transfer is effective.

5. It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this agreement because of race, color, religion, age, gender or national origin, sexual orientation, disability, or status as a disabled veteran or a veteran of the Vietnam era.

ARTICLE II
The Functions of Management

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer,

discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE III
Grievances

Any complaint made by an employee to his/her Foreman or immediate Supervisor concerning his/her wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievances for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local concerned, an employee from within the Local area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with him/her in Step One, or for a Business Manager or his/her designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or his/her designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the Foreman or immediate Supervisor as promptly as possible following the incident which caused it. The Foreman or immediate Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager or Superintendent concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager or Superintendent concerned or his/her designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager or superintendent concerned or his/her designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director – Labor Relations. The letter shall refer the grievance to a joint committee consisting of:

(a) three representatives appointed by the Company, and

(b) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or his/her designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director – Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the grievance procedure, a “Union Grievance” or a “Company Grievance” may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a “Union Grievance” is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a “Company Grievance” is initiated, it shall be forwarded by the Director – Labor Relations to the Business Manager of the Local Union concerned and the International Representative who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE IV
Arbitration

1. If a grievance is not settled in Step Three of Article III, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article III, Step Three, submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company. This Section is subject to the limitations set forth in Sections 2.and 3.of this Article.

2. The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining, conciliation, mediation or to give advice or recommendations to either party.

3. It is understood and agreed that proposals to add or to change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

4. It is understood that for the term of this Agreement, where the position of the Union is upheld by the Arbitrator, the Company will pay such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

In any other case such fees will be shared equally by the Company and the Union. In all cases, any costs incurred by either party in its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

ARTICLE V
Seniority

Seniority which employees accumulate is of three types:

a) Total length of continuous time served with the Company shall be known as "Company Seniority."

b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as Classification Seniority.

c) Total length of continuous time served with this Company, CL&P and system companies, shall be known as "System Seniority."

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

New employees shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during his/her probationary period as defined above shall become a regular employee at the end of the probationary period and his/her seniority shall start from the date of hiring. A regular employee shall lose his/her seniority status if he/she resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4.of this Article.

PROMOTION

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on a local departmental basis.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on a local departmental basis. If this employee is qualified as evidenced by his/her skill, efficiency, knowledge, ability and acceptable performance in training, he/she will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on a local departmental basis. When no employee on a local departmental basis is qualified, Classification Seniority will be applied on a Companywide basis.

1.(c) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit.

Notice of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager or each Local Union. Each bulletin board posting will be for a period of not less than ten (10) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not his/her application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(c) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Company Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

Vacancies in the bargaining unit will be filled within two weeks from the date of the vacancy. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

REASSIGNMENT, LAYOFF AND DEMOTION

2. If at any time Company operations require a reduction of the existing working forces, employees in the localities or departments affected will be subject to reassignment in the order of least Company Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) When it becomes necessary to reduce the working force, employees will be laid off from the classification to be reduced at the affected work location in the bargaining unit in accordance with their Company seniority.

2.(b) Employees affected under (a) will have two options: (1) displace the least senior employee in their classification within their region locations, or (2) displace the least senior employee in the bargaining unit at the affected work location if currently qualified to perform the work. If unable to exercise option (1) or (2) above, then (3) the employee may displace the least senior employee in the bargaining unit if currently qualified to perform the work.

2.(c) Employees displaced from their jobs by more senior employees in the reduced job classification have the rights under (b), (d) and (e) of this Section.

2.(d) Employees may waive their rights under (b) and take a layoff, retaining recall rights under Section 4.

2.(e) In the event an employee subject to reassignment does not have sufficient Company Seniority to entitle him/her to job placement, he/she may be laid off with recall privileges as outlined in Section 4 of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of

forty hours' pay at his/her straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above mentioned allowance will, instead of forty hours, be sixty hours if he/she has completed at least fifteen years of continuous service, or eighty hours if he/she has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies, will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4. of this Article V. any employee who accepts any position or who is offered a position similar to the position he/she held with the Company prior to the sale or lease, or in which he/she has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached his/her fifty-fifth birthday may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(f) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Section 2. of this article to a job classification in which he/she is unskilled or inexperienced, he/she will be given training on the job and allowed to reasonable period of time to develop sufficient skill and ability to perform satisfactorily in his/her new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than his/her present hourly rate a special basic rate of pay will be established for him/her in the following manner:

A. For an employee with less than five years of continuous service:

(1) If his/her present rate is greater than the maximum rate of his/her new classification, he/she will be paid the maximum rate of the new classification.

(2) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If his/her present rate is greater than the maximum rate of his/her new classification, twenty-five percent of the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which he/she is reassigned will be added to the rate for the lower job classification.

(4) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If his/her present rate is greater than the maximum rate of his/her new classification, fifty percent of the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which he/she is reassigned will be added to the rate of the lower job classification.

(6) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds his/her special rate.

2.(g) If it is definitely established that a regular employee is physically incapable of performing the duties of his/her assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Company Seniority of all employees affected, reassign such employee to an available job for which he/she is qualified at a rate which will result in a minimum reduction from his/her former rate.

2.(h) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at his/her own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of his/her assignment, his/her Classification Seniority for the purposes of promotion will begin on the date of the demotion. Any employee who is demoted under item number (4), above, will retain his/her Classification Seniority in his/her former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(e) of this Article shall make written request to the Manager or Superintendent concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

TRANSFER

3.(a) In situations when the application of the seniority principles of this Article V either involve groups of employees or involve two or more separate localities, or departments, the Company will satisfy its obligation to contact affected employees by giving written notice. Ten days prior to posting written notice the Company or Union by request will discuss the effects on employees. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the localities where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(b) When, for reasons other than his/her own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) he/she will retain his/her Classification Seniority in his/her former location and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within his/her normal sequence of progression, his/her Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another locality, or is transferred to another locality for the mutual convenience of the employee and the Company, and no change in job classification is involved, his/her Classification Seniority in his/her former and new locations will be accumulative.

3.(c) When an employee is transferred or reassigned from one locality or department to another at his/her own request, his/her Classification Seniority in his/her new assignment will begin on the effective date of the transfer and he/she will forfeit his/her Classification Seniority in all job classifications he/she has held prior to the transfer.

3.(d) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Company Seniority for the purposes of this Article and his/her Classification Seniority will be determined in accordance with the provisions of this Article. Company Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

REINSTATEMENT AND RECALL

4.a. Employees with three (3) or more years of continuous service who are laid off will be entitled to recall for a period of three (3) years from the date of layoff.

4.b. Employees laid off with less than two (2) years of continuous service will be entitled to recall for the actual time of their Company Seniority, counted from the date of layoff.

4.c. Employees will be recalled from layoff to vacancies in the bargaining unit in the same or lower job classification they were laid off from on the basis of their seniority and in the reverse order of layoff, provided they are qualified to perform the work.

4.d. Employees who, pursuant to paragraph (c) above, are offered recall to a work center/reporting headquarters other than the one from which laid off, or to a lower classification at the work center/reporting headquarters from which laid off, may decline such an offer of recall and remain on the seniority list for the period established in Section 4 of this Article, but upon the second such decline or recall the Company will not be required to thereafter offer recall except to the same job at the work center/reporting headquarters from which the employee was laid off.

4.e. Within ten (10) calendar days after notification of offer of recall, employees shall advise the Company whether they accept or decline said offer.

Employees in Military Service

5. The Company will reinstate without loss of Company Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Company Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

ADJUSTMENT OF VETERAN'S SENIORITY

6. If a regular employee is bypassed for a promotion in his/her normal sequence of job progression because of military leave of absence and he/she is subsequently promoted to the higher job classification, his/her Classification Seniority will be adjusted to place him/her in the relative status he/she would have attained in the higher job classification had he/she not been bypassed.

SENIORITY LISTS

7. The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on a department basis.

ARTICLE VI
Job Classifications

1. Each employee will be assigned a job classification, the duties of which he/she is competent to perform and which generally reflects his/her normal work.

2.(a) A Dispatcher performing the duties of a Chief Dispatcher shall be paid an additional $2.00 per hour for all hours so assigned on one day provided he/she works one or more hours.

1. The Chief Dispatcher shall be the most Senior fully qualified Dispatcher, with respect to Classification Seniority, on duty within a specific Operating Region, unless that person voluntarily relinquishes the duties of Chief Dispatcher to a less Senior fully qualified Dispatcher.

2.(b) If during a Shift Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Shift Supervisor, he/she will be paid one dollar and ten ($1.10) cents per hour in addition to his/her basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the applicable Chief rate in addition to one dollar and ten ($1.10) cents per hour for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

Upgrading, under this section, will normally be on a classification seniority basis by shift assignment.

3. If it is definitely established (1) that a regular employee is incapable of performing the duties of job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of his/her job classification because of a disability or infirmity arising from natural causes and he/she is assigned to a lower job classifications within his/her ability to perform, a special basic rate of pay will be established for him/her as follows:

3.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he/she is reassigned by the product of five percent times his/her years of continuous service and adding the amount so-obtained to the maximum basic rate of the lower rated job classification. For any employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustment made during the term of this Agreement.

3.(b) Should such an employee later qualify for and be promoted to a higher job classification, his/her basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

3.(c) The above Sections 3.(a) and 3.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 3.

4. In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager of the Local Union concerned as promptly as possible.

4.(a) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

ARTICLE VII
Schedules, Working Hours,
Overtime, Premium And Holiday Rates

1. The Company and Union will jointly develop work schedules, which shall not consist of work schedules of more than twelve (12) hours per day or forty (40) hours per week. All hours worked in excess of the normal work schedule or forty (40) hours per week, or outside of the employees normal work schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided.

2. For the purpose of this Agreement, employees are composed of shift and day workers. (1) A shift employee is defined as one who works at a seven-day operation or service, on a rotating or shift schedule. (2) A day worker is defined as one whose basic work week is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for eight (8) hours a day or ten (10) hours; if applicable.

2.(a) If the Company changes or modifies working schedules in the system operations center, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

2.(b) Normally, an employee on regular scheduled midnight shift will not be required to work more than four (4) hours (12 hours in total) beyond that shift contingent upon operational requirements.

3. When working conditions permit, regular active employees will be allowed time off at basic straight-time rates on recognized holidays falling on a day within their normal schedule. When a regular employee is required to work on a recognized holiday falling on a day within his/her normal schedule, in addition to holiday pay at basic straight-time rates, one and one-half straight-time rates will be paid for time worked within his/her normally scheduled hours and double straight-time rates will be paid for time worked outside his/her normally scheduled hours.

The employee will have the choice of taking either holiday pay at basic straight-time rates or taking a day off at a mutually agreeable alternate date in lieu of being paid holiday pay at basic straight-time rates for the worked holiday. In addition, the lieu day must be requested by the employee and approved by management before the holiday.

4.(a) When a recognized holiday falls on a day outside of a regular active employee's normal schedule, the Company at its option will either designate a day off from his/her normal schedule with basic straight-time pay or pay him/her for the holiday at basic straight-time. When the Company designates a day off from normal schedule, it shall fall within a calendar year. When designating a day off under this provision the Company will endeavor firstly to make such a day off be contiguous to another day off or, secondly to occur on a Sunday or, thirdly to occur on a day other than contiguous to another day off or other than on a Sunday. Exceptions to the foregoing sequence may be made to accommodate an employee's request for a designated day off by mutual agreement provided the exception does not require a change of normal work schedule for another employee who objects to such schedule change.

4.(b) When a regular employee is required to work on a recognized holiday falling on a day outside his/her normal schedule, in addition to either the time off or the straight-time pay

provision of Section 4.(a), above, one and one-half straight-time rates will be paid for time worked up to eight hours and double-straight time rates will be paid for time worked in excess of eight hours.

4.(c) Insofar as practical, an employee shall not be compelled to work more than three (3) assigned shifts in a seven (7) day non-storm period. He/she may, however, sign up for additional shifts as his/her own discretion.

5.(a) With twenty-four (24) hours or more advanced notice, employees who work less than an eight hour period immediately preceding their normal schedule starting time, best efforts will be made to allow them rest time. It is agreed that less than eight hours does not constitute a shift, and will be viewed as a prearranged overtime assignment, or callout assignment if applicable.

With twenty-four (24) hours or more advanced notice, employees who work an eight hour shift within the eight hour period immediately preceding their normal schedule, will receive the applicable overtime rate, and their basic straight time rate during their normal schedule. The only exception to this is when employees work an overnight shift preceding their normal day shift, best efforts will be made to allow them rest time.

5.(b) Upon request from shift workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 6. of this Article shall not be applicable.

5.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of three dollars ($3.00) per hour will be added to his/her basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 7:00 a.m., or following 7:00 p.m.

5.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift workers. This Section 5.(d) will not be applicable to time worked at double straight-time rates under the provisions of Section 12a. of this Article.

6.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article VII.

6.(b) When an employee’s normal work schedule is changed with less than seventy-two hours’ advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and on-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee’s normal work schedule is changed to provide relief coverage because of

sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to his/her previous normal work schedule without forty-eight hours' advance notice after serving a relief coverage assignment as described herein.

6.(c) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

7. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

8.(a) Whenever possible at least seventy-two hours' notice will be given to employees who are required to work prearranged overtime. For the purposes of this Section 8, prearranged overtime is defined as that for which twenty-four (24) or more hours of advance notice has been given. Employees who are unable to report for overtime work will notify the Company as promptly as possible in order that planned work will not be disrupted.

8.(b) An employee who reports for prearranged overtime work on a day outside of his/her normal work schedule will be paid for a minimum of four hours at applicable overtime rates. If an employee assigned under this Section 8.(b) is required to report on the job two or more times on one day, he/she will be paid a minimum of two hours at applicable overtime rates for each time he/she reports and, in addition, he/she will be paid for two hours at basic straight-time rates. When an employee is advised on less than fifteen hours' advance notice not to report for such prearranged overtime work he/she will be paid for two hours at his/her basic straight-time rate.

8.(c) When an employee reports for prearranged overtime work on a day within his/her normal schedule, he/she will be paid for a minimum of two hours' work except that when the prearranged overtime is less than two hours and immediately precedes or follows his/her normal schedule, he/she will be paid for the actual overtime worked at the rate applicable. When an employee is advised on less than sixteen hours' notice not to report for such prearranged overtime, he/she will be paid for two hours at his/her basic straight-time rate except that when the prearranged overtime immediately precedes or follows his/her normal schedule hours and would amount to less than two hours, he/she will be paid at his/her basic straight-time rate for the actual amount of prearranged overtime involved.

9.(a) If an employee is required to work overtime outside of his/her normal schedule, without twenty-four (24) hours notice, during the eight-hour period immediately preceding the starting time of his/her next normal schedule, best efforts will be made to allow rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted for the purpose of this Section. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates.

If an employee is required to perform work, without twenty-four (24) hours notice, during the eight-hour period immediately preceding the starting time of a prearranged overtime period on a day outside of the employee's normal schedule, best efforts will be made to allow rest time

during that prearranged overtime period for which he/she will be paid straight-time rates. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted for the purpose of this Section. When service requirements will not permit allowing all of the earned rest time off, that part worked will, except for holidays, be paid for at double and one-half straight-time rate.

9.(b) If an employee is required to work beyond sixteen hours in a 24 hour period, he/she will be allowed a period of eight hours time off before returning to work. Any part of such time off which extends into the employee's normal work schedule will be paid for at straight-time rates. Time allowed off for meals will be counted in determining sixteen hours for the purpose of this Section. When service requirements will not permit allowing as earned rest time off that part which may extend into normal schedule, that part worked during normal schedule will, except for holidays, be paid for at double straight-time rates.

10. If an employee is required to work beyond sixteen hours in a 24 hour period, he/she will be paid at double his/her straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours for the purpose of this Section.

11. When meals are furnished by the Company under the provisions of Article XII, Section 4., time allowed off for meals will be paid for at the applicable overtime rates. If a meal is furnished under this provision following the conclusion of the workday, three-quarter hour eating time at the applicable rates will be paid.

12.(a) A Shift worker will be paid double the straight-time rate for all hours worked on Sunday outside his/her normal schedule.

12.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

13. When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

ARTICLE VIII
Holidays

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason.

3. The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If it is determined by the Company that time off cannot be allowed, the employee in lieu of time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

ARTICLE IX
Vacations

Section 1: Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

1.(c) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

1.(d) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

2. Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Company Seniority on a

local departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a), 1(b) above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods and (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district and department will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacations schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make his/her selection within a reasonable period of time, he/she will forfeit his/her turn until all other employees involved have made their selections. Should any employee fail to make his/her selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period had been granted, it will not be interfered with except in emergencies

2.(a). An employee will not be subject to involuntary shift assignments from the end of his/her last normally scheduled shift which preceded their approved vacation period until the beginning of his/her normally scheduled shift following the approved vacation period. This "blackout period" will include any normally scheduled days off between those scheduled shifts.

3. When a recognized holiday falls within an employee's vacation period, an additional day of vacation with basic straight-time pay may be scheduled. Whenever possible the additional vacation day will be scheduled to either immediately precede or follow the vacation period during which the recognized holiday occurs or to be consecutive to other scheduled days off. When the Company cannot schedule or the employee does not desire such additional vacation day to be scheduled in the foregoing manner, it may be scheduled for some other available day. If it is determined by the Company that no additional day of vacation can be granted, the employee will be paid an additional day's pay at basic straight-time rate in lieu of the additional vacation day and such day's pay will be included with wages paid for the week during which the recognized holiday occurs.

ARTICLE X
Call Time

1. Employees whose job requirements include assignment to be on call outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within a reasonable amount of time.

2.(a.) On call for eight hours
Employees who are assigned by the Company to stand call outside their normal schedule hours will be so-assigned for either (1) eight hours immediately preceding their normal scheduled shift or (2) eight hours immediately following their normal scheduled shift not to exceed a total of eight hours. Employees will be paid for one hour at basic straight-time rate for each eight hours they are assigned to call duty except that, when assigned on a recognized holiday they will be paid for two hours at basic straight-time rate for each eight hours so assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m.

2.(b) On call for more than eight hours
Employees who are assigned by the Company to be on call outside their normal

schedule hours will be paid (1) one and one-half hours at basic straight-time rates for each twenty-four hour period or part thereof – Monday through Friday, (2) three hours at basic straight-time rates for each Saturday, Sunday, or recognized holiday so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

3. Time worked under Section 2 will be computed from the time of receipt of each call out, and unless the time extends into his/her scheduled work time, until return to place of receipt of the call out.

4. Employees not assigned to take trouble calls outside their normal schedule hours but who are called out to perform other than prearranged overtime work will be paid a minimum of two hours at the rate applicable for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. They will be allowed one-half hour travel time provided the actual time worked and the half-hour travel time exceeds the applicable minimum, except when the work period continues into his/her scheduled work time. Travel time will not be considered as time worked for purposes of Article VII, Section 9.(a).

ARTICLE XI
Safety

1. In job assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

2. The Company will issue a copy of its “Employee Safety Manual” to each employee covered by this Agreement. Any changes in the rules in the “Employee Safety Manual” shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

3. The Company will furnish suitable protective equipment and take such other precautions in the interest of safety as conditions require.

4. Gas masks, fire extinguishers and first-aid kits will be standard equipment where conditions require.

5. The Company shall repair or replace an employee’s clothes which have been damaged or destroyed through an unusual incident on the job related to his/her work except where the employee has failed to use the protective clothing furnished by the Company. The foregoing shall not apply to any employee’s clothes which are worn out, damaged or soiled through daily attrition.

6. No employee shall be required to perform any hazardous task, with which he/she is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

7. Safety is a joint responsibility of supervisors and employees. The primary function of a Foreman or Supervisor is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to dangerous situations and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in bargaining unit work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

8.(a) Representatives of the Company and the Union shall meet from time to time at the request of either party to discuss matters pertaining to safety. At such times as are mutually agreeable employee representatives designated by the Union, not to exceed three, will be allowed time off from normal work schedule without loss of basic wages to meet and confer with designated representatives of the Company concerning matters of safety.

8.(b) In the month of November, Local Union Business Managers or Assistant Business Managers may, in their respective jurisdictional areas, nominate one regular bargaining unit employee for membership on each district, plant or department safety committee. Appointment of nominees will be made by the Company with due consideration for safety-committee-membership rotation and cross-section representative of job classification on each committee.

9. Company will provide up to $200 allowance to Operating Department employees toward the purchase of one or more pair per year of safety footwear that meets the requirements for impact/compression resistance and protection from electrical hazards as described in ASTM F2413-05 (M1/75 / C75 / Mt75) EH rated safety (steel toe or composite) footwear.

10. The Company will provide a FR Clothing Allowance of $250.00 per employee for the term of agreement.

ARTICLE XII
Expense Allowances

1. When required to work distant from this base area, employees will be paid expenses and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1. or Section 3. of this Article is applicable, an employee required to make his/her own arrangements to report at a job location including all training assignments outside his/her base area (except satellite/line shops or when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; $29.73 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $52.68 per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; $60.25 per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; $64.82 per day.
When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; $25.55 per day.

Plan F - If the distance one way is over thirty miles; $35.08 per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of his/her base area on one day he/she will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from his/her base area headquarters. In addition, he/she will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices, one way for the actual distance traveled between the job locations involved on the day. This rate may be changed by the Company without advance notice. The Section 2.(c) will no be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

3. An employee authorized to make occasional use of his/her personally owned vehicle for Company business during working hours and for which he/she is not being paid a travel expense allowance under other provisions of this Article will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices. This rate may be changed by the Company without advance notice. Employees will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices, to and from the job in lieu of the provisions of Section 2 of this Article if the distance one way to job location is ten miles or less from the home base or satellite. This rate may be changed by the Company without advance notice.

4. If an employee works a night schedule (i.e., 3-11 PM) and works beyond 11:00 PM into the first earned meal, the meal allowance will be $15.00. If an employee is required to work overtime and is thereby put to additional expense to obtain a meal, he/she will, except when Section 5. of this Article is applicable, be paid a meal allowance of $10.00 to $20.00 for evening only (4:00 p.m. to 12 midnight) for each meal so-obtained under any of the following conditions:

4.(a) When required to report for work starting one hour or more before his/her next normal schedule starting time without having been given twelve or more hours' advance notice.

4.(b) When required with twelve or more hours' advance notice to report for prearranged overtime work an allowance will be paid for one meal if the reporting time is two or more hours: (1) before his/her normal schedule starting time on a day within his/her normal schedule; or (2) earlier in the day than his/her starting time on a normal schedule workday if the work is on a day outside his/her normal schedule; or (3) before the normal schedule starting time of a shift or scheduled worker.

Exception to the twelve hours' advance notice provisions of Sections 4.(a) and 4.(b) will be made when a shift or scheduled worker is required to report for prearranged overtime work on a shift starting at or between the hours of 12:00 Noon and 6:00 p.m. In such situations four or more hours' advance notice will be applicable. When advance notice to report for prearranged overtime work under the above conditions has not been given allowance will be paid for a midday (midshift) meal also provided such meal is involved.

4.(c) When required to work one-and-one half hours or more beyond his/her normal schedule hours.

4.(d) When required to work five hours or more beyond the designated lunch period on a prearranged overtime day.

4.(e) Under any of the foregoing conditions an employee will be allowed three-quarter hour eating time for which he/she will be paid at the applicable overtime rate except for (1) the normal schedule or designated lunch period and, (2) meals eaten during working time.

5. During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 4. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VII, Section 11., concerning time off for meals furnished under this Section 5.).

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the former reporting base and the new reporting base and will be reimbursed at the current rate and in a manner consistent with NU mileage reporting practices. This rate may be changed by the Company without advance notice.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides his/her own transportation to travel to and/or from his/her new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 7.(a) the Company may either provide the employee with transportation or require him/her to live in his/her new base area and make arrangements for his/her meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 7. will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

7. When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred.

8. If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employee's personal expenses, the Business Manger or an Assistant Business Manger of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

ARTICLE XIII
Notices

1. The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.

2. If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

ARTICLE XIV
Strikes And Lockouts

During the term of this Agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article III.

ARTICLE XV
Wages

Appendix "A" attached hereto and made a part hereof lists the job classifications covered by this Agreement. Appendix "A" is the basic straight-time hourly rates of pay applicable to each job classification effective as of **October 1, 2021, October 1, 2022, and October 1, 2023** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

ARTICLE XVI
Contract Work

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XVII
Compliance With Law

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, ruling and orders of regulatory bodies having jurisdiction. If any such laws, regulations or rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article III or Article IV.

ARTICLE XVIII
Extent of Agreement

All benefits or other conditions of employment in existence by long-standing practice on the effective date of this agreement and not specifically referred to and covered by this agreement will not be subject to major change or eliminated during the term of this agreement.

ARTICLE XIX
Employee Benefits

1. It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the "**Eversource Pension** Plan" for the term of this Agreement. It is understood and agreed by the Union and the Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

2. If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents his/her from doing any work and which is compensable under the Workmen's Compensation laws of the State of Connecticut, he/she shall be paid the differential between the employee's normal basic after-tax wages and Workmen's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

ARTICLE XX
General

1. During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than three (3) employee representatives of the Union for time lost from their normal work schedules while attending meetings with Company representatives. If any of these Union representatives is a shift or scheduled worker and his/her schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, he/she will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

2. Upon written request from the Union, the Company will arrange for a leave of absence for up to four employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during his/her leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such a manner as may be mutually agreed upon by the Company and the Union.

3. It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement except that when emergency assistance to the other utility companies is involved, Section 2. of Article XII shall not be applicable. All hours for travel

time or work time paid at a straight-time rates under the terms of this Agreement will be paid at double straight-time rates, when employees are assigned to work in locations or upon facilities other than those owned or operated by the Northeast Utilities System.

4. Employees will be allowed time off with basic straight-time wages under the following conditions:

1. When the deceased is a member of an employee's immediate family, the employee will be allowed necessary time off to make arrangements and attend the funeral. Such time off should not exceed three normal schedule workdays falling within the three-day period following the date of death. In addition, if an employee is called from work on the date of death, the employee will be allowed time off with basic straight-time wages for that part of the employee's normal schedule not worked on that day.

The immediate family is defined to include the spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandmother or grandfather, grandchildren, sister, brother or step-relative.

2. When the deceased is an employee's brother-in-law, sister-in-law, aunt, or uncle, necessary time off up to one normal scheduled day will be allowed to attend the funeral.

3. If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first three months of the following calendar year.

ARTICLE XXI
Duration

This Agreement shall continue in force from the first day of October, **2021** until October 1, **2024** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to October 1, **2024** or October 1st of any year thereafter.

1. Except as otherwise provided, this agreement shall become effective as of October 1, **2021** and shall remain in full force and effect until 12:01 a.m. October 1, **2024**, and shall automatically renew itself from year to year until terminated by either party as herein provided.

2. In the event that either party shall desire to terminate this agreement or any renewal thereof it shall give written notice to the other party by certified mail at least sixty (60) days prior to the expiration or renewal date that it desires to terminate the agreement.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Manager – Labor Relations
The Connecticut Light and Power Company d/b/a Eversource Energy
P.O. Box 270, Hartford, Connecticut 06141-0270

or

Business Manager/Financial Secretary
Local Union No. 457
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

/s/ Scott M. McCoy
Scott McCoy
Business Manager/Financial Secretary, Local 457

Date: 11/29/2021

FOR THE COMPANY:

/s/ Brooke Sherer
Brooke Sherer
Manager-Labor Relations

Date: 12/1/21

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/
Lonnie R. Stephenson
International President

Date:

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
2/14/2022
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

TOPIC: Paging Device for Use During Call Assignments
When an employee is assigned to call, he/she will be provided with paging device ("beeper") as a means of contact during call. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order.

TOPIC: Absence Due to Non-Occupational Illness or Injury

Eligibility Period
The eligibility period for maximum annual payments for absence due to non-occupational sickness or injury is based on a calendar year - January 1 to December 31 and is not cumulative.

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit at the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

In connection with absence due to non-occupational sickness or injury, the Company reserves the right:

1. To verify the illness or accident through its own medical staff and/or by requiring employees to furnish a statement from their own physician.

2. To deny pay when the illness or injury is the result of the employee's misconduct or when an illness or injury is sustained while the employee is engaged in work for another employer or while gainfully self-employed.

3. To deny pay for absence in any case where an employee has a record of excessive absenteeism.

Continuation of Pay
Incumbent employees as of December 31, 2014 will keep their sick time allotment in accordance with the following:

Continuous Service – Weeks of Full Pay

Less than 2 years- Up to 2 weeks
For 2 years but less than 3 years – Up to 4 weeks
For 3 years but less than 4 years – Up to 6 weeks
For 4 years but less than 5 years – Up to 8 weeks
For 5 years but less than 10 years- Up to 10 weeks
For 10 years or longer – Up to 1 week for each year of continuous service

In addition, they will have a one-time opportunity (by November 1, 2014) to opt into the Sick Leave Wage Payment Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY
- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual

- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first six weeks of short term disability will be paid at 100% of base pay
- Up to 19 additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2021

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 1, 2021 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	36.58
Distribution System Operator / DC / DSW	C2	40.64
Distribution System Operator / DC / DSW	C3	44.63
Distribution System Operator / DC / DSW	B1	48.66
Distribution System Operator / DC / DSW	B2	52.65
Distribution System Operator / DC / DSW	B3	56.64
Distribution System Operator / DC / DSW	A1	58.65
Distribution System Operator / DC / DSW	A2	60.67

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2022

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 1, 2022 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	37.68
Distribution System Operator / DC / DSW	C2	41.86
Distribution System Operator / DC / DSW	C3	45.97
Distribution System Operator / DC / DSW	B1	50.12
Distribution System Operator / DC / DSW	B2	54.23
Distribution System Operator / DC / DSW	B3	58.34
Distribution System Operator / DC / DSW	A1	60.41
Distribution System Operator / DC / DSW	A2	62.49

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY

DISTRIBUTION SYSTEM OPERATOR / OPERATOR ASSISTANT WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2023

APPENDIX A
The Connecticut Light & Power Company
Distribution System Operator/Distribution Coordinator/Distribution Switch Writer
Wage Schedule
GWI effective date
October 1, 2023 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	38.81
Distribution System Operator / DC / DSW	C2	43.12
Distribution System Operator / DC / DSW	C3	47.35
Distribution System Operator / DC / DSW	B1	51.62
Distribution System Operator / DC / DSW	B2	55.86
Distribution System Operator / DC / DSW	B3	60.09
Distribution System Operator / DC / DSW	A1	62.22
Distribution System Operator / DC / DSW	A2	64.37

APPENDIX B

(DUES DEDUCTION CARD)

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.

OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

AGREEMENT

Between

The Connecticut Light and Power Company

and

Local Number
457

of

The International Brotherhood of Electrical Workers

Distribution System Operations

October 1, 2024 to October 1, 2028

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AGREEMENT entered into as of the 1st day of October **2024**, between THE CONNECTICUT LIGHT AND POWER COMPANY, hereinafter referred to as the COMPANY, and LOCAL No. 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment and other conditions of employment. This agreement shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I
Recognition and Union Membership

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for employees who perform electric distribution dispatch work, in the Dispatcher/Distribution System Operator classification, employed by the Connecticut Light and Power Company in the State of Connecticut, but excluding all other employees, senior technicians, office clericals, professionals, confidential employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Case Number 34-RC-1466, dated 9/24/99.

1.(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1.(c) The Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director – Labor Relations.

2. If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

3. The following provisions will apply to employees in job classifications covered by this Agreement:

3.(a) Employees who are members of the Union or its predecessor Union on October 1, 1999, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3.(b) Employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which his/her membership is first solicited by the Union.

3.(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Director-Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

4.(a) The Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A," the Company will make a single deduction for the required initiation fee and in addition will deduct required monthly Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, his/her authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which his/her transfer is effective.

5. It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this agreement because of race, color, religion, age, gender or national origin, sexual orientation, disability, or status as a disabled veteran or a veteran of the Vietnam era.

ARTICLE II
The Functions of Management

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer,

discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE III
Grievances

Any complaint made by an employee to his/her Foreman or immediate Supervisor concerning his/her wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievances for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local concerned, an employee from within the Local area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with him/her in Step One, or for a Business Manager or his/her designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or his/her designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the Foreman or immediate Supervisor as promptly as possible following the incident which caused it. The Foreman or immediate Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager or Superintendent concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager or Superintendent concerned or his/her designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager or superintendent concerned or his/her designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director – Labor Relations. The letter shall refer the grievance to a joint committee consisting of:

(a) three representatives appointed by the Company, and

(b) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or his/her designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director – Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the grievance procedure, a “Union Grievance” or a “Company Grievance” may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a “Union Grievance” is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a “Company Grievance” is initiated, it shall be forwarded by the Director – Labor Relations to the Business Manager of the Local Union concerned and the International Representative who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE IV
Arbitration

1. If a grievance is not settled in Step Three of Article III, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article III, Step Three, submit the grievance to the American Arbitration Association for arbitration in accordance with its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company. This Section is subject to the limitations set forth in Sections 2.and 3.of this Article.

2. The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining, conciliation, mediation or to give advice or recommendations to either party.

3. It is understood and agreed that proposals to add or to change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

4. It is understood that for the term of this Agreement, where the position of the Union is upheld by the Arbitrator, the Company will pay such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

In any other case such fees will be shared equally by the Company and the Union. In all cases, any costs incurred by either party in its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

ARTICLE V
Seniority

Seniority which employees accumulate is of three types:

a) Total length of continuous time served with the Company shall be known as "Company Seniority."

b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as Classification Seniority.

c) Total length of continuous time served with this Company, CL&P and system companies, shall be known as "System Seniority."

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date.

New employees shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during his/her probationary period as defined above shall become a regular employee at the end of the probationary period and his/her seniority shall start from the date of hiring. A regular employee shall lose his/her seniority status if he/she resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4.of this Article.

PROMOTION

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on a local departmental basis.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on a local departmental basis. If this employee is qualified as evidenced by his/her skill, efficiency, knowledge, ability and acceptable performance in training, he/she will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on a local departmental basis. When no employee on a local departmental basis is qualified, Classification Seniority will be applied on a Companywide basis.

1.(c) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit.

Notice of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager or each Local Union. Each bulletin board posting will be for a period of not less than ten (10) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not his/her application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(c) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Company Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

Vacancies in the bargaining unit will be filled within two weeks from the date of the vacancy. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

REASSIGNMENT, LAYOFF AND DEMOTION

2. If at any time Company operations require a reduction of the existing working forces, employees in the localities or departments affected will be subject to reassignment in the order of least Company Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) When it becomes necessary to reduce the working force, employees will be laid off from the classification to be reduced at the affected work location in the bargaining unit in accordance with their Company seniority.

2.(b) Employees affected under (a) will have two options: (1) displace the least senior employee in their classification within their region locations, or (2) displace the least senior employee in the bargaining unit at the affected work location if currently qualified to perform the work. If unable to exercise option (1) or (2) above, then (3) the employee may displace the least senior employee in the bargaining unit if currently qualified to perform the work.

2.(c) Employees displaced from their jobs by more senior employees in the reduced job classification have the rights under (b), (d) and (e) of this Section.

2.(d) Employees may waive their rights under (b) and take a layoff, retaining recall rights under Section 4.

2.(e) In the event an employee subject to reassignment does not have sufficient Company Seniority to entitle him/her to job placement, he/she may be laid off with recall privileges as outlined in Section 4 of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of

forty hours' pay at his/her straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above mentioned allowance will, instead of forty hours, be sixty hours if he/she has completed at least fifteen years of continuous service, or eighty hours if he/she has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies, will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4. of this Article V. any employee who accepts any position or who is offered a position similar to the position he/she held with the Company prior to the sale or lease, or in which he/she has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached his/her fifty-fifth birthday may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(f) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Section 2. of this article to a job classification in which he/she is unskilled or inexperienced, he/she will be given training on the job and allowed to reasonable period of time to develop sufficient skill and ability to perform satisfactorily in his/her new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than his/her present hourly rate a special basic rate of pay will be established for him/her in the following manner:

A. For an employee with less than five years of continuous service:

(1) If his/her present rate is greater than the maximum rate of his/her new classification, he/she will be paid the maximum rate of the new classification.

(2) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If his/her present rate is greater than the maximum rate of his/her new classification, twenty-five percent of the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which he/she is reassigned will be added to the rate for the lower job classification.

(4) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If his/her present rate is greater than the maximum rate of his/her new classification, fifty percent of the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which he/she is reassigned will be added to the rate of the lower job classification.

(6) If his/her present rate is less than the maximum rate of his/her new classification, he/she will retain his/her present rate in the new classification until he/she is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds his/her special rate.

2.(g) If it is definitely established that a regular employee is physically incapable of performing the duties of his/her assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Company Seniority of all employees affected, reassign such employee to an available job for which he/she is qualified at a rate which will result in a minimum reduction from his/her former rate.

2.(h) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at his/her own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of his/her assignment, his/her Classification Seniority for the purposes of promotion will begin on the date of the demotion. Any employee who is demoted under item number (4), above, will retain his/her Classification Seniority in his/her former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(e) of this Article shall make written request to the Manager or Superintendent concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

TRANSFER

3.(a) In situations when the application of the seniority principles of this Article V either involve groups of employees or involve two or more separate localities, or departments, the Company will satisfy its obligation to contact affected employees by giving written notice. Ten days prior to posting written notice the Company or Union by request will discuss the effects on employees. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the localities where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(b) When, for reasons other than his/her own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) he/she will retain his/her Classification Seniority in his/her former location and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within his/her normal sequence of progression, his/her Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another locality, or is transferred to another locality for the mutual convenience of the employee and the Company, and no change in job classification is involved, his/her Classification Seniority in his/her former and new locations will be accumulative.

3.(c) When an employee is transferred or reassigned from one locality or department to another at his/her own request, his/her Classification Seniority in his/her new assignment will begin on the effective date of the transfer and he/she will forfeit his/her Classification Seniority in all job classifications he/she has held prior to the transfer.

3.(d) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Company Seniority for the purposes of this Article and his/her Classification Seniority will be determined in accordance with the provisions of this Article. Company Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

REINSTATEMENT AND RECALL

4.a. Employees with three (3) or more years of continuous service who are laid off will be entitled to recall for a period of three (3) years from the date of layoff.

4.b. Employees laid off with less than two (2) years of continuous service will be entitled to recall for the actual time of their Company Seniority, counted from the date of layoff.

4.c. Employees will be recalled from layoff to vacancies in the bargaining unit in the same or lower job classification they were laid off from on the basis of their seniority and in the reverse order of layoff, provided they are qualified to perform the work.

4.d. Employees who, pursuant to paragraph (c) above, are offered recall to a work center/reporting headquarters other than the one from which laid off, or to a lower classification at the work center/reporting headquarters from which laid off, may decline such an offer of recall and remain on the seniority list for the period established in Section 4 of this Article, but upon the second such decline or recall the Company will not be required to thereafter offer recall except to the same job at the work center/reporting headquarters from which the employee was laid off.

4.e. Within ten (10) calendar days after notification of offer of recall, employees shall advise the Company whether they accept or decline said offer.

Employees in Military Service

5. The Company will reinstate without loss of Company Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Company Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

ADJUSTMENT OF VETERAN'S SENIORITY

6. If a regular employee is bypassed for a promotion in his/her normal sequence of job progression because of military leave of absence and he/she is subsequently promoted to the higher job classification, his/her Classification Seniority will be adjusted to place him/her in the relative status he/she would have attained in the higher job classification had he/she not been bypassed.

SENIORITY LISTS

7. The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on a department basis.

ARTICLE VI
Job Classifications

1. Each employee will be assigned a job classification, the duties of which he/she is competent to perform and which generally reflects his/her normal work.

2.(a) A Dispatcher performing the duties of a Chief Dispatcher shall be paid an additional $2.00 per hour for all hours so assigned on one day provided he/she works one or more hours.

1. The Chief Dispatcher shall be the most Senior fully qualified Dispatcher, with respect to Classification Seniority, on duty within a specific Operating Region, unless that person voluntarily relinquishes the duties of Chief Dispatcher to a less Senior fully qualified Dispatcher.

2.(b) If during a Shift Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Shift Supervisor, he/she will be paid one dollar and ten ($1.10) cents per hour in addition to his/her basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the applicable Chief rate in addition to one dollar and ten ($1.10) cents per hour for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

Upgrading, under this section, will normally be on a classification seniority basis by shift assignment.

3. If it is definitely established (1) that a regular employee is incapable of performing the duties of job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of his/her job classification because of a disability or infirmity arising from natural causes and he/she is assigned to a lower job classifications within his/her ability to perform, a special basic rate of pay will be established for him/her as follows:

3.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between his/her basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which he/she is reassigned by the product of five percent times his/her years of continuous service and adding the amount so-obtained to the maximum basic rate of the lower rated job classification. For any employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustment made during the term of this Agreement.

3.(b) Should such an employee later qualify for and be promoted to a higher job classification, his/her basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

3.(c) The above Sections 3.(a) and 3.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 3.

4. In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager of the Local Union concerned as promptly as possible.

4.(a) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

ARTICLE VII
Schedules, Working Hours,
Overtime, Premium And Holiday Rates

1. The Company and Union will jointly develop work schedules, which shall not consist of work schedules of more than twelve (12) hours per day or forty (40) hours per week. All hours worked in excess of the normal work schedule or forty (40) hours per week, or outside of the employees normal work schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided.

2. For the purpose of this Agreement, employees are composed of shift and day workers. (1) A shift employee is defined as one who works at a seven-day operation or service, on a rotating or shift schedule. (2) A day worker is defined as one whose basic work week is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for eight (8) hours a day or ten (10) hours; if applicable.

2.(a) If the Company changes or modifies working schedules in the system operations center, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

2.(b) Normally, an employee on regular scheduled midnight shift will not be required to work more than four (4) hours (12 hours in total) beyond that shift contingent upon operational requirements.

3. When working conditions permit, regular active employees will be allowed time off at basic straight-time rates on recognized holidays falling on a day within their normal schedule. When a regular employee is required to work on a recognized holiday falling on a day within his/her normal schedule, in addition to holiday pay at basic straight-time rates, one and one-half straight-time rates will be paid for time worked within his/her normally scheduled hours and double straight-time rates will be paid for time worked outside his/her normally scheduled hours.

The employee will have the choice of taking either holiday pay at basic straight-time rates or taking a day off at a mutually agreeable alternate date in lieu of being paid holiday pay at basic straight-time rates for the worked holiday. In addition, the lieu day must be requested by the employee and approved by management before the holiday. **Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, for any shifts greater than eight (8) hours, the employee shall elect to use either vacation pay, lieu time, if available, or up to twenty-four (24) hours of "no pay" per calendar year for the remaining hours of the shift.**

4.(a) When a recognized holiday falls on a day outside of a regular active employee's normal schedule, the Company at its option will either designate a day off from his/her normal schedule with basic straight-time pay or pay him/her for the holiday at basic straight-time. When the Company designates a day off from normal schedule, it shall fall within a calendar year. When designating a day off under this provision the Company will endeavor firstly to make such a day off be contiguous to another day off or, secondly to occur on a Sunday or, thirdly to occur on a day other than contiguous to another day off or other than on a Sunday. Exceptions to the foregoing sequence may be made to accommodate an employee's request for a designated day off by mutual agreement provided the exception does not require a change of normal work schedule for another employee who objects to such schedule change.

4.(b) When a regular employee is required to work on a recognized holiday falling on a day outside his/her normal schedule, in addition to either the time off or the straight-time pay provision of Section 4.(a), above, one and one-half straight-time rates will be paid for time worked up to eight hours and double-straight time rates will be paid for time worked in excess of eight hours.

4.(c) Insofar as practical, an employee shall not be compelled to work more than three (3) assigned shifts in a seven (7) day non-storm period. He/she may, however, sign up for additional shifts as his/her own discretion.

5.(a) With twenty-four (24) hours or more advanced notice, employees who work less than an eight hour period immediately preceding their normal schedule starting time, best efforts will be made to allow them rest time. It is agreed that less than eight hours does not constitute a shift, and will be viewed as a prearranged overtime assignment, or callout assignment if applicable.

With twenty-four (24) hours or more advanced notice, employees who work an eight hour shift within the eight hour period immediately preceding their normal schedule, will receive the applicable overtime rate, and their basic straight time rate during their normal schedule. The only exception to this is when employees work an overnight shift preceding their normal day shift, best efforts will be made to allow them rest time.

5.(b) Upon request from shift workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 6. of this Article shall not be applicable.

5.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of three dollars ($3.00) per hour will be added to his/her basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 7:00 a.m., or following 7:00 p.m.

5.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift workers. This Section 5.(d) will not be applicable to time worked at double straight-time rates under the provisions of Section 12a. of this Article.

6.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article VII.

6.(b) When an employee's normal work schedule is changed with less than seventy-two hours' advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and on-half straight-time rates until the

advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to his/her previous normal work schedule without forty-eight hours' advance notice after serving a relief coverage assignment as described herein.

6.(c) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

7. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

8.(a) Whenever possible at least seventy-two hours' notice will be given to employees who are required to work prearranged overtime. For the purposes of this Section 8, prearranged overtime is defined as that for which twenty-four (24) or more hours of advance notice has been given. Employees who are unable to report for overtime work will notify the Company as promptly as possible in order that planned work will not be disrupted.

8.(b) An employee who reports for prearranged overtime work on a day outside of his/her normal work schedule will be paid for a minimum of four hours at applicable overtime rates. If an employee assigned under this Section 8.(b) is required to report on the job two or more times on one day, he/she will be paid a minimum of two hours at applicable overtime rates for each time he/she reports and, in addition, he/she will be paid for two hours at basic straight-time rates. When an employee is advised on less than fifteen hours' advance notice not to report for such prearranged overtime work he/she will be paid for two hours at his/her basic straight-time rate.

8.(c) When an employee reports for prearranged overtime work on a day within his/her normal schedule, he/she will be paid for a minimum of two hours' work except that when the prearranged overtime is less than two hours and immediately precedes or follows his/her normal schedule, he/she will be paid for the actual overtime worked at the rate applicable. When an employee is advised on less than sixteen hours' notice not to report for such prearranged overtime, he/she will be paid for two hours at his/her basic straight-time rate except that when the prearranged overtime immediately precedes or follows his/her normal schedule hours and would amount to less than two hours, he/she will be paid at his/her basic straight-time rate for the actual amount of prearranged overtime involved.

9.(a) If an employee is required to work overtime outside of his/her normal schedule, without twenty-four (24) hours notice, during the eight-hour period immediately preceding the starting time of his/her next normal schedule, best efforts will be made to allow rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted for the purpose of this Section. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates.

If an employee is required to perform work, without twenty-four (24) hours notice, during the eight-hour period immediately preceding the starting time of a prearranged overtime period on a day outside of the employee's normal schedule, best efforts will be made to allow rest time during that prearranged overtime period for which he/she will be paid straight-time rates. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted for the purpose of this Section. When service requirements will not permit allowing all of the earned rest time off, that part worked will, except for holidays, be paid for at double and one-half straight-time rate.

9.(b) If an employee is required to work beyond sixteen hours in a 24 hour period, he/she will be allowed a period of eight hours time off before returning to work. Any part of such time off which extends into the employee's normal work schedule will be paid for at straight-time rates. Time allowed off for meals will be counted in determining sixteen hours for the purpose of this Section. When service requirements will not permit allowing as earned rest time off that part which may extend into normal schedule, that part worked during normal schedule will, except for holidays, be paid for at double straight-time rates.

10. If an employee is required to work beyond sixteen hours in a 24 hour period, he/she will be paid at double his/her straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours for the purpose of this Section.

11. When meals are furnished by the Company under the provisions of Article XII, Section 4., time allowed off for meals will be paid for at the applicable overtime rates. If a meal is furnished under this provision following the conclusion of the workday, three-quarter hour eating time at the applicable rates will be paid.

12.(a) A Shift worker will be paid double the straight-time rate for all hours worked on Sunday outside his/her normal schedule.

12.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

13. When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

ARTICLE VIII
Holidays

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday

preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason.

3. The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If it is determined by the Company that time off cannot be allowed, the employee in lieu of time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

ARTICLE IX
Vacations

Section 1: Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed **120 hours** of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed **80 hours** of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed **40 hours** of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) **Effective January 1, 2025, the vacation allotment as set forth below is based on employees completing the designated number of years of continuous service by December 31 of a calendar year.**

Less than one year of service	Start date January 1 through March 31 – **120 hours**
	Start date April 1 through June 30 – **80 hours**
	Start date July 1 through September 1 – **40 hours**
	Start date October 1 or later – no vacation accrued.
One year but less than **6** years	**120 hours** per year
6 years	**128 hours**
7 years	**136 hours**
8 years	**144 hours**
9 years	**152 hours**
10 years but less than 20 years	**160 hours** per year
20 years or more	**200 hours** per year

2. Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Company Seniority on a local departmental basis as involved. Such preference for selection will be granted in the

following order: (1) for all vacation periods under 1(a), 1(b) above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods and (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district and department will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacations schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make his/her selection within a reasonable period of time, he/she will forfeit his/her turn until all other employees involved have made their selections. Should any employee fail to make his/her selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period had been granted, it will not be interfered with except in emergencies

2.(a). An employee will not be subject to involuntary shift assignments from the end of his/her last normally scheduled shift which preceded their approved vacation period until the beginning of his/her normally scheduled shift following the approved vacation period. This "blackout period" will include any normally scheduled days off between those scheduled shifts.

3. When a recognized holiday falls within an employee's vacation period, an additional day of vacation with basic straight-time pay may be scheduled. Whenever possible the additional vacation day will be scheduled to either immediately precede or follow the vacation period during which the recognized holiday occurs or to be consecutive to other scheduled days off. When the Company cannot schedule or the employee does not desire such additional vacation day to be scheduled in the foregoing manner, it may be scheduled for some other available day. If it is determined by the Company that no additional day of vacation can be granted, the employee will be paid an additional day's pay at basic straight-time rate in lieu of the additional vacation day and such day's pay will be included with wages paid for the week during which the recognized holiday occurs.

ARTICLE X
Call Time

1. Employees whose job requirements include assignment to be on call outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within a reasonable amount of time.

2.(a.) On call for eight hours

Employees who are assigned by the Company to stand call outside their normal schedule hours will be so-assigned for either (1) eight hours immediately preceding their normal scheduled shift or (2) eight hours immediately following their normal scheduled shift not to exceed a total of eight hours. Employees will be paid for one hour at basic straight-time rate for each eight hours they are assigned to call duty except that, when assigned on a recognized holiday they will be paid for two hours at basic straight-time rate for each eight hours so assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m.

2.(b) On call for more than eight hours

Employees who are assigned by the Company to be on call outside their normal schedule hours will be paid (1) one and one-half hours at basic straight-time rates for each twenty-four hour period or part thereof – Monday through Friday, (2) three hours at basic straight-time rates for each Saturday, Sunday, or recognized holiday so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

3. Time worked under Section 2 will be computed from the time of receipt of each call out, and unless the time extends into his/her scheduled work time, until return to place of receipt of the call out.

4. Employees not assigned to take trouble calls outside their normal schedule hours but who are called out to perform other than prearranged overtime work will be paid a minimum of two hours at the rate applicable for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. They will be allowed one-half hour travel time provided the actual time worked and the half-hour travel time exceeds the applicable minimum, except when the work period continues into his/her scheduled work time. Travel time will not be considered as time worked for purposes of Article VII, Section 9.(a).

ARTICLE XI
Safety

1. In job assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

2. The Company will issue a copy of its “Employee Safety Manual” to each employee covered by this Agreement. Any changes in the rules in the “Employee Safety Manual” shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

3. The Company will furnish suitable protective equipment and take such other precautions in the interest of safety as conditions require.

4. Gas masks, fire extinguishers and first-aid kits will be standard equipment where conditions require.

5. The Company shall repair or replace an employee’s clothes which have been damaged or destroyed through an unusual incident on the job related to his/her work except where the employee has failed to use the protective clothing furnished by the Company. The foregoing shall not apply to any employee’s clothes which are worn out, damaged or soiled through daily attrition.

6. No employee shall be required to perform any hazardous task, with which he/she is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

7. Safety is a joint responsibility of supervisors and employees. The primary function of a Foreman or Supervisor is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to dangerous situations and will direct operations in such a manner that safety precautions are observed.

Supervisors will refrain from engaging in bargaining unit work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

8.(a) Representatives of the Company and the Union shall meet from time to time at the request of either party to discuss matters pertaining to safety. At such times as are mutually agreeable employee representatives designated by the Union, not to exceed three, will be allowed time off from normal work schedule without loss of basic wages to meet and confer with designated representatives of the Company concerning matters of safety.

8.(b) In the month of November, Local Union Business Managers or Assistant Business Managers may, in their respective jurisdictional areas, nominate one regular bargaining unit employee for membership on each district, plant or department safety committee. Appointment of nominees will be made by the Company with due consideration for safety-committee-membership rotation and cross-section representative of job classification on each committee.

9. Company will provide up to **$600** allowance to Operating Department employees toward the purchase of **FR clothing, non-FR clothing and/or** one or more pair of safety footwear that meets the requirements for impact/compression resistance and protection from electrical hazards as described in ASTM F2413-05 (M1/75 / C75 / Mt75) EH rated safety (steel toe or composite) footwear. **The Company's designated vendor (Tyndale) shall be used to purchase clothing and safety footwear or submit reimbursement for safety footwear.**

ARTICLE XII
Expense Allowances

1. When required to work distant from this base area, employees will be paid expenses and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1. or Section 3. of this Article is applicable, an employee required to make his/her own arrangements to report at a job location including all training assignments outside his/her base area (except satellite/line shops or when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; **$31.15** per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; **$55.20** per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; **$63.13** per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; **$71.30** per day.
When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; **$26.77** per day.

Plan F - If the distance one way is over thirty miles; **$36.75** per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of his/her base area on one day he/she will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from his/her base area headquarters. In addition, he/she will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices, one way for the actual distance traveled between the job locations involved on the day. This rate may be changed by the Company without advance notice. The Section 2.(c) will no be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

3. An employee authorized to make occasional use of his/her personally owned vehicle for Company business during working hours and for which he/she is not being paid a travel expense allowance under other provisions of this Article will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices. This rate may be changed by the Company without advance notice. Employees will be reimbursed at the current rate and in a manner consistent with Company mileage reporting practices, to and from the job in lieu of the provisions of Section 2 of this Article if the distance one way to job location is ten miles or less from the home base or satellite. This rate may be changed by the Company without advance notice.

4. If an employee works a night schedule (i.e., 3-11 PM) and works beyond 11:00 PM into the first earned meal, the meal allowance will be $15.00. If an employee is required to work overtime and is thereby put to additional expense to obtain a meal, he/she will, except when Section 5. of this Article is applicable, be paid a meal allowance of $10.00 to $20.00 for evening only (4:00 p.m. to 12 midnight) for each meal so-obtained under any of the following conditions:

4.(a) When required to report for work starting one hour or more before his/her next normal schedule starting time without having been given twelve or more hours' advance notice.

4.(b) When required with twelve or more hours' advance notice to report for prearranged overtime work an allowance will be paid for one meal if the reporting time is two or more hours: (1) before his/her normal schedule starting time on a day within his/her normal schedule; or (2) earlier in the day than his/her starting time on a normal schedule workday if the work is on a day outside his/her normal schedule; or (3) before the normal schedule starting time of a shift or scheduled worker.

Exception to the twelve hours' advance notice provisions of Sections 4.(a) and 4.(b) will be made when a shift or scheduled worker is required to report for prearranged overtime work on a shift starting at or between the hours of 12:00 Noon and 6:00 p.m. In such situations four or more hours' advance notice will be applicable. When advance notice to report for prearranged

overtime work under the above conditions has not been given allowance will be paid for a midday (midshift) meal also provided such meal is involved.

4.(c) When required to work one-and-one half hours or more beyond his/her normal schedule hours.

4.(d) When required to work five hours or more beyond the designated lunch period on a prearranged overtime day.

4.(e) Under any of the foregoing conditions an employee will be allowed three-quarter hour eating time for which he/she will be paid at the applicable overtime rate except for (1) the normal schedule or designated lunch period and, (2) meals eaten during working time.

5. During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 4. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VII, Section 11., concerning time off for meals furnished under this Section 5.).

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the former reporting base and the new reporting base and will be reimbursed at the current rate and in a manner consistent with NU mileage reporting practices. This rate may be changed by the Company without advance notice.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides his/her own transportation to travel to and/or from his/her new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 7.(a) the Company may either provide the employee with transportation or require him/her to live in his/her new base area and make arrangements for his/her meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 7. will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

7. When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred.

8. If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employee's personal expenses, the Business Manger or an Assistant Business Manger of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

ARTICLE XIII
Notices

1. The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.

2. If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

ARTICLE XIV
Strikes And Lockouts

During the term of this Agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article III.

ARTICLE XV
Wages

Appendix "A" attached hereto and made a part hereof lists the job classifications covered by this Agreement. Appendix "A" is the basic straight-time hourly rates of pay applicable to each job classification effective as of **October 20, 2024, October 1, 2025, October 1, 2026 and October 1, 2027** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

ARTICLE XVI
Contract Work

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XVII
Compliance With Law

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, ruling and orders of regulatory bodies having jurisdiction. If any such laws, regulations or rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article III or Article IV.

ARTICLE XVIII
Extent of Agreement

All benefits or other conditions of employment in existence by long-standing practice on the effective date of this agreement and not specifically referred to and covered by this agreement will not be subject to major change or eliminated during the term of this agreement.

ARTICLE XIX
Employee Benefits

1. It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the "Eversource Pension Plan" for the term of this Agreement. It is understood and agreed by the Union and the Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

2. If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents his/her from doing any work and which is compensable under the Workmen's Compensation laws of the State of Connecticut, he/she shall be paid the differential between the employee's normal basic after-tax wages and Workmen's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

ARTICLE XX
General

1. During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than three (3) employee representatives of the Union for time lost from their normal work schedules while attending meetings with Company representatives. If any of these Union representatives is a shift or scheduled worker and his/her schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, he/she will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

2. Upon written request from the Union, the Company will arrange for a leave of absence for up to four employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during his/her leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such a manner as may be mutually agreed upon by the Company and the Union.

3. It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be

bound by the provisions of this Agreement except that when emergency assistance to the other utility companies is involved, Section 2. of Article XII shall not be applicable. All hours for travel time or work time paid at a straight-time rates under the terms of this Agreement will be paid at double straight-time rates, when employees are assigned to work in locations or upon facilities other than those owned or operated by the Northeast Utilities System.

4. **Time off without loss of pay shall be granted to employees in the event of death in the family as follows: Up to a maximum of five (5) days of time off without loss of pay shall be granted to employees in the event of death of an immediate family member. An "immediate family member" includes an employee's spouse, child, stepchild, parent, stepparent, sister, brother, stepsibling, father and mother-in-law, grandchild, or grandparent. Up to a maximum of three (3) days off without loss of pay shall be granted to employees in the event of death of the employee's brother-in-law, sister-in-law or a person who is actually a member of and living in the employee's household. Up to a maximum of two (2) days off without loss of pay shall be granted to employees in the event of death of the employee's aunt or uncle. Employees seeking leave must notify the employee's supervisor of such death and request such leave, which shall be granted unless an emergency exists at the time requiring the employee's services.**

If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed **the amount of time provided above**. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first three months of the following calendar year.

ARTICLE XXI
Duration

This Agreement shall continue in force from the first day of October, **2024** until October 1, **2028** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to October 1, **2028** or October 1st of any year thereafter.

1. Except as otherwise provided, this agreement shall become effective as of October 1, **2024** and shall remain in full force and effect until 12:01 a.m. October 1, **2028**, and shall automatically renew itself from year to year until terminated by either party as herein provided.

2. In the event that either party shall desire to terminate this agreement or any renewal thereof it shall give written notice to the other party by certified mail at least sixty (60) days prior to the expiration or renewal date that it desires to terminate the agreement.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Manager – Labor Relations
The Connecticut Light and Power Company d/b/a Eversource Energy
P.O. Box 270, Hartford, Connecticut 06141-0270

or

Business Manager/Financial Secretary
Local Union No. 457
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

/s/ Scott M. McCoy
Scott McCoy
Business Manager/Financial Secretary, Local 457

10/9/2024
Date

FOR THE COMPANY:

/s/ Brooke Sherer
Brooke Sherer
Director-Labor Relations

11/4/24
Date

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/
Kenneth Cooper
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
1/17/2025
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

Date

TOPIC: Paging Device for Use During Call Assignments
When an employee is assigned to call, he/she will be provided with paging device ("beeper") as a means of contact during call. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order.

TOPIC: Absence Due to Non-Occupational Illness or Injury

Eligibility Period
The eligibility period for maximum annual payments for absence due to non-occupational sickness or injury is based on a calendar year - January 1 to December 31 and is not cumulative.

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit at the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

In connection with absence due to non-occupational sickness or injury, the Company reserves the right:

1. To verify the illness or accident through its own medical staff and/or by requiring employees to furnish a statement from their own physician.

2. To deny pay when the illness or injury is the result of the employee's misconduct or when an illness or injury is sustained while the employee is engaged in work for another employer or while gainfully self-employed.

3. To deny pay for absence in any case where an employee has a record of excessive absenteeism.

Continuation of Pay
Incumbent employees as of December 31, 2014 will keep their sick time allotment in accordance with the following:

Continuous Service – Weeks of Full Pay

Less than 2 years- Up to 2 weeks
For 2 years but less than 3 years – Up to 4 weeks
For 3 years but less than 4 years – Up to 6 weeks
For 4 years but less than 5 years – Up to 8 weeks
For 5 years but less than 10 years- Up to 10 weeks
For 10 years or longer – Up to 1 week for each year of continuous service

In addition, they will have a one-time opportunity (by November 1, 2014) to opt into the Sick Leave Wage Payment Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY
- Non-occupational illness/injury disability lasting more than five days **(40 hours)** will be managed by Liberty Mutual

- A total of 10 sick days **(80 hours)** per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days **(40 hours)**, qualifying employees will be eligible for short term disability
- The first **twelve** weeks **(480 hours)** of short term disability will be paid at 100% of base pay
- Up to **thirteen** additional weeks **(520 hours)** of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay **or** to extend a short-term absence prior to transitioning to long-term disability (LTD)

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY
DISTRIBUTION SYSTEM OPERATOR / DISTRIBUTION COORDINATOR/DISTRIBUTION SWITCH WRITER
WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2024 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	39.97
Distribution System Operator / DC / DSW	C2	44.41
Distribution System Operator / DC / DSW	C3	48.77
Distribution System Operator / DC / DSW	B1	53.17
Distribution System Operator / DC / DSW	B2	57.54
Distribution System Operator / DC / DSW	B3	61.89
Distribution System Operator / DC / DSW	A1	64.09
Distribution System Operator / DC / DSW	A2	66.30

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY
DISTRIBUTION SYSTEM OPERATOR / DISTRIBUTION COORDINATOR/DISTRIBUTION SWITCH WRITER
WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2025 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	41.17
Distribution System Operator / DC / DSW	C2	45.75
Distribution System Operator / DC / DSW	C3	50.23
Distribution System Operator / DC / DSW	B1	54.76
Distribution System Operator / DC / DSW	B2	59.26
Distribution System Operator / DC / DSW	B3	63.75
Distribution System Operator / DC / DSW	A1	66.01
Distribution System Operator / DC / DSW	A2	68.29

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY
DISTRIBUTION SYSTEM OPERATOR / DISTRIBUTION COORDINATOR/DISTRIBUTION SWITCH WRITER
WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2026 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	42.41
Distribution System Operator / DC / DSW	C2	47.12
Distribution System Operator / DC / DSW	C3	51.74
Distribution System Operator / DC / DSW	B1	56.41
Distribution System Operator / DC / DSW	B2	61.04
Distribution System Operator / DC / DSW	B3	65.66
Distribution System Operator / DC / DSW	A1	67.99
Distribution System Operator / DC / DSW	A2	70.34

APPENDIX A
THE CONNECTICUT LIGHT AND POWER COMPANY
DISTRIBUTION SYSTEM OPERATOR / DISTRIBUTION COORDINATOR/DISTRIBUTION SWITCH WRITER
WAGE SCHEDULE
EFFECTIVE OCTOBER 1, 2027 – 3%

Title	Step	Rate of Pay
Distribution System Operator / DC / DSW	C1	43.68
Distribution System Operator / DC / DSW	C2	48.53
Distribution System Operator / DC / DSW	C3	53.29
Distribution System Operator / DC / DSW	B1	58.10
Distribution System Operator / DC / DSW	B2	62.87
Distribution System Operator / DC / DSW	B3	67.63
Distribution System Operator / DC / DSW	A1	70.03
Distribution System Operator / DC / DSW	A2	72.45

APPENDIX B

(DUES DEDUCTION CARD)

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.

OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE

SIGNATURE OF EMPLOYEE	DATE

AGREEMENT

By and Between

Eversource Gas Company of Massachusetts

Springfield Division

and the

UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL AFL-CIO-CLC

On Behalf Of

LOCAL UNION NO. 12026 CLERICAL/TECHNICAL

May 15, 2018 to May 20, 2020

May 15, 2020 to May 15, 2021

May 15, 2021 to May 15, 2024

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I. INTRODUCTION

1. AGREEMENT

AGREEMENT made and entered into this 15th day of May, 2021 by and between EVERSOURCE GAS COMPANY MASSACHUSETTS, SPRINGFIELD DIVISION (hereinafter called the ”Company”) and UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL AFL-CIO-CLC, Clerical Technical Unit (hereinafter called the “Union”) in behalf of LOCAL UNION NO. 12026.

2. PURPOSE OF AGREEMENT

WHEREAS, the parties hereto have reached an Agreement as a result of collective bargaining for the purpose of facilitating the peaceful adjustment of differences, if any, that may arise from time to time, and to promote harmony and efficiency, the parties hereto contract and agree as follows:

II. RECOGNITION

1. UNION RECOGNITION AND BARGAINING UNIT

The Company agrees and does hereby recognize the Union as the exclusive representative of all full-time and regular part-time office clerical employees including Call Center employees, Revenue Recovery employees, Resource Deployment employees, Sales employees, Facilities employees, Engineering employees, Fleet employees, System Maintenance employees, Public Affairs employees and PC technicians employed by the employer at its Springfield, and Ludlow, Massachusetts facilities; but excluding managerial employees, professional employees, casual employees, confidential employees, guards and supervisors as defined in the Act, for the purpose of bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment in the Clerical/Technical Unit, certified by the National Labor Relations Board in case number 1-RC-20910, dated January 27, 1999. All clerical employees listed above, with the exception of Gas Operations Clerks and Facilities GR3 Clerks, shall be identified as “Group A” (369 Pay Rules) throughout this Agreement; Gas Operations Clerks and Facilities GR3 Clerks shall be identified as “Group B” (12004 Pay Rules).

At a time to be determined, but prior to the closing date of the Asset Purchase, the Company will make offers of employment, under the terms set forth in the MOA, to all employees who are members of Local 12026 (the “Springfield Employees”), and who are either: (a) actively employed in good standing by CMA on the closing date; or (b) employed in good standing by CMA on the closing date and on a company-approved leave of absence or disability leave. The Company’s initial offers of

employment to those Springfield Employees actively employed in good standing by CMA on the closing date shall be for employment effective as of the closing date. The initial offers of employment to Springfield Employees who are on a company-approve leave of absence or disability leave shall be for employment, as set forth in the APA, effective as of the earlier of: (i) the date such Springfield Employee is scheduled to return to work, and (ii) six (6) months following the closing date or, if later, the expiration of such Springfield Employee's statutory return right under applicable law.

III. RESPONSIBILITY

1. RESPONSIBILITY OF MANAGEMENT

The Union agrees, for itself and its members, not to hinder or interfere with the management of the Company in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work, but in the exercise of these responsibilities in management, the Company agrees that it will not discriminate against any member of the Union. This article shall in no way abrogate any other clause in this Agreement.

The Company retains the right to employ, transfer, promote or discharge employees, regardless of membership or non-membership in the Union.

2. RESPONSIBILITY OF THE LOCAL UNION

In Consideration of the commitments assumed by the Company in this Agreement the Local Union agrees that its officers and members will cooperate directly and indirectly with the efforts of the employer to maintain high efficiency, productivity, and competence in the work force and to train employees to improve their skills and abilities.

The Local Union agrees that it will encourage its members to suggest improvements in practices and procedures and to welcome changes introduced to: improve service and performance; reduce costs, waste, damage and accidents; increase individual productivity. The Local Union agrees to support the efforts of management to provide economical and quality services to consumers and to encourage work assignments which fully utilize the skills and time of individual members.

3. RESPONSIBILITY OF EMPLOYEES

a. Employees shall individually and collectively work so as to maximize operating efficiency and individual and group productivity. They shall make every effort to protect the property of the Company and represent the best interest of the Company in their relationships with consumers and the public.

b. Employees shall not engage in work for pay on their own or for another employer when there may be a conflict of interest between the services provided by the company and the activities of the employee.

4. NO STRIKE - NO LOCKOUT

While this agreement is in force there shall be no lockout of the employees by the Company and neither the Union nor its members will cause or participate, directly or indirectly, in any strike or stoppage of work.

5. CORRECTIVE PROCEDURE

In further consideration of the mutual commitments contained herein, the parties hereto expressly agree that neither party shall bring, or cause to be brought, any court or other legal or administrative action against the other until the dispute, claim, grievance or complaint shall have been brought to the attention of the party against whom it shall be made and the said party, after actual notice of the same, shall within a reasonable time, fail to take steps to correct the cause of circumstances giving rise to such dispute, claim, grievance or complaint.

6. COMPLIANCE WITH LAWS AND REGULATIONS

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, or by any duly constituted governmental agency of the United States or the Commonwealth of Massachusetts, such decision shall not invalidate the entire Agreement, it being the express intent of the parties hereto that all other provisions not so declared invalid shall remain in full force and effect.

7. NON-DISCRIMINATION

a. The parties to this Collective Bargaining Agreement agree that it shall continue to be their policy to prohibit discrimination of persons because of race, creed, age, sex, sexual orientation, color, national origin, union activity, handicapped, Vietnam Era or disabled veteran status in hiring, lay-off, promotion, and all other terms and conditions of employment.

b. All reference as to the masculine gender in this Agreement shall be also construed to refer to the feminine gender where applicable.

8. SIDE AGREEMENTS AND EFFECT OF AGREEMENT

During the term of this Agreement the Union and the Company will review all jointly signed letters or memoranda of agreement or recognized past practices and present such letters, memoranda or practices which it wishes to have continue.

Where the parties agree to continue such memoranda or letters of agreements or past practices they will continue.

Where the parties disagree on such memoranda or letters of agreement or past practices, they will be a subject of bargaining in the succeeding contract. However, they will continue in force during this agreement.

Written grievance settlements shall continue in full force and effect.

IV. UNION MEMBERSHIP

1. UNION SHOP

It is agreed that all employees who are members of the Union as of the effective or execution date of this Agreement and all employees who thereafter have become or may hereafter become members of the Union, shall remain members of the Union in good standing for the duration of this Agreement as a condition of continued employment by the Company; and further that all new employees covered by this Agreement hired after the date of this Agreement shall after thirty (30) days of employment, become members of the Union and remain members in good standing for the duration of this Agreement as a condition of continued employment. Good standing shall mean only the payment of the initiation fee and periodic dues.

2. REGULAR EMPLOYEE

Regular Employee shall include any employee, other then a temporary employee, who has been continuously employed by the Company for a period of six (6) months and has successfully completed the probationary period.

3. TEMPORARY EMPLOYEE

A temporary employee is an employee hired to fill a temporary position. Temporary employees are not covered by the provisions of this Agreement. The Company, within its discretion, may end the employment of temporary employees. Such terminations shall not be subject to review in the grievance and arbitration procedure.

4. TEMPORARY EMPLOYEE PROVISIONS

(1) A temporary employee is one provided by a temporary agency, in a temporary position, performing bargaining unit work, for a period not to exceed eight (8) months, for any of the reasons listed below:

I. for a special project; or

II. As relief for an employee absent for any reason (vacation, leave of absence, jury duty, bereavement, etc.); on a one for one ratio, or

III. For operational needs that occur without regularity

(2) The Company will notify a Union official on the start day or no less than five (5) days after the start of a temporary employee. Notification will consist of an e-mail note to the Union Unit Chair and the Recording Secretary.

5. FULL TIME EMPLOYEE

A full-time employee is any employee regularly scheduled to work at least thirty-five (35) hours or more per workweek.

6. PART TIME EMPLOYEE

A part-time employee is any employee who is regularly scheduled to work less than thirty-five (35) hours per workweek.

7. PART-TIME EMPLOYEE PROVISIONS

(1) A part-time employee is one who is hired to regularly work less than thirty-five (35) hours per work week.

(2) Regular part-time employees shall be paid on an hourly basis not less than the hourly rate of pay for their classification and experience on the job. Wage rate progression shall be applied on a pro-rata basis, counting all hours worked up to a maximum of forty (40) hours per week. However, a part time employee shall progress to the next step in at least one (1) year.

(3) Effective 5/15/2015, regular part-time employees continuously employed by the Company who meet the service requirements indicated in Article VIII, Section 1, (Vacation) of this agreement by December 31 of the calendar year, shall be entitled to vacation during the calendar year with pay in accordance with Article VIII, Section 2. Vacation pay for part-time employees will be computed on a pro-rata basis, based upon the number of regularly scheduled hours in the part-time employee's regular work week.

(4) Effective January 1, 2016**,** eligibility for medical, dental, and vision begins the first day of employment. Such coverage must be purchased within 31 days of commencing employment or at the next open enrollment period. The part time coverage subsidy will be 70%. Payment for the succeeding months benefit must be made through payroll deduction.

(5) Regular part-time employees will be eligible for pro-rata sick pay in accordance with Article XII, Section 3 (Sick Pay) and eligible for pro-rata Holidays (Ten (10) and two (2) floating holidays) in accordance with Article IX, (Holiday Pay) of this agreement if such Holiday falls on one of their regularly scheduled workdays. Holiday pay for part-time employees will be computed pro-rata based on the employees regularly scheduled daily hours. Additionally, regular part-time employees will be eligible for shift differential and the Sunday Allowance.

(6) Regular part-time employees may participate in the Company's pension and 401K plans as may be required by the Employee Retirement and Income Security Act (ERISA) of 1976, as amended.

8. PROBATIONARY EMPLOYEES

The term "probationary employee" means those hired on a six (6) month trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory and if the positions are still open, they will become regular employees.

The Company may request to extend the six (6) month period for probationary employees for up to an additional six (6) months provided written notice is given to the Union ten (10) days before the extension. The Company and Union agree to engage in dialogue regarding the employee's performance.

Probationary employees are covered by the provisions of this Agreement and during the probationary period shall be eligible for all benefits, but the retention of a probationary employee is at the discretion of the Company and termination of employment during the probationary period or extension thereof shall not be subject to review through the grievance and arbitration procedure.

9. DUES DEDUCTION

The Company shall deduct from wages weekly and to remit monthly to UNITED STEEL PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIALand SERVICE WORKERS INTERNATIONAL UNION, 5 Gateway Center, Pittsburgh, Pennsylvania the membership dues and initiation fees uniformly required of each employee on whose account such deductions are to be made, pursuant to a written assignment on a form approved by the Company. Membership dues shall be as designated by the International Secretary/Treasurer and certified by the UNION to the COMPANY. Such form shall contain such provisions concerning irrevocability, duration, revocation and automatic renewal as the UNION may request but only to the extent that such provisions comply with the applicable requirements of Section 302 (C) of the Labor Management Relations Act, 1947, as now or hereafter amended, as said requirements may from time to time be interpreted by appropriate governmental authorities.

The Union shall indemnify and save the Company harmless against any and all claims, including legal fees, which may arise out of or come into being by reason of any action taken or not taken by the Company for the purpose of complying with this dues deduction provision.

V. HOURS OF WORK

1. WORKDAY, WORKWEEK

Eight (8) hours shall constitute a basic work day. Forty (40) hours shall constitute a basic work week. However, this section does not in any manner guarantee a number of hours that any employee may work during the week, nor does it constitute a limitation on the number of hours any employee may be required to work in any such work week. For administrative purposes, each workday begins at 12:01 a.m. and each work week begins on Sunday at 12:01 a.m.

The Union and the Company agreed to develop a flexible workweek schedule that would provide for the opportunity to establish a four (4) ten (10) hours per day schedule. See Memorandum of Understanding in Article XVII.

2. WORK SCHEDULE

The determination of the starting and ending times of daily and weekly work schedules for individual employees, groups of employees or departments shall always be made by the Company. Such schedules may be changed by the Company from time to time in accordance with operational requirements, in which case such schedule changes shall be made with not less than twenty-four (24) hours notice, except in cases of emergency when such notice shall not apply. If the shift of an employee is temporarily changed such employee shall return to their bid shift on completion of the temporary assignment. Whenever practical, volunteers will be utilized for shift changes. Emergency, for purposes of this section shall mean any event which is outside the immediate control of the Company.

369/Group A →

INVOLUNTARY CHANGE OF SHIFT A change in shift occurs when an employee is assigned to work any hours and/or days other than and instead of those originally scheduled and posted.

This premium is applicable to each hour worked which is not in accord with the originally scheduled shift or days off up to a maximum of 40 work hours within a defined 4-week posted period and is payable at a rate of ½ pay hour for each eligible hour.

3. LUNCH PERIOD

Employees scheduled to work more than six (6) hours per day will be allowed an unpaid meal period of thirty (30) minutes.

Employees assigned to work where eight (8) hours of continuous operation is necessary shall be allowed a meal period of twenty (20) minutes with pay. Such meal time is to be taken so as not to interfere with continuous operations of service.

Lunch periods will be scheduled by department supervisors.

4. WORK BREAKS

Employees scheduled to work more than six (6) hours per day, will be allowed two (2) paid fifteen (15) minute breaks from work.

Employees scheduled to work six (6) hours or less per day, will be allowed one (1) paid twenty (20) minute break from work.

Breaks will be scheduled by department supervisors.

5. SHIFT BIDDING

The current process of “shift bidding” will be utilized for regular full-time employees or part time employees, in their respective classifications when shifts are changed or newly created by the Company. Bidding will be done on the basis of Bargaining Unit seniority. Completed bid sheets will be posted fourteen (14) days in advance of any shift change date except in cases of emergency.

If a department schedule change is needed due to operational requirements, the Company will be responsible for notifying those employees who are scheduled to be absent, of the upcoming bidding process.

In the event of absence for any reason, the employee will be responsible for submitting their bid. Failure to do so, will result in the assignment of any remaining shift(s).

Coverage Shifts

All “Coverage Shift’ employees will be assigned coverage within classification on a rotating basis. All “Coverage Shift” employees will be given a 14 day written notice of any weekly shift change except in the case of emergency.

6. UNION LEAVE OF ABSENCE

Without loss of seniority rights, employees who are members of the Union when delegated or elected to transact business or matters pertaining to the Union shall be granted such leave of absence as may be approved by the Company.

Upon written request of the International Union, the Company will grant an unpaid full-time leave of absence to an employee, without loss of seniority rights, for the purpose of conducting Union business for a period not to exceed twenty-four (24) months.

7. PARENTAL LEAVE

An employee who has completed the six (6) months probationary period and who is pregnant will be eligible for a parental leave without pay and without loss of seniority, not to exceed six (6) months, including the period of paid disability, vacation and unpaid leave (unpaid leave cannot exceed three (3) months) and upon return to work shall be restored to the previous position or a similar position with the same status as of the date of leave unless operating conditions occur during the absence which affect the employee's seniority status.

An employee, who is not eligible for parental leave referenced in paragraph one but who has completed three (3) months of service, may be eligible for parental leave, per Massachusetts law, for up to eight weeks of unpaid leave for the purpose of giving birth or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. The employee is required to provide at least two (2) weeks' notice of his anticipated departure, or as soon as practicable if the delay is beyond his control and state his intent to return to work.

Health and life insurance shall be continued for up to six (6) months for each maternity leave granted. However, the employee must continue to contribute toward the cost of any benefit plans that require employee contributions during the leave of absence.

Holidays occurring within any disability period are paid under the disability provision of the Labor Agreement.

Holidays occurring within any unpaid leave of absence shall not be paid.

If an employee has medical complications, the paid leave period provided under Article XII (Personal Security) shall apply in accordance with applicable laws.

VI. WAGES

Any increase in salary agreed to by the parties will be effective January 1, 2021. The parties further agree that, on or before the second pay day in 2021, each Springfield Employee employed as of that date will be paid a lump sum bonus equal to the percentage increase that is effective January 1, 2021, multiplied by the total gross earned wages for that employee for the time worked from October 1, 2020 (or the date of hire by the Company, if different) through December 31, 2020 (or the last date on which the Springfield Employees are paid through NiSource's payroll system, if different). In the event any employee terminates employment prior to January 1, 2021, he or she will be paid such lump sum bonus at the same time as stated above, and calculated by multiplying the percentage increase that would have been effective January 1, 2021 by the total gross earned wages of that employee from October 1, 2020 (or the date of hire by the Company, if different) through his or her date of termination.

Effective January 1, 2021, the payday for Springfield Employees will change from Friday to Thursday and will remain weekly.

The parties understand and agree that, for a period of time up to but not to exceed two (2) years from the closing of the Asset Purchase (such two-year anniversary occurring on October 8, 2022), due to payroll and benefits systems transitional

issues, the Company may not be able to process payroll, health and welfare benefits, and/or retirement benefits for the Springfield Employees in accordance with the terms of the September 14, 2020 MOA. Accordingly, the parties to this MOA understand and agree that the Springfield Employees may begin employment with the Company under certain temporary, interim terms and conditions of employment as provided in this paragraph. Such temporary, interim terms and conditions of employment may include the following: (a) health and welfare benefits and retirement benefits will or may be provided by plans that "mirror" all or some of the terms and conditions of certain CMA health and welfare and retirement plans, but that are sponsored and maintained by Eversource Energy Service Company or the Company (the "Mirror Plans"); and (b) payroll services will or may be provided by NiSource Inc. under the payroll practices in effect under the Local 12026 CBAs as of the time of the closing. Notwithstanding the foregoing, the parties understand and agree that the terms and conditions of employment for the Springfield Employees will be as set forth in the September 14, 2020 MOA subsequent to the period described in this paragraph.

1. WAGE LEVELS – SEE APPENDIX B

Grandfathered employees will receive negotiated general wage increases in future collective bargaining agreements.

Effective May 15, 2015, employees shall receive a 2% base increase to their current wage per hour rate.

Effective May 15, 2016, employees shall receive a 2% base increase to their current wage per hour rate.

Effective May 15, 2017, employees shall receive a 2% base increase to their current wage per hour rate.

Effective May 15, 2018, employees shall receive a 2% base increase to their current wage per hour rate.

Effective May 15, 2019, employees shall receive a 2% base increase to their current wage per hour rate.

Effective May 15, 2020, employees shall receive a 3% base increase to their current wage per hour rate.

Effective May 15, 2021, employees shall receive a 3% base increase to their current wage per hour rate.

Effective May 15, 2022, employees shall receive a 3% base increase to their current wage per hour rate.

Effective May 15, 2023, employees shall receive a 3% base increase to their current wage per hour rate.

2. RED CIRCLE RATE EMPLOYEES

Employees whose rate exceeds the maximum for the position that they are working effective May 15, 2004, will be eligible to receive the annual percentage increase in a lump sum until such time as their rate is within the agreed to wage structure. In all situations the employee(s) will be guaranteed to receive an annual increase equal to the agreed to percentage increase.

3. DETERMINATION OF RATE OF PAY

Rate of pay shall be determined by job title.

4. WAGE RANGES

Wage ranges are established for each job classification/wage. A minimum and maximum rate applies to each job.

5. WAGE DETERMINATION

Wage differentials between jobs are based on differences in responsibilities, skills and duties.

In the event a new job is established, or a substantial change is made in the duties of an existing job, the rate for a new or changed job shall be established by the Company, based on its equitable relationship to other jobs.

During the thirty (30) day period immediately proceeding the expected date of the change, the Company shall discuss the appropriate wage rate with the Union. If the Union disagrees, they shall have the right for a period of six (6) months thereafter to appeal the Company's decision through the grievance and arbitration procedure, and the final rate determination shall be paid as of the date the job was filled or changed.

6. WAGE ADMINISTRATION

The Company established job classifications and the combination of duties that make up a job classification also determined whether or not a classification shall be filled and how many individuals are required in a classification at any time.

Individuals within a classification are required to perform all duties included in the classification.

To be eligible for promotion, employees bidding for posted openings must meet the minimum qualifications established for the job.

7. WAGE PROGRESSION

Progression to the job maximum rate shall be in intervals of no longer than a maximum of six (6) month service steps from the date of entry into the job.

8. BIDS BETWEEN JOBS

a. To a Higher Job Title/Wage

An employee who bids to a job in a higher job title/wage shall be paid the minimum for the job or the step rate next above their present rate, whichever is higher, and continue the established progression for the new job/title.

b. The Same Job Title/Wage

An employee who bids to a job in the same job title/wage shall be paid their present rate and continue the established progression, if any, to the maximum job rate.

c. To a Lower Job Title/Wage

An employee who bids to a job in a lower job title/wage shall receive the step rate nearest their present rate but not to exceed the maximum job rate for the new job and continue the established progression, if any, for the new job.

d. Crediting of prior transfer time

The crediting of prior temporary transfer time in a particular job classification will be credited to employees for pay purposes when they are successful bidders to that same classification at a future date, as follows:

1. Such temporary transfer time must have occurred within three (3) years of the date of the successful job bid and such temporary transfer time must have been for a minimum of thirty (30) consecutive days or for a total of ninety (90) intermittent days in a calendar year.

2. Employees will be individually responsible for tracking their temporary transfer time and for providing such documentation to the Company in order to receive credit under the provisions of this agreement when they are successful bidders to a particular job classification. The Company will supply employees with tracking calendars at their request.

3. Time spent in a temporary transfer is not to be used as a determining factor in the awarding of a job to a job bidder.

9. TEMPORARY TRANSFERS

The parties agree to meet and discuss a review of the purpose and use of the temporary transfer policy.

An employee who is temporarily transferred to a job in a higher job title/wage shall be paid the minimum for the job or the step rate next above their present rate, whichever is higher. An employee who is temporarily transferred to a job in the same job title/wage shall be paid their present rate and continue the established progression, if any, to the maximum job rate. An employee who is temporarily transferred to a job in a lower job title/wage shall continue to receive their regular rate of pay and continue the established progression. However, this shall not apply where employees are learning the duties of the new job. If, however, the employee has held the position before and was at the rate maximum, the employee would receive the maximum rate. If the employee has been transferred to the job in the past, they would receive credit for the time spent on said transfer and the paid progression rate would apply.

Whenever practical, qualified volunteers by seniority will be utilized for temporary transfers, however, if there are no qualified volunteers, the Company will assign the least senior qualified employees.

Involuntary transfers from one job classification to another shall not exceed sixty (60) consecutive work days or ninety (90) work days in a calendar year. However, excluded from the sixty (60) and ninety (90) day totals are transfers:

1. From Billing to Service; or
2. Transfers to avoid a layoff; or
3. Transfers to fill in for an employee who is absent.

For purposes of this provision any transfer of two (2) or more hours duration will constitute a full working day. Employees will be individually responsible for tracking their temporary transfer time and for providing such documentation to the Company. The Company will supply employees with tracking calendars at their request.

VII. ALLOWANCES

1. OVERTIME RATE

The parties agree to meet and discuss a review of clerical overtime.

12004/Group B→

An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees requests and it is agreed to schedule two (2) shifts in one (1) day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours in any one (1) payroll week at one and one-half times his base wage rate.

Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

An employee who is required to work on the 2nd day of relief in any consecutive 7-day period and having worked one hour of his 1st day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said 2nd day of relief. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

369/Group A →

Overtime compensation and premium rates shall be paid to employees subject to this Agreement in accordance with the following rules:

a. Each employee's overtime rate shall be one and one half (1 1/2) times his/her regular hourly rate.

b. Except as otherwise provided in this Agreement, an employee shall be paid a premium rate which shall be his/her overtime rate for all hours worked outside the hours established by schedules posted in accordance with the provisions of Article V. of this Agreement as his/her basic normal or regular work day and work week, and no other extra compensation shall be paid for hours so worked. An employee shall not be paid the premium rate for more than forty (40) hours in any posted period when the work outside his/her posted schedule was due to a change in his/her schedule or shift or days of relief after the schedule was posted. The following shall not constitute work outside an employee's basic normal or regular work day or workweek:

i. A change of forty-five (45) minutes or less of the time for starting and ending one or more work days from the times posted in the applicable work schedule.

ii. Hours worked in lieu of posted hours at the request of, or to suit the convenience of, the employee.

iii. A change in hours of work incident to a permanent promotion of the employee.

Any employee who, in any seven (7) day period, works his/her second scheduled day off, having worked at least six (6) hours or having been called in to work any hours on his/her first day off and all of his/her scheduled hours in said period, shall receive a premium (which includes his/her overtime pay) equal to his/her regular hourly rate for any hours worked on his/her second day off. If, during such scheduled hours of work, such employee is entitled to a paid rest period or is not required to work on a scheduled holiday, these rest period and holiday hours are to be considered as worked for the purpose of this paragraph. An employee who has earned a premium in accordance with this paragraph will not be entitled to another premium until he/she has again qualified for it on the basis of work performed after the period for which the premium was earned.

Cancellation Penalty

Whenever notice has been given for overtime work and the work which has been assigned is cancelled the employee must receive at least 12 hours notice of such cancellation prior to the start of overtime work or receive a premium (cancellation penalty), unless told before leaving work for the day.

Premium is 2 pay hours.

2. OVERTIME DISTRIBUTION - See Appendix A – Overtime Distribution MOA

It is recognized by both the Company and the Union that the needs of a public utility operation may require overtime work and that the work involved must be accomplished by qualified employees. The amount of overtime and the schedule for working such overtime will be established by the Company. The Company, in scheduling in-classification overtime work, will distribute such overtime work in accordance with the overtime list(s), to employees in-classification who are qualified to perform the work available.

a. Overtime will be distributed on a rotating basis, based on an in-department, in-classification bargaining unit seniority list to regular full-time employees within job classifications.

b. The overtime list and the list for holiday overtime will be updated and posted weekly.

c. Employees who refuse overtime opportunity will not be offered overtime again until all other employees on the overtime list, in rotation, have been offered such overtime opportunity.

If overtime is still available after following the procedure above for in-classification overtime, the Company will attempt to use qualified volunteers out of classification before requiring the junior employees in-classification to work such overtime.

3. RECALL TO WORK, TRAVEL TIME, AND EARLY CALL IN

12004/Group B →

a. Recall to Work

A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his/her next scheduled work hours.

If an employee is "Recalled to Work" during non-scheduled hours, such work time plus an allowance of travel time shall be paid as overtime. In no case shall this total be less than five (5) hours.

b. Travel Time

Travel time is one (1) hour's pay, allowed to cover coming to and going from work, and applies only to "Recall to Work". One half (1/2) hour's pay will be paid as travel time on an "Early Call in".

c. Early Call In

An early call in occurs when an employee is called in before his/her regular scheduled shift and continues working into that shift. "Early call in" will be paid at the overtime rate for time worked prior to regular starting time.

369/Group A →

a. Recall to Work

When an employee is called in to work overtime which is not continuous with other hours worked, his/her compensation for the overtime, including any pay for travel time, shall not be less than his/her overtime rate for four (4) hours.

b. Travel Time

a. An employee required to work overtime shall be allowed and compensated for forty (40) minutes overtime at the overtime rate specified in 369 Group A, paragraph 1 of this article, hereinafter called "travel time", when obliged to travel to or from work, subject to the provisions in subdivisions (b), (c) and (d) of this paragraph.

b. When called to work overtime that does not immediately precede or follow posted work hours, an employee shall be entitled to travel time both ways.

c. Whenever overtime work immediately precedes posted work hours and begins between the hours of 11:30 p.m. and 6:30 a.m. or whenever overtime work immediately follows posted work hours and ends between the hours of 11:30 p.m. and 6:30 a.m., an employee shall be entitled to travel time one way.

d. (1) When an employee, having received not less than forty (40) hours' prior notice, is required to start work at his/her "scheduled starting time" on his/her scheduled day off and to work all or part of his/her "scheduled hours", he/she shall not receive any travel time.

(2) When an employee, having received the notice mentioned above, is required to start work at his/her "scheduled starting time" on his/her scheduled day off, works his/her full span of "scheduled hours" and then continues to work hours thereafter, he/she shall receive travel time in accordance with subparagraph (c) of this paragraph.

(3) When an employee, without the notice mentioned above, is required to work any hours on his/her scheduled day off, he/she shall receive travel time in accordance with subparagraph (b) of this paragraph.

(4) When an employee, regardless of notice, is required to start work on his/her scheduled day off at a time other than his/her "scheduled starting time", he/she shall receive travel time in accordance with subparagraph (b) of this paragraph.

(5) The terms "scheduled starting time" and "scheduled hours", as used in subparagraph (d) of this paragraph, shall be construed to mean the same hours and starting time for which the employee is scheduled on a regularly scheduled work day. When an employee is scheduled on "relief", the term "regularly scheduled work day", as used in this subparagraph, shall be construed to mean the hours scheduled on the day shift.

4. SHIFT WORK DIFFERENTIAL AND PREMIUMS

12004/Group B →

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than "day" shift, as scheduled and shall be figured at the rate of two dollars and forty-five cents **($2.45)** per hours worked during **"afternoon"** shift and two dollars and forty-five cents **($2.45)** per hours worked during **"night"** shift.

2. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

3. "Day", "afternoon", and "night" shifts shall be defined as follows:

   (a) "Day" shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   (b) "Afternoon" shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   (c) "Night" shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00 a.m.

4. If an employee is not entitled to a shift differential during his REGULARLY SCHEDULED hours, he will not receive a shift differential during overtime hours.

5. If an employee works into a shift preceding a succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

6. Seniority within the department roster will be the determining factor in the assignment of shifts. The junior individuals will be required to work the shifts not volunteered for by the senior individuals. All voluntary shifts will be on a permanent basis. An individual who volunteers to work a permanent shift will only be permitted to change said shift if another individual volunteers to take that shift on a permanent basis after posting within the affected department report area, or it shall be assigned to an individual who was not in the roster at the time it was accepted on a permanent basis.

369/Group A →

"Night Work" premiums shall be paid as follows:

a. A premium of two dollars and five cents **($2.05)** per hour will be paid for hours worked on posted schedules starting after 1:59 P.M. and before 10:00 P.M.

b. A premium of two dollars and five cents **($2.05)** per hour will be paid for hours worked on posted schedules starting after 9:59 P.M. and before 6:00 A.M.

All such shift differentials for Group A and Group B shall be increased as follows:

Increased by $.10, effective August 16, 2021;
Increased by $.10, effective May 15, 2022;
Increased by $.10, effective May 15, 2023

The final rate is $2.05 for Group A and $2.45 for Group B

5. SUNDAY PREMIUM

12004/Group B →

A premium of 35% will apply to all regularly scheduled hours of work on scheduled shifts, the majority portion of which shifts falls between 12 midnight Saturday and 12 Midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

369/Group A →

An employee scheduled to work on a Sunday shall be paid, in addition to his/her regular hourly rate, a premium of thirty-five percent (35%) of his/her regular hourly rate for each scheduled hour worked on a Sunday.

No Sunday premium is paid for unscheduled hours.

6. MEAL ALLOWANCE

12004/Group B →

1. If the employee is required to work ten (10) consecutive hours or more, he shall receive a meal reimbursement not to exceed ten dollars and fifty cents ($10.50). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed ten dollars and fifty cents ($ $10.50) to be paid for each additional four (4) hours of continuous overtime work thereafter.

2. If the employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed ten dollars and fifty cents ($10.50).

3. It is agreed that this section does not apply where employees work overtime through courtesy to fellow employees.

369/Group A →
2.

a. An employee required to work two (2) hours overtime continuous with the expiration of his/her regularly scheduled work day shall be furnished with a meal or a meal allowance not to exceed nine dollars and seventy-five cents ($ $9.75) per meal and an additional meal or meal allowance for each additional five (5) hours of continuous overtime work.

b. An employee required to work two (2) hours or more overtime immediately preceding his/her regularly scheduled work hours shall be furnished with a meal or a meal allowance not to exceed nine dollars and seventy-five cents ($ 9.75) per meal two (2) hours after such overtime starts and an additional meal or meal allowance for each additional five (5) hours of continuous overtime work.

c. Employees, who are entitled to the premium for work in excess of sixteen (16) hours provided in paragraph 1, 369 Group A of Article VII., 11. Rest Time, shall receive a meal or meal allowance every fifth hour of work, to be computed from the time of the next preceding meal or meal allowance without regard to whether such work is of continuous duration, until released from work for at least an eight (8) hour rest period.

d. Employees required to work overtime who continue into their regularly scheduled hours outdoors, but normally would not have been required to work outdoors due to weather conditions, shall continue to receive a meal or meal allowance every five (5) hours until released from such outdoor work.

e. Employees called in for overtime work which does not immediately precede or follow regular scheduled hours shall receive a meal or meal allowance not to exceed nine dollars and seventy-five cents ($9.75) after each five (5) hours of such overtime work.

f. Employees entitled to a meal or meal allowance under this paragraph 2. who are allowed time off to eat such meal shall be paid for only one half (1/2) hour of such time off. All employees so entitled will be given time off to eat such meal except:

(1) In cases where conditions exist which are hazardous to the general public, customer and Company equipment; and

(2) In cases involving employees, such as station operating personnel, who normally eat their meals on the job and for whom there is no relief available. However, when relief is available for such station operating personnel, these employees shall be allowed time off for meals but such time off shall be limited to one such period between the overtime work and their regular scheduled tour of duty.

g. (1) When an employee is notified prior to the conclusion of his/her scheduled work day and he/she is required to start work at his/her "scheduled starting time" on his/her scheduled day off and to work all or any part of his/her "scheduled hours", he/she shall not receive any meal or meal allowance during said "scheduled hours".

(2) When an employee, having received the notice mentioned above, is required to start work at his/her "scheduled starting time" on his/her scheduled day off, works his/her full span of "scheduled hours" and then continues to work hours thereafter, he/she shall receive meals or meal allowances in accordance with paragraph 2(a).

(3) When an employee, without the notice mentioned above, is required to work any hours on his/her scheduled day off, he/she shall receive meals or meal allowances in accordance with paragraph 2(e).

(4) When an employee, regardless of notice, is required to start work on his/her scheduled day off at a time other than his/her "scheduled starting time", he/she shall receive meals or a meal allowance in accordance with paragraph 2(e).

(5) The terms "scheduled hours" and "scheduled starting time" as used in paragraph (g) shall be construed to mean the same hours and starting time for which the employee is scheduled on a regular scheduled work day. When an employee is scheduled on "relief," the term "regularly scheduled work day", as used in this subparagraph, shall be construed to mean the hours scheduled on the day shift.

All such meal allowances for Group A and Group B shall be increased as follows:

Meal allowance increased by $.25, effective August 16, 2021;
Meal allowance increased by $.25, effective May 15, 2022;
Meal allowance increased by $.25, effective May 15, 2023.

The final rate is $9.75 for Group A and $10.50 for Group B

7. BI-LINGUAL PAY

Bi-Lingual Pay of $1.00 per hour shall be paid only to Customer Service Representatives in accordance with the job duty specifications of a Customer Service Representative

8. BEREAVEMENT

Effective January 1, 2021, when a death in the immediate family occurs, an employee will be allowed time off, paid for at straight time rates, to attend to the necessary funeral arrangements up to a total of three (3) consecutive calendar days, if such days fall within his or her regularly scheduled work week. In special cases when a fourth day is required, it may be allowed at the discretion of the area manager or his delegate. In no case shall time off extend beyond the next scheduled workday after the funeral.

“Immediate family” means spouse, son, daughter, mother or father, sister or brother of the employee affected. In special cases, a relative with whom one lives in the same household may be allowed as in the immediate family at the discretion of the Area Manager or his delegate.

In the event of a death of an employee’s mother-in-law or father-in-law, an employee will be allowed time off for at straight time rates to attend to the necessary funeral arrangements to a total of three (3) consecutive calendar days, if such days fall within his or her regularly scheduled work week, but in no case to extend beyond the day of the funeral.

In the event of the death of a grandparents, aunt, uncle, brother-in-law, sister-in-law, stepchild, stepparent or grandchild, and if the day of the funeral falls on the employee’s regular scheduled workday, the employee will be allowed that day off at straight time rates if the employee attends the funeral.

If a holiday occurs as one of the days in this funeral policy, holiday allowance only will be paid for that day in accordance with the regular holiday policy.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee’s vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a reassignment of those vacation days that were committed to the necessary funeral services and arrangements.

In the event of a death of a spouse or child, the company will entertain requests for additional time off, and such requests must be directed to Labor Relations.

9. JURY DUTY

When serving jury duty, during working hours, an employee will receive straight time base compensation and will retain all fees and expenses for such duty. Part-time employees will be compensated based on their normally scheduled work hours.

During the period of jury service, an employee will be deemed to be on a Monday through Friday work schedule. Employees who are excused from jury service before noon shall return to work for the remainder of that day.

10. MILITARY SERVICE

An employee who enlists, is drafted, or ordered into Active Duty, or an employee who is required to perform Annual Training Duty shall receive the difference between the employee's military service pay, exclusive of any remuneration from the government for travel, uniforms, rent, subsistence, etc., and the employee's company base pay computed in accordance with the Company's ordinary payroll practices.

Allowances shall be made for an employee on Active Duty up to 180 calendar days. Persons on Active Duty due to the War on Terrorism, including the military engagements in Afghanistan and Iraq may be permitted to exceed the limit of 180 calendar days. Allowance shall be made for an employee on annual training duty only for fifteen workdays in any calendar year.

Payment for annual duty training shall be made upon the employee's return to work and upon receipt of a certificate from the proper military officer showing the amount received while engaged in such military duties. In the event of active duty for a crisis, the offset for pay will begin at the time the military leave orders are confirmed, received by payroll, and the employee commences leave. Company base pay for any employee will be determined as of the last day of active employment with the Company, at the employee's regular classification prior to commencement of the leave of absence.

If an employee who is required to report for weekend duty training is situated on a shift which includes Saturday and/or Sunday, the Company agrees to temporarily alter the employee's schedule to accommodate their required military training.

The parties agree that the Company Policy on Military Leave of Absence will be adhered to for the applicable Bargaining Unit reservists. See Federal guidelines.

11. REST TIME

12004/Group B→

1. If an employee is required to work sixteen or more consecutive hours, he will be allowed a period of nine hours off before returning to work unless an emergency arise which makes it necessary for the Company to call him back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry the employee to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

2. If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after the original shift has been worked.

369/Group A→

1. In a twenty-four (24) hour period in which there has been no rest period of at least eight (8) continuous hours, an employee who has worked sixteen (16) hours or more shall receive, in addition to his/her regular rate, an overtime premium equal to his/her regular hourly rate for such hours worked in excess of sixteen (16) hours, and he/she shall continue to receive said premium until his/her release from such work for at least an eight (8) hour rest period. He/she shall be entitled, when released from such work, to a rest period of eight (8) hours without pay before returning to work; provided, however, that if the rest period extends into his/her next regular scheduled hours for six (6) or more hours, he/she shall be excused from duty for that regularly scheduled period without loss of pay, and provided further that, if the rest period extends into his/her next regular scheduled hours for less than six (6) hours, he/she shall be excused from duty for that portion of his/her scheduled hours which is covered by the rest period without loss of pay. The provisions of this subparagraph shall not apply to an employee who is scheduled to work sixteen (16) hours in the twenty-four (24) hour period.

2. In the case of an employee who has worked eighteen (18) hours or more in any twenty-four (24) hour period, he/she shall be entitled, when released from such work, to a rest period of ten (10) continuous hours without pay before returning to work provided, however, that if the rest period extends into his/her next regular scheduled hours for six (6) or more hours, he/she shall be excused from duty for the regularly scheduled period without loss of pay and provided further that, if the rest period extends into his/her next regular scheduled hours for less than six (6) hours, he/she shall be excused from duty for that portion of his/her scheduled hours which is covered by the rest period without loss of pay. This paragraph shall not be applied in a manner to defeat the intent for which the Article was written.

12. REST TIME - SHIFT CHANGE

The Company's normal practice is to arrange work schedules so that each workday is separated by at least eight (8) hours. When this is not possible, employees will have the option on the second day of:

1. Working the normal schedule or
2. Working an eight (8) hour shift beginning eight (8) hours after the conclusion of day one or
3. Beginning work eight (8) hours after the conclusion of day one and concluding at the employee's normal shift end.

If the third option is selected, the employee will be paid for hours worked.

During the period November 1 through March 15, only options #1 and #2 above apply in the Call Center.

13. MILEAGE REIMBURSEMENT

When an employee uses his/her personal vehicle on Company business related to travel, mileage will be reimbursed at the current IRS per mile rate. When being reimbursed for mileage the employee is not eligible for reimbursement for the gasoline or other operating expenses. Tolls and parking fees incurred while on business travel are reimbursable expenses.

14. SMART PHONES

Company-provided iPhone smart phones assigned to employees – Effective upon hire, and only in the event that the iPhone smart phones currently assigned to (as of September 14, 2020) and used by the Springfield Employees are included in the CMA assets purchased by the Company, the ownership of each iPhone smart phone will be transferred by the Company to the employee to whom it is assigned, the service plan for each such iPhone will be cancelled by the Company, and the employee will be responsible for procuring a service plan and paying the monthly service plan fees if he or she wishes to continue using the iPhone. Each such employee will thereafter be eligible for monthly reimbursement in the amount of $75.00 under the Company’s Smart Phone Reimbursement policy for each month through June 2, 2021. Prior to June 2, 2021, the Company will review the cell phone use of its workforce and determine which, if any, employees require a smart phone in order to perform their job duties. Effective June 2, 2021, the Company will cease reimbursements to any employees who the Company has determined do not so require a smart phone.

VIII. VACATIONS

1. VACATION ELIGIBILITY

Effective on the date of hire, and assuming such date of hire is prior to January 1, 2021, each Springfield Employee will receive five (5) days of vacation to be used with management approval by December 31, 2020, and which may not be carried over to 2021.

Effective January 1, 2021, the Company's vacation plan will apply to each Springfield Employee. However, in no event will any CMA employee lose any annual vacation allowance for which they had become eligible pursuant to the current CMA vacation allowance schedule (this provision does not apply to "splash weeks", which will not be provided to any employee at any time). Springfield Employees will be eligible for unpaid time off, if needed, for previously approved vacations that fall between their date of hire and December 31, 2020.

Regular employees continuously employed by the Company, who meet the service requirements indicated below by December 31 of the calendar year, shall be entitled to vacation during the calendar year with pay as follows:

SERVICE REQUIRED	VACATION IN THE ANNIVERSARY YEAR
Less than 1 year:	
Start date:	
01/01 - 03/31	15 days
04/01 - 06/30	10 days
07/01 - 09/30	5 days
10/01 - 12/31	0 days
1 year but less than 10 years	15 days
10 years but less than 20 years	20 days
20+ years	25 days

In the event an employee is called for Jury Duty during part or all of his/her vacation time, he/she shall receive extra vacation days equivalent to the number of days during their vacation for which they qualified for Jury Duty.

2. SELECTION AND LIMITATIONS

Vacations shall, as far as is practicable, be granted during the normal vacation period at the time selected by the respective employee with selection up to the first two (2) weeks to be by seniority. After each employee has had an opportunity to select their first two (2) weeks, each employee may then select any remaining vacation by seniority. If an employee requests part of their annual vacation other than during the normal vacation period, the Company will make every effort to comply provided their absence during that period will not unduly disrupt the

Company's operations, but the final allotment of vacation periods shall be exclusively reserved to the Company.

An employee may elect to defer a maximum of two (2) weeks to the following year's vacation time earned in excess of two (2) weeks. The taking of deferred vacation shall be granted when there are no conflicts and no adverse effects on operations. Employees who elect to defer vacation time should advise their Supervisor prior to September 1 of the year the vacation is due. The final year to defer vacation will be calendar year 2023 and all deferred weeks must be used in calendar year 2024.

Subject to operating requirements, the current practice of permitting employees to take vacation time in one (1) day and half (1/2) day increments will be continued for up to a maximum of two (2) weeks of eligible vacation time.

Vacation pay shall be based on forty (40) hours at the employee's straight time hourly rate, excluding shift or Sunday allowances for an employee who is and has regularly been assigned to a second or third shift or Sunday work schedule.

When a holiday occurs during an employee's vacation, he/she will be granted an additional day of vacation at a time mutually convenient to the Company and the employee.

12004/Group B →

In the event of a holiday falling within a vacation period, an employee shall have the option of receiving pay for the holiday in addition to his regular vacation pay or be given an additional day off with pay.

369/Group A →

If during such employee's vacation period, a holiday recognized by the Company under Article IX. occurs, he/she shall receive a day's pay as provided in said Article IX. in addition to his/her vacation pay, however, that at the option of the Company, the employee may elect to take the holiday as an additional day off concurrently with him/her vacation period in lieu of the day's pay.

Vacation earned within a calendar year and not taken will be paid to the employee upon termination and the beginning of a layoff or extended leave of absence or to the employee's surviving spouse or dependent. The Union may request once annually to meet with the Company to discuss vacation scheduling.

Vacation guidelines are as follows:

1. Start a Waiting List by "sign up date". (1st come 1st serve).
2. Once second round of vacation bidding has been completed, and "IF" you have bid "All" of your eligible vacation time, you will be required to give up the same number of vacation day(s) that you are changing. This also applies if you take FMLA time and use as vacation pay.
3. Two (2) business days notice to cancel any vacation day(s).
4. If you show up to work on a scheduled vacation day that you did not cancel two (2) business days in advance, you will be required to take that vacation day as scheduled.

3. ACCIDENT, ILLNESS OR DISABILITY

Employees on accident, illness or disability who have lost time will continue to accrue vacation as an active employee for up to 26 weeks as defined in Article VIII, Section 2.

IX. HOLIDAYS

1. HOLIDAYS OBSERVED

Each Springfield Employee will receive 10 holidays annually, as follows: The following days shall be recognized as holidays on the day which they are observed in Massachusetts, or in the case where the holiday falls on a weekend, it will be observed on Friday if the holiday falls on Saturday and Monday if the holiday falls on a Sunday.

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Each Springfield Employee will also receive two floating holidays per year. Springfield Employees will follow the Company's holiday schedule beginning on their first day of employment with the Company.

However, until January 1, 2021, the holiday pay practices set forth in the Local 12026 CBAs, as applicable, and/or the holiday pay practices followed at CMA immediately prior to closing of the Asset Purchase, will be in effect. For the period from closing to December 31, 2020, each Springfield Employee will receive two floating holidays, to be used with management approval, and which will not carry over to 2021.

2. HOURS

For purposes of this Agreement, a holiday shall commence at 12:01 a.m. on the day of the holiday and continue for twenty-four (24) hours.

3. ELIGIBILITY

To be eligible for holiday pay, an employee, unless otherwise excused by his or her supervisor, must have worked their full regularly scheduled shift the day before and the day after the holiday.

Any employee who would otherwise be entitled to the benefits of this section shall not lose such benefits if the employee is absent from work for any of the following reasons:

1. Injury sustained in the course of employment with the Company which occurs within a seven (7) day period before or after the holiday;
2. Bereavement;
3. Jury Duty;
4. On an approved leave. However, no employee shall be eligible for holiday pay if such employee has not worked within a seven (7) day period before or after the holiday;
5. The Employee is absent as a Union delegate or on Union Business with the approval of the Company.

12004/Group B →

With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

369/Group A →

If, during any period which includes his/her scheduled work periods immediately before and after a holiday, an employee is on leave of absence, is absent on sick leave or is without pay, he/she will not be paid or receive time off for scheduled time not worked on the holiday**.**

4. ALLOWANCES

All employees to whom this Agreement applies, shall be paid eight (8) hours of pay at their regular straight time rate for the ten (10) holidays listed above when such holiday falls within their regularly scheduled workweek and no work is performed on the holiday. Such hours shall accumulate toward weekly overtime.

Shift allowances shall not apply under the following policies: sickness, accident, vacation, holiday, leaves of absence.

12004/Group B →

1. If any employee is required to work on a floating holiday which had been scheduled and approved, said employee shall have the option of being paid according to Article IX, Section 3a, or paid at straight time and reschedule the floating holiday.

   If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it will be forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid a holiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a) If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b) In a week in which one of the holidays listed in 1. above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c) If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d) In the event of a call into work on Christmas Day, the employee will be paid two (2) times their hourly rate for all hours worked.

   * If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½) .

4. With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

369 /Group B→

1. Insofar as practicable, employees will not be required to work on a holiday. In addition to the above holidays, employees are entitled to two (2) floating days annually.

2. If an employee is not required to work on any of the aforementioned holidays which occur while this Agreement is in effect, he/she shall be entitled to a holiday allowance equivalent to eight (8) hours' pay at his/her straight-time rate.

3. Except as provided in paragraphs 5 and 6 of this Article, if an employee is required to work on a holiday which falls on a scheduled work day, he/she shall be paid, in addition to the pay provided in paragraph 2, as follows:

    a. He/she shall be paid a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each scheduled hour worked; however, where the scheduled hours worked are not continuous with other hours worked on the holiday, he/she shall be paid not less than the amount due for four (4) hours of such work.

    b. He/she shall be paid for each unscheduled hour worked a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each such hour worked; however, where the unscheduled hours worked are not continuous with other hours worked on the holiday, he/she shall be paid, if any, not less than the amount due for four (4) hours of such work.

    c. Only the greater of the foregoing minimum pay provisions shall apply to any period of continuous work covering both scheduled and unscheduled hours.

    If an employee is required to work on an approved and scheduled floating day, the floating day will be rescheduled.

4. Except as provided in paragraphs 5 and 6 of this Article, if an employee is required to work on a holiday which falls on his/her scheduled day off, paragraph 2 of this Article shall not apply and hours so worked shall be paid for as follows:

    a. He/she shall be paid his/her regular hourly rate and, in addition, a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each of the first eight (8) hours or less so worked; however, he/she shall be paid not less than the amount due for four (4) hours of such work.

    b. He/she shall be paid his/her regular hourly rate, and in addition a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each such hour worked in excess of eight (8) hours.

5. An employee required to work on a holiday during hours which are continuous with hours worked on the day preceding or the day following the holiday shall not be entitled to the minimum holiday pay for hours worked stated in paragraphs 3 and 4, however, such employee shall be paid for the hours worked on the holiday in accordance with the otherwise applicable provisions of paragraphs 3 and 4. In no event shall such employee's pay for the entire period worked under the paragraph be less than an amount equal to his/her regular hourly rate for eight (8) non-overtime hours.

6. For the purpose of this Article, it is agreed that a holiday begins at 12:01 a.m. and ends with 12:00 midnight on the day on which it is observed; but, when a posted shift begins or ends on a holiday, all of the hours of the shift shall be considered as worked on the holiday if fifty percent (50%) or more of the hours of the shift, as posted, fall within the holiday; otherwise, all the hours of the shift shall be considered as worked on the day which is not the holiday.

7. Holiday/Floating day (part-time employees).See Article IV., Section 7.

X. OPPORTUNITIES FOR ADVANCEMENT AND RECOGNITION

1. JOB POSTING

When a job is open within the classifications covered by this Agreement, it shall be e-mailed and posted in all departments, as well as e-mailed to the Unit Chair and the Recording Secretary, and shall remain posted for five (5) consecutive workdays with the exception of Saturdays, Sundays and holidays, which shall be excluded in determining the period of posting, but shall not be held to break the continuity thereof.

All bids for job openings shall be in writing, and shall be submitted during the said five (5) day posting period. Such a job bid may be submitted by a Shop Steward on behalf of an employee who is absent because of illness or injury or because they are on vacation, provided that the Shop Steward shall have been requested to do so by such employee. No such absent employee shall be eligible for such job opening unless such employee returns to work within thirty (30) calendar days after they have been notified that they are the successful bidder. The Company and the Union may mutually agree to waive this requirement. The Union will be notified when an employee has accepted a bid via e-mail.

In filling such job opening, seniority as defined elsewhere in this agreement shall be the determining factor, subject to the minimum qualifications and fitness as determined by the Company, on a non-discriminatory basis. The Company agrees to fill all job openings so posted as soon as reasonably practical after the five (5) day posting period, but in any event within fourteen (14) calendar days thereafter. If

there are no bidders or no successful bidders for a job so posted, then the Company may fill the job from any source.

The successful applicant may be returned to their former job by the Company for a valid reason during the six (6) month period on the job or the successful applicant may be returned to their former job for a valid reason at their own request during the above mentioned six (6) month period.

In the event an employee chooses to return to his or her former job or is returned to his or her former job as a result of unsatisfactory performance, such employee shall be disqualified from further bidding for a period of twelve (12) months or for six (6) months if he or she is returned by the Company.

New employees may not bid for the first six (6) months of employment and, regardless of length of service, no employee may make a successful bid more than once every thirteen (13) weeks.

The Company agrees to post one Senior CSA position, as described in the Agreement Between NSTAR Electric Company & NSTAR Gas Company d/b/a Eversource Energy and Utility Workers Union of America, A.F.L. – C.I.O., and Local Union 369, U.W.U.A., A.F.L.- C.I.O. Production and Maintenance and Office-Technical & Professional Unit, dated June 2, 2015, and extended to June 2, 2021 ("the Local 369 CBA"). This position will be filled, by seniority, from the current roster of Outbound Revenue Recovery Rep positions. The remaining CMA representatives will be paid the rates outlined in Attachment A. It is understood and agreed that in the future, the Company is under no obligation to fill the Senior CSA position, and new hires into the Outbound Revenue Recovery Rep classification will be hired into the progression of the then-existing Local 369 Customer Service Associate position.

XI. EMPLOYMENT SECURITY

1. SENIORITY

1. Company Seniority shall be defined as the length of time an employee has been continuously employed by the Company as a regular full time or regular part time employee and shall be used in the computation of any benefits or in the exercise of any seniority rights provided by the provisions set forth in this Agreement.

2. Bargaining Unit Seniority shall be defined as the length of time an employee has been continuously employed in the Bargaining Unit as described under the provisions of this Agreement entitled "Union Recognition".

3. When employees have equal Company seniority, the employment application having the earliest date will have preference.

4. An employee shall lose all seniority and other rights under this Agreement and the employee's relationship to the Company shall be terminated for any of the following reasons:

   (a) Resignation
   (b) Discharge for cause;
   (c) Failure to return to work at the expiration of an approved absence or an approved leave of absence;
   (d) Absence for more then three (3) days without notice to the Company;
   (e) Layoff in accordance with the layoff provisions of this agreement.

2. SENIORITY LIST

The Company will furnish to the Union, quarterly upon request, a unit seniority list. Additionally, the Company will provide on a monthly basis, a list of newly hired bargaining unit employees hired during the month.

3. LAY-OFF

A. The layoff of employees shall be determined by seniority provided they have the demonstrated ability to perform the available work. It is the intention of the layoff procedure to offer continued employment to senior employees.

B. When a layoff occurs, the following procedure will be followed:

Employees in the job title to be curtailed will be polled to determine if any wish to take voluntary layoff. Those volunteering will be laid off. Thereafter, curtailment within the job title will be in inverse order of seniority. Those employees to be laid-off will be offered, in order of seniority, the following options:

Option 1: To bump the junior employee in any job title on any shift provided he or she has successfully performed the job according to the Human Resource records of the Company or is able to meet the requirements of the job following a brief familiarization period under normal supervision.

Option 2: To take any open job, with preference in choosing among open jobs being given in accordance with seniority. “Open job” as used here, includes jobs posted but not bid on and jobs held by probationary employees.

C. Employees exercising Option 2 will be offered the same training offered a successful bidder.

D. Any employee who elects to exercise either Option 1 or Option 2, must exercise such option within 24 hours, excluding weekends and holidays, of notice by the Company of any impending lay-off or job bumping action.

E. If an employee fails to exercise his or her option(s) within the time frame above, such failure to act will be deemed to be a waiver of the right to exercise such option(s) and the Company shall then proceed with the lay-off or bumping procedure by placing the employee in accordance with Options 1 or 2.

F. An employee who exercises his or her right to bump under Option 1 and fails, will be placed on layoff and will have recall rights only to his or her bid job.

G. Any employee bumped in the course of the forgoing procedure will be offered the paragraph “B” options.

H. When decreasing the work force, the Company will give the employees to be indefinitely laid-off at least fourteen (14) calendar days notice unless the employee is absent from work at the time such notice is given.

I. When the employer decides to recall employees from layoff, the employees will be recalled to their bid job from layoff and/or displaced positions then being held by such employee in reverse order of the layoff followed above.

    1. Should an employee in a displaced position refuse recall to his or her last bid job, such refusal will count as a successful bid using the date of such refusal as the date of the successful bid.

    2. Union officer(s) involved in the day to day operations of the collective bargaining unit shall be the last persons to be laid off, transferred or assigned out of the shift or department(s) to which they have been assigned, provided they are qualified to perform the jobs available in each shift or department(s) in accordance with (B) above. This does not preclude, however, the right of the Company to temporarily transfer a union officer to another job classification.

J. Length of continuous service shall be computed from the original dates of hiring unless broken by:

    1. Absence from work for more than three (3) consecutive days without notification to the Employer,

2. Voluntary termination or quitting by the Employee;

3. Discharge for just cause;

4. Layoff for more than two (2) years except employees with less than two (2) years service will be limited to their period of service for purposes of recall rights and continuous service.

5. An employee who has been laid off fails to notify the Company of his or her intent to return to work within three (3) days and who actually fails to return to work no later than the sixth (6) day after being notified to do so by the Employer at the Employee's last address as shown on his or her records at the Human Resource office of the Company;

Employees who are promoted to jobs not covered by this Agreement will continue to hold and accrue seniority for a period of ninety (90) working days.

Employees with recall rights to an open job which is their bid job, will be offered recall before any other employee is considered for such open job. If job openings occur while employees are laid off, employees may apply for such open jobs under the following procedure, provided that there are no employees who hold recall rights to such open job. Employees on lay-off status will be notified of job vacancies to which no employee has prior recall rights.

An employee who refuses recall to his or her former bid position, immediately forfeits any rights to that position.

4. SEVERANCE ALLOWANCE

The Company will pay severance allowance to eligible employees as follows:

a. Regular employees after one (1) year of service shall be given an opportunity to accept a severance allowance of one (1) week's base pay for each full year of continuous service at the time of layoff unless they choose to accept layoff and be eligible for recall. Employees who choose to accept layoff and remain eligible for recall in accordance with Article XI, Section 3 of this agreement, shall remain eligible for tuition reimbursement in accordance with the Company's tuition reimbursement policy during their period of recall.

b. Severance allowance shall be in addition to any earned but unused vacation benefits for which the separated employee is eligible.

Employees shall not be required to accept severance pay at the time of layoff, but shall have the option to accept the severance pay option at any time during their period of recall in accordance with Article XI, Section 3 of this agreement.

Employees who accept severance pay forfeit their recall rights, if any, and must agree to the Company's standard separation and release form. Employees who elect not to accept severance pay shall retain recall and employment rights in accordance with Article XI, Section 3 of this agreement.

The Human Resource Department will be responsible for tuition reimbursement administration for employees on layoff who have recall rights in accordance with Article XI Section 3 of this agreement.

XII. PERSONAL SECURITY

1. DISABILITY

This provision for continuing earnings during periods of personal disability is not intended as an annual entitlement to cover absence for any personal reason, but is solely for the protection of a regular full-time employee temporarily and legitimately disabled and usually under the care of a physician.

Any employee claiming disability benefits may be required to submit to an examination by a physician designated by the Company. Should there be any disagreement between the Company's designated physician and the employee's attending physician, an independent medical exam will be conducted by a third physician, such physician to be mutually acceptable to both parties. Except as provided for in Paragraph 3 of this Section, such physician shall make a final and binding determination of the eligibility of the employee for benefits or continuation of benefits.

An employee whose disability is due directly or indirectly to intoxication or to drugs or narcotics, excluding medication prescribed by a doctor, or to injuries as a result of willful misconduct or horseplay, or to injuries while in the employ of another employer or while working at another job for pay, shall not be entitled to any disability pay or benefits.

If an employee of the Company covered by this Agreement is eligible to receive any benefit under Chapter 90, Section 34A of the Massachusetts General Laws (no fault automobile insurance), such employee shall not be eligible to receive any of the benefits described in this Article, provided that if the benefits said employee would have received under the plan described herein above exceeds the benefits for lost wages which they are eligible to receive under Section 34A, the Company shall pay the difference.

369/Group A →

Employees shall not be entitled to receive time or compensation for vacations or holidays while receiving illness and non-industrial accident disability benefits.

2. OCCUPATIONAL DISABILITY

Payment by the Company to an injured employee absent for disability compensatory under Worker's Compensation Laws shall be limited to the difference between the amount of compensation received and the amount payable to the employee under Section 3. In the event an employee exhausts their 26 weeks of Short-Term Disability, and should they remain on worker's compensation, the employee will continue to receive the off set up to 50 weeks total. New employees hired 1/1/2016, or after, will remain eligible for the short-term disability schedule below and will not receive the additional off-set beyond 26 weeks.

During the life of this Agreement, if any difference shall arise between the employer and the employee as to whether an individual is physically able to return to their regular duties following an occupational injury, such difference shall be resolved as follows:

> The individual shall be examined by a physician appointed for the purpose by the employer and a physician appointed for the purpose by a duly authorized representative of the Union. If the physicians appointed shall disagree concerning whether the individual is physically able to return to their regular duties, the question shall be submitted to a third physician who shall be a specialist as to the impairment or disability directly or indirectly attributable to the occupational injury selected by such two physicians. The medical opinion of the third physician, after examination of the individual and consultation with the other two physicians shall decide the question.

Should the two physicians be unable to agree upon a third physician, then the matter will be referred to the Massachusetts Medical Society for the selection of a third physician who shall be a specialist as above described certified by their respective board who will consider the case and render a decision within two (2) weeks from the date they review the case and their decision will be binding upon the parties.

The fees and expenses of the physicians shall be paid by the employer.

If the decision finally reached as a result of the above or a decision is reached without resorting to the above, to the effect that an employee is unable to perform their regular duties, the Company shall assign such employee to a position which, in the opinion of the Company, they are capable of performing.

Employees who have recovered from an occupational injury and are medically certified (subject to review and appeal to the third doctor as stated above) by the insurance company's doctor as qualified for work will be guaranteed employment with the Company. However, the employment rights of an employee as provided in the Basic Agreement shall not be enlarged, diminished or otherwise affected by reason of this provision.

3. ILLNESS AND NON-OCCUPATIONAL DISABILITY - SHORT TERM DISABILITY AND LONG-TERM DISABILITY – see Attachment B

All employees will be eligible for up to 10 sick days per year at 100 percent of pay for absences from work due to non-occupational illness or injury. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination.

Effective on the date of hire, Springfield Employees will be eligible for non-occupational short-term disability and long-term disability leave and pay as summarized in Attachment B of the Parties' MOA, specifically, in the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short-term disability ("STD") benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive work days. The first five consecutive working days of an extended absence is considered an "elimination period". Employees must use available sick time to satisfy the elimination period. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefits will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67 percent of base pay.

Short Term Disability

Employees are covered under Eversource's Short Term Disability Policy day one of employment.

Short Term Disability is a maximum of 26 weeks total per injury/illness:

1. 1-week sick time, if unavailable time is unpaid
2. 12 weeks 100% base pay under STD
3. 13 weeks 67% base pay under STD
4. There is a 45-day appeal period should at any time your STD is denied
5. There is a 6- month re-occurrence (look back) should your medical provider indicate youare out for same condition as previous disability leave

Exclusions to the plan:

- You are not under the care of a licensed health care provider
- Your disability is the result of your participation in a felony, crime, or riot
- Your disability is intentionally self-inflicted
- Your disability is the result of declared or undeclared war or any act of war
- You have any physical or mental condition that cannot be verified by the use of clinical and laboratory diagnostic techniques
- You are retired from Eversource
- You are injured while on active duty in the military

Employees are not allowed to substitute or off set any vacation time to make them whole while out under Eversource's STD Plan.

Eversource pays STD benefits via normal payroll cycles, once approved by vendor.

Regular part-time employees are eligible for a pro-rata benefit consistent with the language contained in Article IV, Section 7, Paragraph (5).

Long Term Disability

Upon exhaustion of STD, an employee who qualifies will move to Long-Term Disability ("LTD"). LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

All employees who receive an LTD benefit and participate in the Company Employee health and welfare benefit plans will have payments deducted from their LTD check rather than be billed for participation in said benefit plan.

1. Soft transfer from STD over to LTD should you max STD benefit at 26 weeks
2. LTD is a Fully Insured Benefit
3. Employer covers 50%, employee has option to buy up to 67% (upon hire OR at OpenEnrollment Annually)
4. Buy Up Option has exclusion period
5. 180-day appeal period should LTD be closed/denied
6. 6-month re-occurrence (look back) should your medical provider disable you for same condition.

4. HOSPITALIZATION - SURGICAL - MEDICAL BENEFITS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Medical and Prescription Drug, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Retiree Medical

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Retiree Medical Plan as outlined in Attachment B to this Agreement.

The following provision is for historical reference only and it is understood that the following benefit is provided by NiSource, Eversource has no financial obligations under this provision, and Eversource has no control over the continuance of this benefit under this provision.

A. Employees who elected as part of the October,1992 election to maintain retiree health care will be provided coverage consistent with the current health care plans that are applicable to the active employees. The extent of coverage will be modified at age 65 when the retiree is eligible for Medicare.

B. If the employees who are eligible for the retiree health care provided in (A) above do not retire prior to January 1, 2008, they along with all employees eligible for retiree health care benefits will be provided benefits under the Company's Defined Dollar Contribution Method.

C. Eligible retirees will receive a subsidy based on the following factors – years of service times a pre-determined dollar value, effective November 1, 2011

	Pre-65	Post 65
Retired Employee	$180.00	$60.00
Covered Spouse	$125.00	$40.00

Effective 1/1/2018 Pre-65 Retiree – the retiree subsidy is $190 per year of service. The spouse subsidy is $135 per year of service.

Effective 1/1/2019, the retiree and spouse subsidy will be increased to $225 and $170, respectively, with a combined subsidy of $395.

Effective 1/1/2019 Post-65 Retiree – The retiree subsidy is $65 per year of service. The spouse subsidy is $45 per year of service.

This subsidy will be applied towards the premium cost of the Company's PPO Health Care Plan. Details will be provided during annual enrollment periods.

D. Effective January 1, 2011, current employees entering the plan will be eligible for the retiree medical plan which excludes prescription coverage.

E. Employees hired on or after January 1, 2011, are not eligible for retiree medical coverage.

End of Historical Reference

5. DENTAL (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dental Plans, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

6. LIFE INSURANCE (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Basic Group Life Plan, the Supplemental Life Plan, and Dependent Life Plan, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. In addition, each regular employee shall be provided life insurance by the Company in an amount equal to two (2) times his base pay.

7. ACCIDENTAL DEATH AND DISMEMBERMENT (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Accidental Death and Dismemberment ("AD&D") Plan as is listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

8. OPTIONAL BENEFITS (See Attachment B)

Effective January 1, 2021, eligible Springfield Employees are their eligible dependents may participate in the Vision Plans, Business Travel Accident Plan, Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan, a summary of which plans is in Attachment B of the Parties' MOA.

9. PENSION/401(k) (See Attachment B)

As included in the August 20, 2020 MOA between Local 12026 and Eversource:

Effective on the date of hire, with Eversource, Springfield Employees currently participating in a NiSource/CMA Defined Benefit Pension Plan will continue to participate in their current NiSource/CMA Defined Benefit Pension Plan under the same terms and conditions, as the plan will become part of the Eversource Pension Plan.

Effective January 1, 2021, these employees will also be eligible for a Company matching contribution equal to fifty percent (50%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first eight percent (8%) of eligible compensation.

Pension plans as agreed upon between the Union and the Company shall continue for the life of this Agreement and succeeding agreements, subject to such modification as may be mutually agreed upon by the parties hereto.

All covered employees who take normal retirement during the term of this Agreement shall receive a pension benefit as included in the Eversource Pension Plan Document.

The below information is for historical reference only and is governed by the Eversource Pension Plan of which the Bay State Union Pension Plan is part of. If there are any discrepancies, the applicable plan documents will govern.

Effective January 1, 2000, the pension plan formula shall be changed to a final average pay formula. The final average pay pension plan shall be calculated using an average of the highest three (3) years' base pay in the last ten (10) years up to a maximum of Fifty-Thousand Dollars ($50,000) using a multiplier of one and one quarter percent (1.25%) of such final average pay times the years of service up to a maximum of forty five (45) years. Effective January 1, 2008, the pension base pay cap will be changed to Fifty-five thousand dollars - $55,000. A 75% survivor annuity option will be added to the current monthly annuity.

All active employees will be converted from their current Pension Plan into Account Balance II Plan effective 1-1-2013. No Pension supplement post conversion.

Account Balance II Formula:

Age + Service Points
Less than 50 = 4% of Eligible Earnings
50-69 = 5%
70+ = 6%
Additional 1% x pay in excess of ½ Social Security Wage Base
Eligible Earnings – Base pay and performance-based pay (i.e. annual incentive, if applicable)

Effective retroactive to January 1, 2010, an employee is vested after (3) years of service. For vested employees there is a lump-sum option to cash out of the pension plan available at any time when the employee terminates for any reason.

EARLY RETIREMENT

Effective January 1, 2013, the Early Retirement section is no longer in effect.

Employees who have attained age 55 and who have completed 10 or more years of Credited Service, as defined in the plan document for the Pension Plan for Operating Employees of Company, may retire on the first of any month thereafter.

An employee will be entitled to receive an unreduced retirement benefit at age 60 if the employee has at least 25 years of service with the Company. In the event an employee decides to retire prior to age 60, the retirement benefit would be calculated as follows:

(a) If the employee has 25 or more years of service with the Company, the retirement benefit would be reduced by 3/10% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 60.

(b) If the employee has less than 25 years of service, the retirement benefit would be reduced by 3/10ths% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 65.

There is a Social security supplement (bridge) for employees who retire between the ages of sixty (60) and sixty-two (62), payable during that period.

End of Historical Reference

10. K-VANTAGE/401K (See Attachment B)

Effective January 1, 2021, any Springfield Employee hired after January 1, 2011, will be placed in the Company's K-Vantage plan. Each employee's years of service with CMA will be combined with his or her service with the Company for purposes of calculating the Company's contribution to such employee's K-Vantage account.

These employees will also be eligible for a Company matching contribution equal to one hundred percent (100%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first three percent (3%) of eligible compensation.

From the date of hire through December 31, 2020, employees who participate in the NiSource/CMA 401(k) plan will continue to participate under the same terms and conditions as existed during their employment with CMA, except that the plan sponsor will be an Eversource company and the investment choices in the plan will or may be changed.

11. SUBROGATED RIGHTS

Payments made under the provisions of this Article will be reimbursed to the Company to the extent that any amounts recovered on account of the accident or sickness on a claim against a third party exceed Worker's Compensation or any payments required by law.

12. DUPLICATION

Amounts required to be paid by the Company under any law providing benefits similar to the benefits provided for in this Article shall reduce to the extent the amounts the Company shall be required to pay under this Article and appropriate adjustments shall be made in the benefits provided for in this Article to the end of eliminating duplication of benefits under this Article and benefits required by law.

13. MEDICAL RECORDS

In accordance with existing laws, the Union must have a release form signed by the employee before the Company will discuss or release any medical information pertaining to or about any employee.

14. ADOPTION ASSISTANCE / EDUCATION / EMPLOYEE ASSISTANCE (See Attachment B)

Effective January 1, 2021, eligible employees may receive Employee Assistance, Adoption Assistance and Education Benefits, as set forth in those policies, and as summarized in Attachment B of the Parties' MOA. Specifically, the Company will provide for a Company-paid Employee Assistance Program; up to $5,250 annual tuition assistance; and reimbursement of up to $5,000 of eligible adoption expenses.

15. DEPENDENT CARE & HEALTH CARE SPENDING ACCOUNTS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dependent Care Plan, Flexible Spending Account, and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

XIII. RESTRICTIONS – COMMITMENTS

1. BULLETIN BOARDS

The Company will provide reasonable space on designated bulletin boards for use by the Union. Such Bulletin Board space is to be used for posting notices concerning official Union business such as meetings, elections, appointments, notices of Union social and recreational activities, and other such Union matters. Such notices shall be non-controversial in nature and not adversely affect the best interests of the Company. Union notices shall be signed by a local union official.

2. SUMMER EMPLOYEES

Seniority provisions do not apply to employees classified as “summer employees.” Such employees are hired for a specific period of time at a specific rate and for a specific job for a period of time not to exceed thirteen (13) weeks between May 1st and September 15th for each calendar year for vacation relief. Summer employees may be discharged for any reason without recourse to the grievance and arbitration procedures of this Agreement and do not, as long as they are classified as summer employees, have seniority rights under this Agreement.

Summer employees who perform all aspects of a bargaining unit position shall be paid the entry rate of pay for that position. Summer employees performing work which does not encompass the full duties of a bargaining unit position shall be paid the summer employment rate.

3. CROSS BARGAINING UNIT VACANCIES

Job vacancy postings as may be required by the operational unit collective bargaining agreement, will be posted simultaneously in the clerical bargaining unit. The posting of such vacancies shall not be construed as evidence of a merger of the separate bargaining units into a single, combined unit and clerical bargaining unit employees shall not be eligible to bid on such vacancies.

However, should there be no bidders, or successful bidders in the operational unit for vacancies so posted, clerical bargaining unit employees, who apply for such openings, will be given first and due consideration.

4. BARGAINING UNIT WORK

Supervisors will not perform work customarily performed by the bargaining unit when the performance of such work would result in significant lost work opportunity for qualified bargaining unit members.

5. DRUG TESTING & DOT PHYSICALS

The Company will institute a split sample element to its existing DOT drug testing program.

6. SUCCESSORSHIP

This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns and the words “Company” and “Union” respectively shall be construed to include their respective successors and assigns.

7. DRESS CODE

The Company’s dress code policy will be in effect during normal business hours or when the Company is open to the general public. When the Company is not open to the general public, the business casual dress code policy will be extended to include the wearing of “ jeans” provided such jeans are in good repair and free from rips, tears, holes, etc.

XIV. UNION – MANAGEMENT COMMITTEES

1. SAFETY COMMITTEE

There shall be a committee of five (5) Union members selected by the Union who will meet with the General Safety Committee at such time and place as meetings are scheduled to discuss matters pertaining to safety. The members will be designated by the Union. The General Safety Committee will be co-chaired by a member of the union committee and a member of management.

2. GRIEVANCE & NEGOTIATION COMMITTEE

The Union shall elect a five (5) member Union Committee (as stated in the United Steelworkers Local Union election manual). The Company shall deal with the Union Committee in the matter of grievances as provided for in the grievance procedure.

XV. COMPLAINTS AND GRIEVANCES

1. GRIEVANCE PROCEDURES

a. The Company Committee and the Grievance Committee may meet at the request of either party, at a time mutually agreed upon, as required to discuss disputes arising out of this Agreement. The notice of such meetings will contain necessary information on the subject matter of the meeting.

b. During the term of this Agreement, should any dispute arise between the Company and the Union as to the true interpretation and application of this Agreement, there shall be no suspension of work, but the same shall be treated as a grievance and every reasonable effort shall be made to settle such grievance in the following manner, except in the case of a general grievance raised by the Union, in which case the grievance shall be a written one originated by the aggrieved party at Step 3 below:

c. A grievance shall be filed within sixty (60) calendar days of the incident causing it or (60) calendar days when the incident should have been reasonably been known by a member of the Grievance Committee.

The grievance steps shall be as follows:

1. The aggrieved employee(s) and their Steward shall discuss the grievance with the immediate supervisor and attempt to settle the grievance. If the Shop Steward is not available, the employee(s) may be represented by a member of the Grievance Committee. If a satisfactory settlement is not reached within seven (7) calendar days then

2. Within seven (7) calendar days of the time that the grievance was answered at Step 1, the Union Committee shall reduce the grievance to writing on a form mutually agreed to by the Company and the Union and forward the written grievance to the Department Manager or his designate. The Department Manager or their designate shall discuss the grievance with three members of the Grievance Committee (*Union President or his designate, Recording Secretary and appropriate Shop Steward) and shall reply in writing within seven (7) calendar days and if a satisfactory settlement is not reached, then

3. Within seven (7) calendar days of the receipt of the written reply, the grievance shall be referred for settlement to the Vice President of the Company, Union committee and a representative of the International Union or their designated representatives. The Company and the Union shall have fourteen (14) calendar days to resolve the grievance at this step. If the grievance is not resolved at this step in a manner satisfactory to both parties, then the Union has the right and authority to submit the grievance or dispute to arbitration in the manner provided under this Article. The Union must notify

the American Arbitration Association or the Federal Mediation and Conciliation Service, or the Labor Relations Connection to schedule the arbitration within thirty (30) calendar days of the expiration of the aforementioned fourteen (14) day period. If the time limits in the grievance procedure are not observed, a grievance shall be considered waived unless an extension of time is mutually agreed to in writing.

2. ARBITRATION

If a grievance involving the interpretation or application of this Agreement is not satisfactorily resolved in the grievance procedure, the Union may request the American Arbitration Association or the Federal Mediation and Conciliation Service, or the Labor Relations Connection to provide a panel of arbitrators from which the parties will select an arbitrator to hear the grievance. The arbitrator so selected shall have no power to add to, subtract from or otherwise modify the terms of this Agreement. The decision of the arbitrator shall be final and binding on both parties and shall have the same force and effect as a judgement of law. His or her fee and expense shall be shared equally by the parties.

3. UNION REPRESENTATION

An employee, at their request may have a Union Representative of their choice at an interview with the Company where it is possible that a written reprimand, disciplinary suspension, or discharge involving the employee may result.

An employee having a grievance, shall be given a reasonable time to briefly discuss the grievance with the appropriate union representative after first obtaining such permission from their supervisor.

XVI. AGREEMENT

1. TERM OF AGREEMENT

This Agreement shall be effective upon execution and shall continue in full force and effect until midnight May 15, 2024.

Either party may terminate the Agreement by giving notice in writing to the other party at least sixty (60) calendar days prior to the expiration date of the Agreement. Whenever notice to terminate this Agreement as herein provided is given, the parties agree that at least thirty (30) calendar days prior to the expiration date, joint conferences will be held for the purpose of negotiating another agreement.

2. ASSIGNMENT

This Agreement shall be binding upon the parties hereto, their successors and assignees.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

FOR UNITED STEELWORKERS,
AFL-CIO-CLC

David R. McCall, President

John E. Shinn, International
Secretary-Treasurer

Emil Ramirez,
Vice President, Administration

Kevin Mapp, Vice President,
Human Affairs

David Wasiura,
Director, District 4

John Buonopane, Staff Representative

Negotiating Committee

Thomas E. Dagenais, President

Jody Ajar

Maryann Teixeira

Darlene Bourgeoise

Celena Croom

FOR EVERSOURCE GAS COMPANY OF
MASSACHUSETTS

Christopher L. Hall, Vice President,
Employee and Labor Relations

Kevin J. Kelley, Vice President,
Gas Operations

Timothy W. McGrath, Director
Contact Centers

XVII. LETTERS OF UNDERSTANDING

1. ISSUANCE AND REMOVAL OF NON-ATTENDANCE DISCIPLINARY WARNING NOTICES

Verbal warnings and written warnings will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Suspensions will become inactive after two (2) years from the date of violation provided there is no intervening discipline. Intervening discipline within the one (1) or two (2) year periods keeps all prior discipline active until the expiration of the most recently issued disciplinary notice.

Effective the date each Springfield Employee commences employment with the Company, their discipline files will be expunged.

2. ATTENDANCE IMPROVEMENT PROGRAM

The parties agree to meet and discuss a review of the attendance policy.

Full days absent from work, lateness, leaving work early, and failing to report off in a timely manner will be the forms of absenteeism covered by this Policy.

As soon as an employee knows or should know that he or she will be absent, late or have to leave work early, that employee must notify his or her supervisor immediately. Such notice does not excuse the absence, but it will give the supervisor at least some opportunity to have someone else perform the work or otherwise schedule work around the absence. Because such advance notice is important, however, failing to provide such notice, unless it is impossible, will "count" as half (1/2) an incident under this Policy.

Every day of absence from work, regardless of cause or excuse except as stated here, will "count" as one (1) separate incident. One time in a calendar year a single occurrence with consecutive days, supported by sick leave documentation, will be considered as one incident. Not to be counted, however, are days on approved FMLA leave of absence, approved FMLA intermittent leave of absence, jury duty, union business, bereavement, vacation, and holiday.

A lateness occurs whenever an employee reports for work at any time after the employee's scheduled starting time, regardless of whether they are regular, overtime, or premium time (such as holiday work) hours. Lateness will be defined as up to one (1) hour after work start time. Each instance of lateness will "count" as one-half (1/2) incident. Each lateness which exceeds one (1) hour will "count" as one (1) incident.

A leave early occurs whenever an employee leaves work any time before the end of the employee's scheduled ending time. Leave early will be defined as one (1) hour or less before work ending time. Each instance of leave early will "count" as one-half (1/2) incident. Each leave early which exceeds (1) hour will "count" as one (1) incident.

Incidents:	2 incidents	Consultation
	3 incidents	Documented Verbal Warning
	4 incidents	Final Written Warning
	5 incidents	1 Day Suspension
	6 incidents	Employment Termination

All incidents remain active for a rolling twelve (12) month period.

Termination of Employment

Termination of employment will occur when an employee accumulates six (6) incidents within a rolling twelve (12) month period.

Job Abandonment

Any employee who fails to report to work and fails to provide notice of such absence to a Company supervisor for a period of three (3) consecutive workdays shall be considered to have voluntarily abandoned his or her position. In addition, an employee who fails to return to work after the expiration of a leave-of-absence will be considered to have voluntarily abandoned his or her position.

Medical Certification

Any employee who is currently in the Attendance Improvement Program and has a documented verbal warning will be required to furnish a doctor's/medical certificate to verify any future illness or injury. In addition, any employee in any disciplinary step that calls off sick prior to or after a vacation day will be required to furnish a doctor's/medical certificate to verify illness or injury. Upon return to work the employee will provide to his or her supervisor a doctor's/medical certificate. Failure to provide this information within five (5) days of returning to work will "count" as one (1) additional incident unless the employee proves that timely compliance was impossible.

This Policy is agreed upon by the undersigned Company and Union this 14th day of May, 2010.

3. ISSUANCE AND REMOVAL OF ATTENDANCE WARNING NOTICES

Verbal warnings, written warnings, and suspensions will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Intervening discipline within the one (1) year period keeps all prior discipline active.

4. MEDICAL AND PERSONAL LEAVE OF ABSENCE POLICY

A. PURPOSE:

The purpose of this policy is to specify medical and personal leave-of-absence provisions which employees may be entitled to based on their length of continuous service with the Company. Medical leaves are available in accordance with this policy for the employee's own serious health condition which renders the employee unable to perform the essential functions of his or her job.

B. SCOPE:

This policy extends to Local 12026

C. POLICY & PRACTICE:

Industrial Accident Leave

Employees who are absent from work due to a work-related injury should contact HRCONNECT.

Non-Work-Related Medical Leave

Employees who are absent from work because of personal injury or illness for more than five (5) consecutive work days must apply for a medical leave-of-absence for all days out of work after the fifth consecutive work day of absence.

Employees applying for a leave of absence for Short Term Disability (STD) should contact Lincoln Financial (Company Administrator) at 1-800-451-5554.

Lincoln Financial will work with employee and provider to obtain necessary medical support forthe leave of absence.

The employee’s job is protected for one year total - STD for 6 months, then LTD for 6 months. If the employee is unable to return to work within that 12- month period, the employee will be moved into an Inactive/Job Not Held status. The employee will remain in the Inactive/Job Not Held status, until he is no longer eligible for LTD benefits, at which point his employment will be terminated.

While receiving LTD benefits, any health/dental/vision deductions will be deducted from the employee's LTD benefit.

All medical leaves will run concurrently with all federal and state leaves.

During medical leaves under the Company medical leave policy, employees are responsible for contributions to all benefit plans as if actively at work. If an employee fails to return to work for reasons other than for a substantiated continued health condition or circumstances beyond their control, the employee may be required to repay Company for all health premiums paid on the employee's behalf during the leave.

Employees who qualify for medical leave under this policy, upon their return to work will be restored to the same or an equivalent position after the leave, except in certain cases where the person has been designated as a "key employee" or where the employment would not have continued had the employee not been on leave. Employees returning from leave may be required to supply a "fitness for duty" release from their attending physician if the leave was for their own health condition.

Employees on medical leave of absence are considered unable to perform essential job functions, and as such are not allowed to perform work outside of the Company workplace during an approved leave.

The Company may require employees requesting medical leave or returning to work from medical leave to be examined by a physician designated by the Company. Any such examinations will be paid for by the Company.

D. PROCEDURE:

Employees applying for a medical leave-of-absence must be under the direct care of a physician and must submit medical certification directly to the Company Administrator. Employees may be required to undergo a periodic medical examination by a physician designated by the Company in order to ascertain the employee's condition.

For medical leaves, the Company will require medical certification for an employee's own serious health condition prior to the start of the leave unless the condition requiring medical leave is unforeseeable in which case such medical certification must be provided within fifteen (15) days of the request for leave, or as soon as practicable. Upon proper submission of medical documentation in support of a medical leave request, employees will be placed on medical leave in accordance with the attending physician's instructions. Employees will be advised in writing of their status including the beginning and ending dates of their medical leave and the procedures for returning to work or extending their medical leave.

Medical leaves of absence which qualify under this policy may be covered by certain insurance programs such as short-term-disability (STD), long-term-disability (LTD), workers' compensation or disability pension. When it is not covered by one of these insurance programs, leaves will be unpaid.

E. PERSONAL LEAVE-OF-ABSENCE

A personal leave-of-absence without pay for a period normally not to exceed sixty (60) days may be granted by the Company for urgent personal reasons to employees with at least six (6) months of continuous employment. Requests for personal leave-of-absence must be made in writing to the employee's supervisor and the unit's senior human resources officer. Each request will be decided on its own merit at the sole discretion of the Company.

LENGTH OF SERVICE

Length of continuous service for the purpose of this policy shall be computed from the original date of hire.

Length of continuous service will be broken by the following:

- Absence from work for more than three (3) consecutive days without notice to the Company;
- Voluntary termination or resignation by the employee;
- Discharge for cause;
- Failure to return to work upon the expiration of an approved leave-of-absence or the extension of an approved leave-of-absence.

5. LETTER OF UNDERSTANDING – FLEXIBLE WORK SCHEDULES

The Company and the Union agree to establish a flexible work schedule consisting of four (4) days of ten (10) hours per day. Employees who volunteer for this schedule will be eligible for time and one half for all hours worked in excess of ten (10) hours daily and forty (40) hours per workweek.

Administrative Guidelines for Flexible Work Schedules:

Employees who are scheduled for the flexible workweek will receive holiday**,** vacation, sick pay, bereavement, and jury duty in accordance with paragraph (1).

Holiday allowance paid on non scheduled work days will not be used to trigger the payment of overtime beyond the forty (40) hour workweek.

Shift allowances are governed by Article VII, 4.

Employees working the flexible work schedule who are required to work two (2) hours or more beyond their normal work schedule will be eligible for a meal allowance.

When an employee is absent who is on the Flexible Work Schedule, the Company, if necessary, will seek volunteers to cover the employee's flexible shift.
Schedule may be changed by the Company from time to time in accordance with operational requirements, in which case such schedule changes shall be made with not less than twenty-four (24)-hours notice.

6. LETTER OF UNDERSTANDING - OUTSOURCING

Eversource Gas of Massachusetts ("Company") will not outsource any USW Local 12026C ("Union") work or positions before May 15, 2024.

All prior Past Practices that had been in effect during any previous CBA or MOU's including the 2010-2015 CBA with the exception of the Company Drug and Alcohol Policy and Attendance program are null and void at the expiration of the 2010-2015 contract and shall not be carried forward into any succeeding CBA.

Within at least 60 days of the date this agreement, the parties agree to meet, discuss, and resolve housekeeping items.

7. LIST OF MEMORANDUMS OF UNDERSTANDING

Date	Description
No Date Listed	Sr. Rep Job Classification Credit
04/02/2004	Part-Time Employees 35 Hours to 32 Hours for Affected Employees
09/11/2008	Tuition Reimbursement
04/30/2009	Retiree Cross Over Medical Coverage
11/17/2009	Vacation/Service Award Date Change for Affected Employees
05/04/2010	STD Denial for Affected Employees and Third Party Medical Review
04/09/2013	Clerical Union Shift Bidding
07/17/2013	Posting Position Without Offering Recall Rights
02/19/2014	Temporary Employee
01/11/2016	Late Incidents
06/27/2016	Temporary Transfer
08/09/2016	PT/IPI Calls MOU
01/XX/2017	Vacation Language 4+ Years
03/15/2019	Mutual Aid MOU - Merrimack Valley
03/29/2019	Profit Sharing 401k Plan
04/08/2020	Work At Home Revenue Recovery/CCC/Meter to Cash
04/09/2020	Work At Home COVID
04/09/2020	Work At Home Sequestering of CSR/Sr's
09/01/2020	Management Approved to do Bargaining Unit Work for Ratification Day
11/04/2020	Personal Time Off Unpaid Day Instead of Sick Day
12/09/2020	STD Leave Protect Attendance Starting 1st Day
03/17/2021	Job Posting Bid Process

Date	Description
09/21/2021	Multi Settlement MOU
03/03/2022	Call Center Change of Operational Hours
08/28/2022	Overtime Distribution Low Hours
10/07/2022	PT/IPI Outbound Calls Made by CCC Senior Reps
12/05/2022	Performance Based Work from Home Program
12/05/2022	Emergency Restoration Event Assignment

Appendix A - Overtime Distribution

Memorandum of Agreement Between
Eversource Gas of Massachusetts and Local 12026, Clerical Technical
United Steel Workers of America
Agreement Amended: June 30, 2023

Pursuant to the MOA, dated August 20, 2020, signed September 14, 2020, Item 14k, i. Review of Clerical Overtime, the undersigned Parties hereby agree on this 23rd day of August, 2022, to amend Article VII. Allowances, Section 2. Overtime Distribution, of the Parties' CBA, originally effective August 28, 2022, and effective June 30, 2023, as amended, as follows:

2. OVERTIME DISTRIBUTION

It is recognized by both the Company and the Union that the needs of a public utility operation may require overtime work and that the work involved must be accomplished by qualified employees. Management will endeavor to solicit ample notice for all overtime. The amount of overtime and the schedule for working such overtime will be established by the Company. The Company, in scheduling in-classification overtime work, will distribute such overtime work in accordance with the overtime list(s), to employees in-classification who are qualified to perform the work available.

a. The Overtime List will reset to zero each calendar year. For the remainder of the year, overtime hours worked will accumulate week to week. Each week the Overtime List will reset by low hours.

b. Overtime will be offered in inverse order of the amount of overtime worked, based on an in-department, in-classification bargaining unit seniority list to regular full-time employees within job classifications. Seniority prevails in the case of equal number of overtime hours.

c. During the designated week, if an overtime opportunity is accepted by an employee, the next overtime opportunity will be offered to the next employee by low hours on the Overtime List. This process will continue weekly until the Overtime List resets. Employees who decline an overtime opportunity will not be offered another overtime opportunity until all employees have been offered an overtime opportunity.

d. Holiday overtime will be awarded after the last weekly overtime report resets before the holiday. The Company will endeavor to award regular day-to-day overtime before awarding holiday overtime, however, as overtime needs are not always identified in advance, this will not always be the case.

e. The Overtime List will be updated and posted weekly.

f. Overtime work is to be offered to regular full-time employees who are actively working.

g. If overtime is still available after following the procedure above for in-classification overtime, the Company will attempt to use qualified volunteers out of classification before requiring the junior employees in-classification to work such overtime.

Following for Historical Reference
Effective May 15, 2016

Position	Current Grade	Proposed Grade
Receptionist	1	1
Mail Clerk	2	4
Garage Clerk	2	2
Cust. Exp./Cust. Ops Clerk	3	3
Engineering Clerk	4	5
Workforce Planning Rep	4	4
Admin Assist Distribution	5	5
Revenue Recovery Rep	5	6
Meter Reading Rep Collections Rep	5	5
Inaccessible Meter Admin Assist	6	6
Universal CSR	6/6A	7/7A
Draftsman	7	7
Facilities Coordinator	7	7
Service/Metering Admin	7	8
Customer Ops Specialist	7	7
Sr Universal Rep	8	8 *

***Effective May 15, 2016, Labor Grade 8 will reflect an additional $.50 equity adjustment prior to calculation of 2% base increase**

APPENDIX B

FOR HISTORICAL REFERENCE PURPOSES ONLY

WAGE RATE PROGRESSION MAY 15, 2019

2% BASE INCREASE

Grade	Title	Entry Rate	After 6 months	After 12 months	After 18 months	After 24 months (MAX)
1	Receptionist	$14.19	$14.97	$15.78	$16.56	$17.81
2	Call Center Clerk Metscan Scheduler Garage Clerk	$15.10	$15.92	$16.77	$17.57	$18.86
3		$16.14	$16.85	$17.62	$18.32	$19.52
4	Mail Clerk Workforce Planning Rep.	$17.96	$18.44	$18.92	$19.42	$22.74
5	Admin. Assistant Distribution Engineering Clerk Collections Representative Meter Reading Representative	$18.32	$19.34	$20.37	$21.42	$23.82
6	Inaccessible Meter Admin Clerk Nominations/Scheduling Admin Revenue Recovery Rep.	$19.48	$20.60	$21.69	$22.77	$24.92
7	Draftsperson Facilities Coordinator Customer Operations Specialist Service/Metering Administrator Universal Customer Service Rep	$20.31	$21.43	$22.53	$23.65	$25.39
7A	Universal Customer Service Rep	See Appendix G				
8	Sr. Universal Customer Service Rep.	$23.36	$24.46	$25.54	$26.61	$28.86

7A Universal Customer Service Representative hired after 5/14/2004

WAGE SCALE FOR UNIVERSAL CUSTOMER SERVICE REPRESENTATIVES

HIRED ON AND AFTER MAY 15, 2004

Grade: 7A **2% Base Increase**

Date	Entry Rate	After 6 months	After 12 months	After 18 months	After 24 months	After 30 months	After 36 months	After 42 months	Max Grade7 After 48 months
5/15/2019	17.01	18.04	19.06	20.09	21.10	22.13	23.14	24.15	25.39

APPENDIX C

FOR HISTORICAL REFERENCE PURPOSES ONLY

WAGE RATE PROGRESSION MAY 15, 2020

3% BASE INCREASE

Grade	Title	Entry Rate	After 6 months	After 12 months	After 18 months	After 24 months (MAX)
1	Receptionist	$14.62	$15.42	$16.25	$17.06	$18.34
2	Metscan Scheduler Garage Clerk	$15.55	$16.40	$17.27	$18.10	$19.43
3	Customer Exp./Customer Ops Clerk	$16.62	$17.36	$18.15	$18.87	$20.11
4	Mail Clerk	$18.50	$18.99	$19.49	$20.00	$23.42
5	Admin. Assistant Distribution Admin Assistant Meter Shop IC Administrative Assistant Engineering Clerk	$18.87	$19.92	$20.98	$22.06	$24.53
6	Nominations/Scheduling Admin Workforce Planning Rep. Revenue Recovery Rep.	$20.06	$21.22	$22.34	$23.45	$25.67
7	Draftsperson Facilities Coordinator Customer Operations Specialist Field Operations Administrator Universal Customer Service Rep.	$20.92	$22.07	$23.21	$24.36	$26.15
7A	Universal Customer Service Rep.	See Appendix C				
8	Sr. Universal Customer Service Rep. Service/Metering Administrator	$24.06	$25.19	$26.31	$27.41	$29.73

7A Universal Customer Service Representative hired after 5/14/2004

WAGE SCALE FOR UNIVERSAL CUSTOMER SERVICE REPRESENTATIVES
HIRED ON AND AFTER MAY 15, 2004

Grade: 7A **3% Base Increase**

Date	Entry Rate	After 6 months	After 12 months	After 18 months	After 24 months	After 30 months	After 36 months	After 42 months	Max Grade7 After 48 months
5/15/2020	17.52	18.58	19.63	20.69	21.73	22.79	23.83	24.87	26.15

End of Historical Reference

APPENDIX D
WAGE TABLE - May 15, 2021, May 15, 2022, May 15, 2023

CONTACT CENTER

Job Classification	Wage / Step Increase / Time in Progression				
Clerk Grade 3	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	**18 Mos. Emp**	**24 Mos. Emp**
Basic Hourly Rate					
Effective Date: 05/15/2021	$23.13	$24.17	$25.42	$26.22	$27.24
Effective Date: 05/15/2022	$23.83	$24.90	$26.18	$27.01	$28.06
Effective Date: 05/15/2023	$24.54	$25.65	$26.97	$27.82	$28.90

Job Classification	Wage / Step Increase / Time in Progression			
Customer Service Representative	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$32.25	$34.00	$35.73	
Effective Date: 05/15/2022	$33.22	$35.02	$36.80	
Effective Date: 05/15/2023	$34.21	$36.07	$37.91	

Job Classification	Wage / Step Increase / Time in Progression			
Sr. Customer Service Rep	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$40.67	$42.45	$44.19	
Effective Date: 05/15/2022	$41.89	$43.72	$45.52	
Effective Date: 05/15/2023	$43.15	$45.03	$46.88	

CREDIT AND COLLECTIONS

Job Classification	Wage / Step Increase / Time in Progression			
Customer Service Associate II	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$26.50	$28.25	$30.15	
Effective Date: 05/15/2022	$27.30	$29.10	$31.05	
Effective Date: 05/15/2023	$28.12	$29.97	$31.98	

Grandfathered Rate	
Effective Date: 05/15/2021	$36.05
Effective Date: 05/15/2022	$37.13
Effective Date: 05/15/2023	$38.25

CREDIT AND COLLECTIONS (continued)

Job Classification	Wage / Step Increase / Time in Progression			
Sr. Customer Service Associate	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$32.78	$34.98	$37.26	
Effective Date: 05/15/2022	$33.77	$36.03	$38.37	
Effective Date: 05/15/2023	$34.78	$37.11	$39.52	

Grandfathered Rate		
Effective Date: 05/15/2021	$42.49	
Effective Date: 05/15/2022	$43.76	
Effective Date: 05/15/2023	$45.08	

FACILITY OPERATIONS

Job Classification	Wage / Step Increase / Time in Progression			
Mail Clerk	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$26.23	$27.28	$28.33	
Effective Date: 05/15/2022	$27.08	$28.13	$29.18	
Effective Date: 05/15/2023	$27.96	$29.01	$30.06	

Job Classification	Wage / Step Increase / Time in Progression			
Gas Operations Clerk	**Prob Period**	**6 Mos Emp**	**12 Mos Emp**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$32.90	$37.20	$40.57	
Effective Date: 05/15/2022	$33.89	$38.32	$41.79	
Effective Date: 05/15/2023	$34.90	$39.47	$43.04	

FLEET

Job Classification	Wage / Step Increase / Time in Progression			
Gas Operations Clerk	**Prob Period**	**6 Mos Emp**	**12 Mos Emp**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$32.90	$37.20	$40.57	
Effective Date: 05/15/2022	$33.89	$38.32	$41.79	
Effective Date: 05/15/2023	$34.90	$39.47	$43.04	

GAS PLANNING AND SCHEDULING

Job Classification	Wage / Step Increase / Time in Progression			
Gas Operations Clerk	**Prob Period**	**6 Mos Emp**	**12 Mos Emp**	
Basic Hourly Rate				
Effective Date: 05/15/2021	$32.90	$37.20	$40.57	
Effective Date: 05/15/2022	$33.89	$38.32	$41.79	
Effective Date: 05/15/2023	$34.90	$39.47	$43.04	

METER READING FIELD OPERATIONS

Job Classification	Wage / Step Increase / Time in Progression				
Meter Office Administrator	**Prob. Per**	**6 Mos. Emp**	**12 Mos. Emp**	**18 Mos. Emp**	**24 Mos. Emp**
Basic Hourly Rate					
Effective Date: 05/15/2021	$30.31	$31.36	$32.41	$33.46	$34.51
Effective Date: 05/15/2022	$31.35	$32.40	$33.45	$34.50	$35.55
Effective Date: 05/15/2023	$32.41	$33.46	$34.51	$35.56	$36.61

(Attachment A – Left Blank Intentionally)

Attachment B
Medical Plan Options – 2020

In-Network Highlights	PPO 90	PPO 100	Saver Option
Lifetime Maximum	Unlimited		
Annual Deductible	$250 per person up to a $500 family maximum	None	$1,400 employee only OR $2,800 employee plus one or more dependent(s)
Coinsurance	10%	None	10%
Annual Out-of-Pocket (OOP) Maximum* (Includes deductible)	$1,500 per person up to a $3,000 family maximum (Applies only to certain services)	$750 per person up to a $1,500 family maximum (Applies only to certain services)	$2,500 employee only OR $5,000 employee plus one or more dependent(s) (Applies to all services)
Employer HSA Funding	No	No	$500 employee only OR $1,000 employee plus one or more dependent(s)
Prescription Drug (Retail copays for up to a 34-day supply)	No deductible applies $6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	$6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	Full cost until deductible is met; then copays apply: $0 (generic) $25 (brand) $50 (non-formulary) Express Scripts
Prescription Drug (Mail order and Smart90 copays for up to a 90-day supply)	No deductible applies $12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	$12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	Full cost until deductible is met; then copays apply: $12 (generic) $50 (brand) $97 (non-formulary) Express Scripts
Office Visit (PCP)	$20 copay No deductible applies	$15 copay	10% coinsurance after meeting deductible
Office Visit (Specialist)	$35 copay No deductible applies	$30 copay	
Telehealth Visit	$10 copay No deductible applies	$5 copay No deductible applies	10% coinsurance after meeting deductible

Preventive Care[1]	**100% covered, No deductible applies**	**100% covered**	**100% covered, No deductible applies**
In-Network Highlights	**PPO 90**	**PPO 100**	**Saver Option**
Inpatient Hospital	**10% coinsurance after deductible**	**$150 per day (not to exceed $300 per admission)**	**10% coinsurance after deductible is met**
Outpatient Surgery		**$150 copay**	
Emergency Room	**$100 copay (waived if admitted)**	**$100 copay (waived if admitted)**	
Urgent Care/Walk-In	**$30 copay**	**$30 copay**	
Lab and X-Ray	**10% coinsurance after deductible**	**100% covered**	
Advanced Radiology (MRI, CAT/PET scan)		**$150 copay**	
Infertility Procedures Lifetime	**Plan pays $25,000 lifetime maximum per person for in- and out-of-network combined for procedures related to artificial insemination, in-vitro fertilization, GIFT and ZIFT.**		
[1]Preventive care is determined by your physician. Any non-preventive services provided by an in-network provider as part of a preventive care visit will be considered standard service and any annual deductibles, copays and coinsurance. will apply.			

Note - OON benefits are available

Attachment B

Elm Summary of Benefits & Programs
Dental Plan Options 2020

Dental Benefit Highlights	Your Costs under Dental 1000	Your Costs under Dental 1800
Your Annual Deductible	$50 per person to a family maximum of $150	$25 per person
Preventive and Diagnostic Treatment (exams, x-rays and cleanings)	20% after deductible	No cost; no deductible
Restorative and other Basic Services (standard amalgam and composite fillings, dentures, denture repair, simple extractions and root canals)	20% after deductible	20% after deductible
Oral and Periodontal Surgery (not subject to the calendar year maximum) *Please note that Delta Dental of MA is the primary insurance carrier when submitting oral or periodontal surgery claims.*	20% after deductible	20% after deductible
Prosthodontics and other Services (bridges and crowns; implants allowed once per 60 months per implant)	50% after deductible	40% after deductible
Temporomandibular Joint (TMJ) Appliance (subject to deductible and calendar year maximum)	50% after deductible	50% after deductible
Maximums Paid by the Plan	Plan Pays	Plan Pays
Calendar Year Maximum for Covered Services	$1,000 per person* (includes orthodontia)	$1,800 per person*
Lifetime Maximum for Orthodontia (for adults and children)	100% up to $750 lifetime maximum*; included in calendar year maximum; not subject to deductible	100% up to separate $1,800 lifetime maximum* per person; not subject to deductible
*You pay 100 percent of services once calendar and lifetime maximums have been paid by the Plan.		

Attachment B
Elm Summary of Benefits
& Programs Vision Plan
Options 2020

Benefit	Description	Copay	Frequency
Well Vision Exam	Focuses on your eyes and overall wellness	$15	Every calendar year
Prescription Glasses		$25	See frame and lenses
Frame	$130 allowance for a wide selection of frames 20% off amount over your allowance	Included in Prescription Glasses	Every other calendar year
Lenses	Single vision, lined bifocal, and lined trifocal lenses Polycarbonate lenses for dependent children	Included in Prescription Glasses	Every other calendar year
Lens Options	Standard progressive lenses- Premium progressive lenses Custom progressive lenses Average 20-25% off other lens options	Plan pays $55 (Standard) $95 – $105 (Premium) $150 – $175 (Custom)	Every other calendar year
Contacts (instead of glasses)	- $335 allowance for contacts (includes fitting and evaluation)	$0	Every other calendar year
Diabetic Eye Care Plus Program	- Services related to type 1 and 2 diabetes; ask your VSP doctor for details	$5	As needed
Extra Savings and Discounts	Glasses and Sunglasses - 20% off additional glasses and sunglasses, including lens options, from any VSP doctor within 12 months of your last Well Vision Exam		
	Laser Vision Correction - Average 15% off the regular price or 5% off the promotional price; discounts available only from contracted facilities		

Attachment B
Elm Summary of Benefits & Programs

Benefit	Summary
Flexible Spending Accounts, (FSA)	Dependent Care Health Care
Basic Life	2X Base Pay Company Paid
Optional EE Life EE Paid	Available, EE Paid
Dependent Life EE Paid	Available, EE Paid
Basic AD&D Company Paid	2X Base Pay Company Paid
Optional AD&D (EE and Dep)	Available, Employee Paid
Business Travel Accident	Company Paid
Vacation Schedule	Less than 1 year: Start date: 1/1/ to 3/31: 15 days 4/1/ to 6/30: 10 days 7/1/ to 9/1: 5 days 10/1 to 12/31: 0 days 1 – 10 years: 15 days 10 – 20 years: 20 days 20+ years: 25 days
Floating Holidays	2 per year
Holidays	10 per year
Sick Days	10 per year
Short- Term Disability	After 5 sick days: 12 weeks @ 100% and 13 weeks at 67%
LTD Core	50% of base pay
LTD Buy Up	67% of base pay (employee buy-up)
EAP	Company Paid
Tuition Assistance	Up to $5,250 annually
Wellness incentive	Up to $200 Annually
Care@Work Program	Care.com Membership Back up child/adult care at subsidized rates
Gradifi Refi Program	Student Loan Debt Refinancing counseling
Legal Assistance Program	Access to network of attorneys (annual enrollment required). Receive legal advice on wide range of matters (real estate, estate planning, etc).
MetLife Auto & Home	Potential discounts for homeowners / auto insurance. Payroll deduction.
Adoption Assistance	Reimbursement of up to $5,000 of eligible expenses

Attachment B
Elm Summary of Benefits & Programs

Benefit	
Eversource K-Vantage Plan	Company contribution into K-Vantage account, held within 401(k). Contribution based on age plus YOS: <40 = 2.5% 40 but < 60 = 4.5% >60 = 6.5% Eligible pay = Base pay, incentive, OT at straight-time, premiums
Eversource Med Vantage Plan	For K-Vantage Participants over the age of 40 – a notional $1,000 contribution to a health reimbursement arrangement (HRA) which can be accessed for qualified retiree medical expenses
Eversource 401k Plan	Matching contribution of 100% of first 3% of eligible compensation (base pay plus incentive)
Retiree Medical HRA Subsidy	Eligibility: Age 55 with 10 years of service or 20 continuous years of service Subsidy not available until age 55 Subsidy under age 65: $6,500 each for EE, spouse, and child, max $19,500. Must be enrolled in a nongroup medical plan. Subsidy age 65+: $2,500 each for EE, Spouse, Child. Must be enrolled in a MSP through ViaBenefits private exchange. No company sponsored medical plans are provided. The benefit is a contribution to a Health Reimbursement Arrangement (HRA).

Information in this document is intended as a summary and does not include all details. All benefits are governed by the official plan documents, summary plan descriptions, insurance contracts, or company policy.
As in the past, the Company will continue to review all of its benefit plans and make changes as they become appropriate, informing the unions of such changes and/or negotiating such changes as required.

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AGREEMENT

By and Between

Eversource Gas Company of Massachusetts

Springfield Division

and the

UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL AFL-CIO-CLC

On Behalf Of

LOCAL UNION NO. 12026 CLERICAL/TECHNICAL

May 15, 2024 to May 15, 2029

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I. INTRODUCTION

AGREEMENT

AGREEMENT made and entered into this 15th day of May, 2024 by and between EVERSOURCE GAS COMPANY MASSACHUSETTS, SPRINGFIELD DIVISION (hereinafter called the ”Company”) and UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL AFL-CIO-CLC, Clerical Technical Unit (hereinafter called the “Union”) on behalf of LOCAL UNION NO. 12026.

PURPOSE OF AGREEMENT

WHEREAS, the parties hereto have reached an Agreement as a result of collective bargaining for the purpose of facilitating the peaceful adjustment of differences, if any, that may arise from time to time, and to promote harmony and efficiency, the parties hereto contract and agree as follows:

II. RECOGNITION

UNION RECOGNITION AND BARGAINING UNIT

The Company agrees and does hereby recognize the Union as the exclusive representative of all full-time and regular part-time office clerical employees including Call Center employees, Revenue Recovery employees, Resource Deployment employees, Sales employees, Facilities employees, Engineering employees, Fleet employees, System Maintenance employees, Public Affairs employees and PC technicians employed by the employer at its Springfield, and Ludlow, Massachusetts facilities; but excluding managerial employees, professional employees, casual employees, confidential employees, guards and supervisors as defined in the Act, for the purpose of bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment in the Clerical/Technical Unit, certified by the National Labor Relations Board in case number 1-RC-20910, dated January 27, 1999. All clerical employees listed above, with the exception of Gas Operations Clerks and Facilities GR3 Clerks, shall be identified as “Group A” (369 Pay Rules) throughout this Agreement; Gas Operations Clerks and Facilities GR3 Clerks shall be identified as “Group B” (12004 Pay Rules).

Group A includes represented clerical employees in the following departments:

Contact Center
Credit Collections

Field Collections and Meter Reading

Group B includes represented clerical employees in the following departments:

Fleet
Facilities
Planning and Scheduling

At a time to be determined, but prior to the closing date of the Asset Purchase, the Company will make offers of employment, under the terms set forth in the MOA, to all employees who are members of Local 12026 (the "Springfield Employees"), and who are either: (a) actively employed in good standing by CMA on the closing date; or (b) employed in good standing by CMA on the closing date and on a company-approved leave of absence or disability leave. The Company's initial offers of employment to those Springfield Employees actively employed in good standing by CMA on the closing date shall be for employment effective as of the closing date. The initial offers of employment to Springfield Employees who are on a company-approve leave of absence or disability leave shall be for employment, as set forth in the APA, effective as of the earlier of: (i) the date such Springfield Employee is scheduled to return to work, and (ii) six (6) months following the closing date or, if later, the expiration of such Springfield Employee's statutory return right under applicable law.

III. RESPONSIBILITY

RESPONSIBILITY OF MANAGEMENT

The Union agrees, for itself and its members, not to hinder or interfere with the management of the Company in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work, but in the exercise of these responsibilities in management, the Company agrees that it will not discriminate against any member of the Union. This Article shall in no way abrogate any other clause in this Agreement.

The Company retains the right to employ, transfer, promote or discharge employees, regardless of membership or non-membership in the Union.

RESPONSIBILITY OF THE LOCAL UNION

In Consideration of the commitments assumed by the Company in this Agreement the Local Union agrees that its officers and members will cooperate directly and indirectly with the efforts of the employer to maintain high efficiency, productivity,

and competence in the work force and to train employees to improve their skills and abilities.

The Local Union agrees that it will encourage its members to suggest improvements in practices and procedures and to welcome changes introduced to: improve service and performance; reduce costs, waste, damage and accidents; increase individual productivity. The Local Union agrees to support the efforts of management to provide economical and quality services to consumers and to encourage work assignments which fully utilize the skills and time of individual members.

RESPONSIBILITY OF EMPLOYEES

a. Employees shall individually and collectively work so as to maximize operating efficiency and individual and group productivity. They shall make every effort to protect the property of the Company and represent the best interest of the Company in their relationships with consumers and the public.

b. Employees shall not engage in work for pay on their own or for another employer when there may be a conflict of interest between the services provided by the company and the activities of the employee.

NO STRIKE - NO LOCKOUT

While this agreement is in force there shall be no lockout of the employees by the Company and neither the Union nor its members will cause or participate, directly or indirectly, in any strike or stoppage of work.

CORRECTIVE PROCEDURE

In further consideration of the mutual commitments contained herein, the parties hereto expressly agree that neither party shall bring, or cause to be brought, any court or other legal or administrative action against the other until the dispute, claim, grievance or complaint shall have been brought to the attention of the party against whom it shall be made and the said party, after actual notice of the same, shall within a reasonable time, fail to take steps to correct the cause of circumstances giving rise to such dispute, claim, grievance or complaint.

COMPLIANCE WITH LAWS AND REGULATIONS

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, or by any duly constituted governmental agency of the United States or the Commonwealth of Massachusetts, such decision shall not invalidate the entire Agreement, it being the express intent of

the parties hereto that all other provisions not so declared invalid shall remain in full force and effect.

NON-DISCRIMINATION

a. The parties to this Collective Bargaining Agreement agree that it shall continue to be their policy to prohibit discrimination of persons because of race, creed, age, sex, sexual orientation, color, national origin, union activity, handicapped, Vietnam Era or disabled veteran status in hiring, lay-off, promotion, and all other terms and conditions of employment.

b. All reference as to the masculine gender in this Agreement shall be also construed to refer to the feminine gender where applicable.

SIDE AGREEMENTS AND EFFECT OF AGREEMENT

During the term of this Agreement the Union and the Company will review all jointly signed letters or memoranda of agreement or recognized past practices and present such letters, memoranda or practices which it wishes to have continue.

Where the parties agree to continue such memoranda or letters of agreements or past practices they will continue.

Where the parties disagree on such memoranda or letters of agreement or past practices, they will be a subject of bargaining in the succeeding contract. However, they will continue in force during this agreement.

Written grievance settlements shall continue in full force and effect.

IV. UNION MEMBERSHIP

UNION SHOP

It is agreed that all employees who are members of the Union as of the effective or execution date of this Agreement and all employees who thereafter have become or may hereafter become members of the Union, shall remain members of the Union in good standing for the duration of this Agreement as a condition of continued employment by the Company; and further that all new employees covered by this Agreement hired after the date of this Agreement shall after thirty (30) days of employment, become members of the Union and remain members in good standing for the duration of this Agreement as a condition of continued employment. Good standing shall mean only the payment of the initiation fee and periodic dues.

REGULAR EMPLOYEE

Regular Employee shall include any employee, other than a temporary employee, who has been continuously employed by the Company for a period of six (6) months and has successfully completed the probationary period.

TEMPORARY EMPLOYEE

A temporary employee is an employee hired to fill a temporary position. Temporary employees are not covered by the provisions of this Agreement. The Company, within its discretion, may end the employment of temporary employees. Such terminations shall not be subject to review in the grievance and arbitration procedure.

TEMPORARY EMPLOYEE PROVISIONS

(1) A temporary employee is one provided by a temporary agency, in a temporary position, performing bargaining unit work, for a period not to exceed eight (8) months, for any of the reasons listed below:

I. for a special project; or

II. As relief for an employee absent for any reason (vacation, leave of absence, jury duty, bereavement, etc.); on a one for one ratio, or

III. For operational needs that occur without regularity

(2) The Company will notify a Union official on the start day or no less than five (5) days after the start of a temporary employee. Notification will consist of an e-mail note to the Union Unit Chair and the Recording Secretary.

FULL TIME EMPLOYEE

A full-time employee is any employee regularly scheduled to work at least thirty-five (35) hours or more per workweek.

PART TIME EMPLOYEE

A part-time employee is any employee who is regularly scheduled to work less than thirty-five (35) hours per workweek.

PART-TIME EMPLOYEE PROVISIONS

(1) A part-time employee is one who is hired to regularly work less than thirty-five (35) hours per work week. Existing part-time employees covered under this agreement prior to May 15, 2024 may voluntarily work more than 35 hours if business needs require. New part-time employees hired following May 15, 2024 may be periodically required to work more than 35 hours if business needs dictate.

(2) Regular part-time employees shall be paid on an hourly basis not less than the hourly rate of pay for their classification and experience on the job. Wage rate progression shall be applied on a pro-rata basis, counting all hours worked up to a maximum of forty (40) hours per week. However, a part time employee shall progress to the next step in at least one (1) year.

(3) Effective 5/15/2015, regular part-time employees continuously employed by the Company who meet the service requirements indicated in Article VIII, Section 1, (Vacation) of this agreement by December 31 of the calendar year, shall be entitled to vacation during the calendar year with pay in accordance with Article VIII, Section 2. Vacation pay for part-time employees will be computed on a pro-rata basis, based upon the number of regularly scheduled hours in the part-time employee's regular work week.

(4) Effective January 1, 2016**,** eligibility for medical, dental, and vision begins the first day of employment. Such coverage must be purchased within 31 days of commencing employment or at the next open enrollment period. The part time coverage subsidy will be 70%. Payment for the succeeding months benefit must be made through payroll deduction.

(5) Regular part-time employees will be eligible for pro-rata sick pay in accordance with Article XII, Section 3 (Sick Pay) and eligible for pro-rata Holidays (Ten (10) and two (2) floating holidays) in accordance with Article IX, (Holiday Pay) of this agreement if such Holiday falls on one of their regularly scheduled workdays. Holiday pay for part-time employees will be computed pro-rata based on the employees regularly scheduled daily hours. Additionally, regular part-time employees will be eligible for shift differential and the Sunday Allowance.

(6) Regular part-time employees may participate in the Company's pension and 401K plans as may be required by the Employee Retirement and Income Security Act (ERISA) of 1976, as amended.

PROBATIONARY EMPLOYEES

The term "probationary employee" means those hired on a six (6) month trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory and if the positions are still open, they will become regular employees.

The Company may request to extend the six (6) month period for probationary employees for up to an additional six (6) months provided written notice is given to the Union ten (10) days before the extension. The Company and Union agree to engage in dialogue regarding the employee's performance.

Probationary employees are covered by the provisions of this Agreement and during the probationary period shall be eligible for all benefits, but the retention of a probationary employee is at the discretion of the Company and termination of employment during the probationary period or extension thereof shall not be subject to review through the grievance and arbitration procedure.

DUES DEDUCTION

The Company shall deduct from wages weekly and to remit monthly to UNITED STEEL PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIALand SERVICE WORKERS INTERNATIONAL UNION, 5 Gateway Center, Pittsburgh, Pennsylvania the membership dues and initiation fees uniformly required of each employee on whose account such deductions are to be made, pursuant to a written assignment on a form approved by the Company. Membership dues shall be as designated by the International Secretary/Treasurer and certified by the UNION to the COMPANY. Such form shall contain such provisions concerning irrevocability, duration, revocation and automatic renewal as the UNION may request but only to the extent that such provisions comply with the applicable requirements of Section 302 (C) of the Labor Management Relations Act, 1947, as now or hereafter amended, as said requirements may from time to time be interpreted by appropriate governmental authorities.

The Union shall indemnify and save the Company harmless against any and all claims, including legal fees, which may arise out of or come into being by reason of any action taken or not taken by the Company for the purpose of complying with this dues deduction provision.

V. HOURS OF WORK

WORKDAY, WORKWEEK

Eight (8) hours shall constitute a basic workday. Forty (40) hours shall constitute a basic work week. However, this section does not in any manner guarantee a number of hours that any employee may work during the week, nor does it constitute a limitation on the number of hours any employee may be required to work in any such work week. For administrative purposes, each workday begins at 12:01 a.m. and each work week begins on Sunday at 12:01 a.m.

The Union and the Company agreed to develop a flexible workweek schedule that would provide for the opportunity to establish a four (4) ten (10) hours per day schedule. See Memorandum of Understanding in Article XVII.

WORK SCHEDULE

The determination of the starting and ending times of daily and weekly work schedules for individual employees, groups of employees or departments shall always be made by the Company. Such schedules may be changed by the Company from time to time in accordance with operational requirements, in which case such schedule changes shall be made with not less than twenty-four (24) hours' notice, except in cases of emergency when such notice shall not apply. If the shift of an employee is temporarily changed such employee shall return to their bid shift on completion of the temporary assignment. Whenever practical, volunteers will be utilized for shift changes. Emergency, for purposes of this section shall mean any event which is outside the immediate control of the Company.

Group A →

INVOLUNTARY CHANGE OF SHIFT A change in shift occurs when an employee is assigned to work any hours and/or days other than and instead of those originally scheduled and posted.

This premium is applicable to each hour worked which is not in accord with the originally scheduled shift or days off up to a maximum of 40 work hours within a defined 4-week posted period and is payable at a rate of ½ pay hour for each eligible hour.

LUNCH PERIOD

Employees scheduled to work more than six (6) hours per day will be allowed an unpaid meal period of thirty (30) minutes.

Employees assigned to work where eight (8) hours of continuous operation is necessary shall be allowed a meal period of twenty (20) minutes with pay. Such meal time is to be taken so as not to interfere with continuous operations of service.

Lunch periods will be scheduled by department supervisors.

WORK BREAKS

Employees scheduled to work more than six (6) hours per day, will be allowed two (2) paid fifteen (15) minute breaks from work.

Employees scheduled to work six (6) hours or less per day, will be allowed one (1) paid twenty (20) minute break from work.

Breaks will be scheduled by department supervisors.

SHIFT BIDDING

The current process of "shift bidding" will be utilized for regular full-time employees or part time employees, in their respective classifications when shifts are changed or newly created by the Company. Bidding will be done on the basis of Bargaining Unit seniority. Completed bid sheets will be posted fourteen (14) days in advance of any shift change date except in cases of emergency.

If a department schedule change is needed due to operational requirements, the Company will be responsible for notifying those employees who are scheduled to be absent, of the upcoming bidding process.
In the event of absence for any reason, the employee will be responsible for submitting their bid. Failure to do so, will result in the assignment of any remaining shift(s).

Coverage Shifts

All "Coverage Shift' employees will be assigned coverage within classification on a rotating basis. All "Coverage Shift" employees will be given a 14-day written notice of any weekly shift change except in the case of emergency.

UNION LEAVE OF ABSENCE

Without loss of seniority rights, employees who are members of the Union when delegated or elected to transact business or matters pertaining to the Union shall be granted such leave of absence as may be approved by the Company.

Upon written request of the International Union, the Company will grant an unpaid full-time leave of absence to an employee, without loss of seniority rights, for the purpose of conducting Union business for a period not to exceed twenty-four (24) months.

PARENTAL LEAVE

Effective May 15, 2024, eligible employees, both birth parent and non-birth parent, who become parents on or after May 15, 2024 will receive six (6) weeks of paid parental leave at 100% of base pay. Parental leave may be taken to bond with a new child during the first year after a birth, adoption or foster placement.

Paid Parental Leave will coordinate and run concurrently with any available state and company leaves and will be an offset of any benefits paid under those plans. Paid Parental Leave will only be allowed to be used in one 6-week period and must all be used during the twelve (12) month period following eligibility.

For the birth parent, paid parental leave will be available immediately following the disability benefits period. Lincoln Financial will be the administrator of this program.

Health and life insurance shall be continued the duration of each parental leave granted. However, the employee must continue to contribute toward the cost of any benefit plans that require employee contributions during the leave of absence.

Holidays occurring within any disability period are paid under the disability provision of the Labor Agreement.

Holidays occurring within any unpaid leave of absence shall not be paid.

VI. WAGES

Any increase in salary agreed to by the parties will be effective January 1, 2021. The parties further agree that, on or before the second pay day in 2021, each Springfield Employee employed as of that date will be paid a lump sum bonus equal to the percentage increase that is effective January 1, 2021, multiplied by the total gross earned wages for that employee for the time worked from October 1, 2020 (or the date of hire by the Company, if different) through December 31, 2020 (or the last date on which the Springfield Employees are paid through NiSource's payroll system, if different). In the event any employee terminates employment prior to January 1, 2021, he or she will be paid such lump sum bonus at the same time as stated above, and calculated by multiplying the percentage increase that would have been effective January 1, 2021 by the total gross earned wages of that employee from October 1, 2020 (or the date of hire by the Company, if different) through his or her date of termination.

Effective January 1, 2021, the payday for Springfield Employees will change from Friday to Thursday and will remain weekly.

The parties understand and agree that, for a period of time up to but not to exceed two (2) years from the closing of the Asset Purchase (such two-year anniversary occurring on October 8, 2022), due to payroll and benefits systems transitional issues, the Company may not be able to process payroll, health and welfare benefits, and/or retirement benefits for the Springfield Employees in accordance with the terms of the September 14, 2020 MOA. Accordingly, the parties to this MOA understand and agree that the Springfield Employees may begin employment with the Company under certain temporary, interim terms and conditions of employment as provided in this paragraph. Such temporary, interim terms and conditions of employment may include the following: (a) health and welfare benefits and retirement benefits will or may be provided by plans that "mirror" all or some of the terms and conditions of certain CMA health and welfare and retirement plans, but that are sponsored and maintained by Eversource Energy Service Company or the Company (the "Mirror Plans"); and (b) payroll services will or may be provided by NiSource Inc. under the payroll practices in effect under the Local 12026 CBAs as of the time of the closing. Notwithstanding the foregoing, the parties understand and agree that the terms and conditions of employment for the Springfield Employees will be as set forth in the September 14, 2020 MOA subsequent to the period described in this paragraph.

WAGE LEVELS – SEE APPENDIX B

Grandfathered employees will receive negotiated general wage increases in future collective bargaining agreements.

A. Effective May 15, 2024, employees shall receive a 3% base increase to their current wage per hour rate.

B. Effective May 15, 2025, employees shall receive a 3% base increase to their current wage per hour rate.

C. Effective May 15, 2026, employees shall receive a 3% base increase to their current wage per hour rate.

D. Effective May 15, 2027, employees shall receive a 3% base increase to their current wage per hour rate.

E. Effective May 15, 2028, employees shall receive a 3% base increase to their current wage per hour rate.

RED CIRCLE RATE EMPLOYEES

Employees whose rate exceeds the maximum for the position that they are working effective May 15, 2004, will be eligible to receive the annual percentage increase in a lump sum until such time as their rate is within the agreed to wage structure. In all situations the employee(s) will be guaranteed to receive an annual increase equal to the agreed to percentage increase.

DETERMINATION OF RATE OF PAY

Rate of pay shall be determined by job title.

WAGE RANGES

Wage ranges are established for each job classification/wage. A minimum and maximum rate applies to each job.

WAGE DETERMINATION

Wage differentials between jobs are based on differences in responsibilities, skills and duties.

In the event a new job is established, or a substantial change is made in the duties of an existing job, the rate for a new or changed job shall be established by the Company, based on its equitable relationship to other jobs.

During the thirty (30) day period immediately proceeding the expected date of the change, the Company shall discuss the appropriate wage rate with the Union. If the Union disagrees, they shall have the right for a period of six (6) months thereafter to appeal the Company's decision through the grievance and arbitration procedure, and the final rate determination shall be paid as of the date the job was filled or changed.

WAGE ADMINISTRATION

The Company established job classifications and the combination of duties that make up a job classification also determined whether or not a classification shall be filled and how many individuals are required in a classification at any time.

Individuals within a classification are required to perform all duties included in the classification.

To be eligible for promotion, employees bidding for posted openings must meet the minimum qualifications established for the job.

WAGE PROGRESSION

Progression to the job maximum rate shall be in intervals of no longer than a maximum of six (6) month service steps from the date of entry into the job.

BIDS BETWEEN JOBS

a. To a Higher Job Title/Wage

An employee who bids to a job in a higher job title/wage shall be paid the minimum for the job or the step rate next above their present rate, whichever is higher, and continue the established progression for the new job/title.

b. The Same Job Title/Wage

An employee who bids to a job in the same job title/wage shall be paid their present rate and continue the established progression, if any, to the maximum job rate.

c. To a Lower Job Title/Wage

An employee who bids to a job in a lower job title/wage shall receive the step rate nearest their present rate but not to exceed the maximum job rate for the new job and continue the established progression, if any, for the new job.

d. Crediting of prior transfer time

The crediting of prior temporary transfer time in a particular job classification will be credited to employees for pay purposes when they are successful bidders to that same classification at a future date, as follows:

1. Such temporary transfer time must have occurred within three (3) years of the date of the successful job bid and such temporary transfer time must have been for a minimum of thirty (30) consecutive days or for a total of ninety (90) intermittent days in a calendar year.

2. Employees will be individually responsible for tracking their temporary transfer time and for providing such documentation to the Company in order to receive credit under the provisions of this agreement when they are successful bidders to a particular job classification. The Company will supply employees with tracking calendars at their request.

3. Time spent in a temporary transfer is not to be used as a determining factor in the awarding of a job to a job bidder.

TEMPORARY TRANSFERS

The parties agree to meet and discuss a review of the purpose and use of the temporary transfer policy.

An employee who is temporarily transferred to a job in a higher job title/wage shall be paid the minimum for the job or the step rate next above their present rate, whichever is higher. An employee who is temporarily transferred to a job in the same job title/wage shall be paid their present rate and continue the established progression, if any, to the maximum job rate. An employee who is temporarily transferred to a job in a lower job title/wage shall continue to receive their regular rate of pay and continue the established progression. However, this shall not apply where employees are learning the duties of the new job. If, however, the employee has held the position before and was at the rate maximum, the employee would receive the maximum rate. If the employee has been transferred to the job in the past, they would receive credit for the time spent on said transfer and the paid progression rate would apply.

Whenever practical, qualified volunteers by seniority will be utilized for temporary transfers, however, if there are no qualified volunteers, the Company will assign the least senior qualified employees.

Involuntary transfers from one job classification to another shall not exceed sixty (60) consecutive work days or ninety (90) work days in a calendar year. However, excluded from the sixty (60) and ninety (90) day totals are transfers:

1. From Billing to Service; or
2. Transfers to avoid a layoff; or
3. Transfers to fill in for an employee who is absent.

For purposes of this provision any transfer of two (2) or more hours duration will constitute a full working day. Employees will be individually responsible for tracking their temporary transfer time and for providing such documentation to the Company. The Company will supply employees with tracking calendars at their request.

VII. ALLOWANCES

OVERTIME RATE

The parties agree to meet and discuss a review of clerical overtime.

Group B→

An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees requests and it is agreed to schedule two (2) shifts in one (1) day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours in any one (1) payroll week at one and one-half times his base wage rate.

Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

An employee who is required to work on the 2nd day of relief in any consecutive 7-day period and having worked one hour of his 1st day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said 2nd day of relief. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

Group A →

Overtime compensation and premium rates shall be paid to employees subject to this Agreement in accordance with the following rules:

a. Each employee's overtime rate shall be one and one half (1 1/2) times his/her regular hourly rate.

b. Except as otherwise provided in this Agreement, an employee shall be paid a premium rate which shall be his/her overtime rate for all hours worked outside the hours established by schedules posted in accordance with the provisions of Article V. of this Agreement as his/her basic normal or regular work day and work week, and no other extra compensation shall be paid for hours so worked. An employee shall not be paid the premium rate for more than forty (40) hours in any posted period when the

work outside his/her posted schedule was due to a change in his/her schedule or shift or days of relief after the schedule was posted. The following shall not constitute work outside an employee's basic normal or regular work day or workweek:

i. A change of forty-five (45) minutes or less of the time for starting and ending one or more work days from the times posted in the applicable work schedule.

ii. Hours worked in lieu of posted hours at the request of, or to suit the convenience of, the employee.

iii. A change in hours of work incident to a permanent promotion of the employee.

Any employee who, in any seven (7) day period, works his/her second scheduled day off, having worked at least six (6) hours or having been called in to work any hours on his/her first day off and all of his/her scheduled hours in said period, shall receive a premium (which includes his/her overtime pay) equal to his/her regular hourly rate for any hours worked on his/her second day off. If, during such scheduled hours of work, such employee is entitled to a paid rest period or is not required to work on a scheduled holiday, these rest period and holiday hours are to be considered as worked for the purpose of this paragraph. An employee who has earned a premium in accordance with this paragraph will not be entitled to another premium until he/she has again qualified for it on the basis of work performed after the period for which the premium was earned.

Cancellation Penalty

Whenever notice has been given for overtime work and the work which has been assigned is cancelled the employee must receive at least 12 hours' notice of such cancellation prior to the start of overtime work or receive a premium (cancellation penalty), unless told before leaving work for the day.

Premium is 2 pay hours.

OVERTIME DISTRIBUTION

It is recognized by both the Company and the Union that the needs of a public utility operation may require overtime work and that the work involved must be accomplished by qualified employees. Management will endeavor to solicit ample notice for all overtime. The amount of overtime and the schedule for working such overtime will be established by the Company. The Company, in scheduling in-classification overtime work, will distribute such overtime work in accordance with

the overtime list(s), to employees in-classification who are qualified to perform the work available.

a. The Overtime List will reset to zero each calendar year. For the remainder of the year, overtime hours worked will accumulate week to week. Each week the Overtime List will reset by low hours.

b. Overtime will be offered in inverse order of the amount of overtime worked, based on an in-department, in-classification bargaining unit seniority list to regular full-time employees within job classifications. Seniority prevails in the case of equal number of overtime hours.

c. During the designated week, if an overtime opportunity is accepted by an employee, the next overtime opportunity will be offered to the next employee by low hours on the Overtime List. This process will continue weekly until the Overtime List resets. Employees who decline an overtime opportunity will not be offered another overtime opportunity until all employees have been offered an overtime opportunity.

d. Holiday overtime will be awarded after the last weekly overtime report resets before the holiday. The Company will endeavor to award regular day-to-day overtime before awarding holiday overtime, however, as overtime needs are not always identified in advance, this will not always be the case.

e. The Overtime List will be updated and posted weekly.

f. Overtime work is to be offered to regular full-time employees who are actively working.

g. If overtime is still available after following the procedure above for in-classification overtime, the Company will attempt to use qualified volunteers out of classification before requiring the junior employees in-classification to work such overtime.

RECALL TO WORK, TRAVEL TIME, AND EARLY CALL IN

Group B →

a. Recall to Work

A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his/her next scheduled work hours.

If an employee is “Recalled to Work” during non-scheduled hours, such work time plus an allowance of travel time shall be paid as overtime. In no case shall this total be less than five (5) hours.

b. Travel Time

Travel time is one (1) hour’s pay, allowed to cover coming to and going from work, and applies only to “Recall to Work”. One half (1/2) hour’s pay will be paid as travel time on an “Early Call in”.

c. Early Call In

An early call in occurs when an employee is called in before his/her regular scheduled shift and continues working into that shift. “Early call in” will be paid at the overtime rate for time worked prior to regular starting time.

Group A →

a. Recall to Work

When an employee is called in to work overtime which is not continuous with other hours worked, his/her compensation for the overtime, including any pay for travel time, shall not be less than his/her overtime rate for four (4) hours.

b. Travel Time

a. An employee required to work overtime shall be allowed and compensated for forty (40) minutes overtime at the overtime rate specified in Group A, paragraph 1 of this Article, hereinafter called "travel time", when obliged to travel to or from work, subject to the provisions in subdivisions (b), (c) and (d) of this paragraph.

b. When called to work overtime that does not immediately precede or follow posted work hours, an employee shall be entitled to travel time both ways.

c. Whenever overtime work immediately precedes posted work hours and begins between the hours of 11:30 p.m. and 6:30 a.m. or whenever overtime work immediately follows posted work hours and ends between the hours of 11:30 p.m. and 6:30 a.m., an employee shall be entitled to travel time one way.

d. (1) When an employee, having received not less than forty (40) hours' prior notice, is required to start work at his/her "scheduled starting

time" on his/her scheduled day off and to work all or part of his/her "scheduled hours", he/she shall not receive any travel time.

(2) When an employee, having received the notice mentioned above, is required to start work at his/her "scheduled starting time" on his/her scheduled day off, works his/her full span of "scheduled hours" and then continues to work hours thereafter, he/she shall receive travel time in accordance with subparagraph (c) of this paragraph.

(3) When an employee, without the notice mentioned above, is required to work any hours on his/her scheduled day off, he/she shall receive travel time in accordance with subparagraph (b) of this paragraph.

(4) When an employee, regardless of notice, is required to start work on his/her scheduled day off at a time other than his/her "scheduled starting time", he/she shall receive travel time in accordance with subparagraph (b) of this paragraph.

(5) The terms "scheduled starting time" and "scheduled hours", as used in subparagraph (d) of this paragraph, shall be construed to mean the same hours and starting time for which, the employee is scheduled on a regularly scheduled work day. When an employee is scheduled on "relief", the term "regularly scheduled work day", as used in this subparagraph, shall be construed to mean the hours scheduled on the day shift.

SHIFT WORK DIFFERENTIAL AND PREMIUMS

Group B →

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than “day” shift, as scheduled and shall be figured at the rate of two dollars and forty-five cents ($2.45) per hours worked during “afternoon” shift and two dollars and forty-five cents ($2.45) per hours worked during “night” shift.

All such shift differentials for Group B shall be increased as follows:

Group B →

a. Effective May 15, 2024, increased by $.10 to $2.55 per hour
b. Effective May 15, 2025, increased by $.10 to $2.65 per hour
c. Effective May 15, 2026, increased by $.10 to $2.75 per hour

d. Effective May 15, 2027, increased by $.10 to $2.85 per hour
e. Effective May 15, 2028, increased by $.10 to $2.95 per hour

2. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

3. “Day,” “afternoon,” and “night” shifts shall be defined as follows:

   (a) “Day” shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   (b) “Afternoon” shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   (c) “Night” shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00 a.m.

4. If an employee is not entitled to a shift differential during his REGULARLY SCHEDULED hours, he will not receive a shift differential during overtime hours.

5. If an employee works into a shift preceding a succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

6. Union seniority will be the determining factor in the assignment of shifts. The junior individuals will be required to work the shifts not volunteered for by the senior individuals

Group A →

"Night Work" premiums shall be paid as follows:

a. A premium of two dollars and five cents ($2.05) per hour will be paid for hours worked on posted schedules starting after 1:59 p.m. and before 10:00 p.m.

b. A premium of two dollars and five cents ($2.05) per hour will be paid for hours worked on posted schedules starting after 9:59 p.m. and before 6:00 a.m.

All such shift differentials for Group A shall be increased as follows:

Group A →

a. Effective May 15, 2024, increased by $.10 to $2.10 per hour
b. Effective May 15, 2025, increased by $.10 to $2.20 per hour
c. Effective May 15, 2026, increased by $.10 to $2.30 per hour
d. Effective May 15, 2027, increased by $.10 to $2.40 per hour
e. Effective May 15, 2028, increased by $.10 to $2.50 per hour

SUNDAY PREMIUM

Group B →

A premium of 35% will apply to all regularly scheduled hours of work on scheduled shifts, the majority portion of which shifts falls between 12 midnight Saturday and 12 Midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

Group A →

An employee scheduled to work on a Sunday shall be paid, in addition to his/her regular hourly rate, a premium of thirty-five percent (35%) of his/her regular hourly rate for each scheduled hour worked on a Sunday.

No Sunday premium is paid for unscheduled hours.

MEAL ALLOWANCE

Group B →

1. If the employee is required to work ten (10) consecutive hours or more, he shall receive a meal reimbursement not to exceed ten dollars and fifty cents ($10.50). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed ten dollars and fifty cents ($ $10.50) to be paid for each additional four (4) hours of continuous overtime work thereafter.

2. If the employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed ten dollars and fifty cents ($10.50).

3. It is agreed that this section does not apply where employees work overtime through courtesy to fellow employees.

All such meal allowances for Group B shall be increased as follows:

Group B →

a. Effective May 15, 2024, increased by $.25 to $10.75
b. Effective May 15, 2025, increased by $.25 to $11.00
c. Effective May 15, 2026, increased by $.25 to $11.25
d. Effective May 15, 2027, increased by $.25 to $11.50
e. Effective May 15, 2028, increased by $.25 to $11.75

Group A →

2.

a. An employee required to work two (2) hours overtime continuous with the expiration of his/her regularly scheduled work day shall be furnished with a meal or a meal allowance not to exceed nine dollars and seventy-five cents ($9.75) per meal and an additional meal or meal allowance for each additional five (5) hours of continuous overtime work.

b. An employee required to work two (2) hours or more overtime immediately preceding his/her regularly scheduled work hours shall be furnished with a meal or a meal allowance not to exceed nine dollars and seventy-five cents ($ 9.75) per meal two (2) hours after such overtime starts and an additional meal or meal allowance for each additional five (5) hours of continuous overtime work.

c. Employees, who are entitled to the premium for work in excess of sixteen (16) hours provided in paragraph 1, Group A of Article VII., 11. Rest Time, shall receive a meal or meal allowance every fifth hour of work, to be computed from the time of the next preceding meal or meal allowance without regard to whether such work is of continuous duration, until released from work for at least an eight (8) hour rest period.

d. Employees required to work overtime who continue into their regularly scheduled hours outdoors, but normally would not have been required to work outdoors due to weather conditions, shall continue to receive a meal or meal allowance every five (5) hours until released from such outdoor work.

e. Employees called in for overtime work which does not immediately precede or follow regular scheduled hours shall receive a meal or meal allowance not to

exceed nine dollars and seventy-five cents ($9.75) after each five (5) hours of such overtime work.

f. Employees entitled to a meal or meal allowance under this paragraph 2. who are allowed time off to eat such meal shall be paid for only one half (1/2) hour of such time off. All employees so entitled will be given time off to eat such meal except:

(1) In cases where conditions exist which are hazardous to the general public, customer and Company equipment; and

(2) In cases involving employees, such as station operating personnel, who normally eat their meals on the job and for whom there is no relief available. However, when relief is available for such station operating personnel, these employees shall be allowed time off for meals but such time off shall be limited to one such period between the overtime work and their regular scheduled tour of duty.

g. (1) When an employee is notified prior to the conclusion of his/her scheduled work day and he/she is required to start work at his/her "scheduled starting time" on his/her scheduled day off and to work all or any part of his/her "scheduled hours", he/she shall not receive any meal or meal allowance during said "scheduled hours".

(2) When an employee, having received the notice mentioned above, is required to start work at his/her "scheduled starting time" on his/her scheduled day off, works his/her full span of "scheduled hours" and then continues to work hours thereafter, he/she shall receive meals or meal allowances in accordance with paragraph 2(a).

(3) When an employee, without the notice mentioned above, is required to work any hours on his/her scheduled day off, he/she shall receive meals or meal allowances in accordance with paragraph 2(e).

(4) When an employee, regardless of notice, is required to start work on his/her scheduled day off at a time other than his/her "scheduled starting time", he/she shall receive meals or a meal allowance in accordance with paragraph 2(e).

(5) The terms "scheduled hours" and "scheduled starting time" as used in paragraph (g) shall be construed to mean the same hours and starting time for which the employee is scheduled on a regular scheduled work

day. When an employee is scheduled on "relief," the term "regularly scheduled work day", as used in this subparagraph, shall be construed to mean the hours scheduled on the day shift.

All such meal allowances for Group A shall be increased as follows:

Group A →

a. Effective May 15, 2024, increased by $.25 to $10.00
b. Effective May 15, 2025, increased by $.25 to $10.25
c. Effective May 15, 2026, increased by $.25 to $10.50
d. Effective May 15, 2027, increased by $.25 to $10.75
e. Effective May 15, 2028, increased by $.25 to $11.00

BI-LINGUAL PAY

Bi-Lingual Pay of $1.00 per hour shall be paid only to Customer Service Representatives in accordance with the job duty specifications of a Customer Service Representative.

BEREAVEMENT

Effective May 15, 2024, when a death in the immediate family or a household member occurs, an employee will be allowed time off, paid for at straight time rates, as follows:

Family Member	Days of Paid Leave
• Spouse • Child/Stepchild • Parent/Stepparent Father/Mother-In-Law • Son/Daughter-In-Law Grandchild • Grandparent • Sibling	Five (5) Days
• Brother/Sister-In-Law • A person who was a member of and lived in your household	Three (3) Days
• Aunt/Uncle	Two (2) Days

An employee seeking leave must notify their supervisor of such death and request such leave.

If a holiday occurs as one of the days in this Bereavement Policy, holiday allowance only will be paid for that day in accordance with the regular holiday policy.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee's vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a reassignment of those vacation days that were committed to the necessary funeral services and arrangements.

In the event of a death of a spouse or child, the company will entertain requests for additional time off, and such requests must be directed to Labor Relations.

JURY DUTY

When serving jury duty, during working hours, an employee will receive straight time base compensation and will retain all fees and expenses for such duty. Part-time employees will be compensated based on their normally scheduled work hours.

During the period of jury service, an employee will be deemed to be on a Monday through Friday work schedule. Employees who are excused from jury service before noon shall return to work for the remainder of that day.

MILITARY SERVICE

Employees who are required to attend mandatory Military Training will be entitled to wage replacement should their Military Wages be less than their Company Wages, upon proof of training and wages. The Company currently provides up to 15 days (Oct-Sept) for training; however, should an employee be required to attend additional training and provides support, the Company will honor.

Employees who are deployed for Active Duty will be entitled to wage replacements should their Military Wages be less than their Company Wages, upon proof of orders and wages.

Employees are also entitled to up to 24 months of COBRA at the employee's rate.

If an employee who is required to report for weekend duty training is situated on a shift which includes Saturday and/or Sunday, the Company agrees to temporarily alter the employee's schedule to accommodate his required military training.

REST TIME

Group B→

1. If an employee is required to work sixteen or more consecutive hours, he will be allowed a period of nine hours off before returning to work unless an emergency arise which makes it necessary for the Company to call him back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry the employee to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

2. If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after the original shift has been worked.

Group A→
Remote Work

1. In a twenty-four (24) hour period in which there has been no rest period of at least eight (8) continuous hours, an employee who has worked sixteen (16) hours or more shall receive, in addition to his/her regular rate, an overtime premium equal to his/her regular hourly rate for such hours worked in excess of sixteen (16) hours, and he/she shall continue to receive said premium until his/her release from such work for at least an eight (8) hour rest period. He/she shall be entitled, when released from such work, to a rest period of eight (8) hours without pay before returning to work; provided, however, that if the rest period extends into his/her next regular scheduled hours for six (6) or more hours, he/she shall be excused from duty for that regularly scheduled period without loss of pay, and provided further that, if the rest period extends into his/her next regular scheduled hours for less than six (6) hours, he/she shall be excused from duty for that portion of his/her scheduled hours which is covered by the rest period without loss of pay. The provisions of this subparagraph shall not apply to an employee who is scheduled to work sixteen (16) hours in the twenty-four (24) hour period.

2. In the case of an employee who has worked eighteen (18) hours or more in any twenty-four (24) hour period, he/she shall be entitled, when released from such work, to a rest period of ten (10) continuous hours without pay before returning to work provided, however, that if the rest period extends into

his/her next regular scheduled hours for six (6) or more hours, he/she shall be excused from duty for the regularly scheduled period without loss of pay and provided further that, if the rest period extends into his/her next regular scheduled hours for less than six (6) hours, he/she shall be excused from duty for that portion of his/her scheduled hours which is covered by the rest period without loss of pay. This paragraph shall not be applied in a manner to defeat the intent for which the Article was written.

Group A→
In Office Work

1. If an employee who reports to the office and is required to work sixteen or more consecutive hours at the office, the employee will be allowed a period of nine hours off before returning to work unless an emergency arise which makes it necessary for the Company to call him or her back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry the employee to within two (2) hours of the end of the employee's normal work schedule, the employee shall be excused without loss of pay from his or her normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.
2. If an employee who reports to the office and continues to work for more than twenty-four (24) consecutive hours at the office, the employee will receive the appropriate overtime rate for all consecutive hours worked after the original shift has been worked.

REST TIME - SHIFT CHANGE

The Company's normal practice is to arrange work schedules so that each workday is separated by at least eight (8) hours. When this is not possible, employees will have the option on the second day of:

1. Working the normal schedule or
2. Working an eight (8) hour shift beginning eight (8) hours after the conclusion of day one or
3. Beginning work eight (8) hours after the conclusion of day one and concluding at the employee's normal shift end.

If the third option is selected, the employee will be paid for hours worked.

During the period November 1 through March 15, only options #1 and #2 above apply in the Call Center.

MILEAGE REIMBURSEMENT

When an employee uses his/her personal vehicle on Company business related to travel, mileage will be reimbursed at the current IRS per mile rate. When being reimbursed for mileage the employee is not eligible for reimbursement for the gasoline or other operating expenses. Tolls and parking fees incurred while on business travel are reimbursable expenses.

SMART PHONES

Company-provided iPhone smart phones assigned to employees – Effective upon hire, and only in the event that the iPhone smart phones currently assigned to (as of September 14, 2020) and used by the Springfield Employees are included in the CMA assets purchased by the Company, the ownership of each iPhone smart phone will be transferred by the Company to the employee to whom it is assigned, the service plan for each such iPhone will be cancelled by the Company, and the employee will be responsible for procuring a service plan and paying the monthly service plan fees if he or she wishes to continue using the iPhone. Each such employee will thereafter be eligible for monthly reimbursement in the amount of $75.00 under the Company's Smart Phone Reimbursement policy for each month through June 2, 2021. Prior to June 2, 2021, the Company will review the cell phone use of its workforce and determine which, if any, employees require a smart phone in order to perform their job duties. Effective June 2, 2021, the Company will cease reimbursements to any employees who the Company has determined do not so require a smart phone.

VIII. VACATIONS

VACATION ELIGIBILITY

Effective, October 9, 2020**,** the date of hire, and assuming such date of hire is prior to January 1, 2021, each Springfield Employee will receive five (5) days of vacation to be used with management approval by December 31, 2020, and which may not be carried over to 2021.

Effective January 1, 2021, the Company's vacation plan will apply to each Springfield Employee. However, in no event will any CMA employee lose any annual vacation allowance for which they had become eligible pursuant to the current CMA vacation allowance schedule (this provision does not apply to "splash weeks," which will not be provided to any employee at any time). Springfield Employees will be eligible for unpaid time off, if needed, for previously approved vacations that fall between their date of hire and December 31, 2020.

Effective January 1, 2025**,** regular employees continuously employed by the Company, who meet the service requirements indicated below by December 31 of the calendar year, shall be entitled to vacation during the calendar year with pay as follows:

SERVICE REQUIRED	**VACATION IN THE ANNIVERSARY YEAR**
Less than 1 year	
Start date:	
1/01 to 03/31	15 days
04/01 to 06/30	10 days
07/01 to 09/30	5 days
10/01 to 12/31	0 days
1 to 5 years	15 days per year
6 years	16 days
7 years	17 days
8 years	18 days
9 years	19 days
10-19 years	20 days per year
20+ years	25 days per year

In the event an employee is called for Jury Duty during part or all of his/her vacation time, he/she shall receive extra vacation days equivalent to the number of days during their vacation for which they qualified for Jury Duty.

SELECTION AND LIMITATIONS

Vacations shall, as far as is practicable, be granted during the normal vacation period at the time selected by the respective employee with selection up to the first two (2) weeks to be by seniority. After each employee has had an opportunity to select their first two (2) weeks, each employee may then select any remaining vacation including any carryover vacation by seniority. If an employee requests part of their annual vacation other than during the normal vacation period, the Company will make every effort to comply provided their absence during that period will not unduly disrupt the Company's operations, but the final allotment of vacation periods shall be exclusively reserved to the Company.

An employee may elect to defer a maximum of one (1) week to the following year's vacation time earned in excess of two (2) weeks. The taking of deferred vacation shall be granted when there are no conflicts and no adverse effects on operations.

Subject to operating requirements, the current practice of permitting employees to take vacation time in one (1) day and half (1/2) day increments will be continued for up to a maximum of two (2) weeks of eligible vacation time only during the bidding

process. However, once the vacation selection process has concluded, an employee may utilize unlimited single day and half day vacation based on department calendar availability.

As long as there is no waiting list, same day vacation time will be allowed based on business needs.

Vacation pay shall be based on forty (40) hours at the employee's straight time hourly rate, excluding shift or Sunday allowances for an employee who is and has regularly been assigned to a second or third shift or Sunday work schedule.

When a holiday occurs during an employee's vacation, he/she will be granted an additional day of vacation at a time mutually convenient to the Company and the employee.

Group B →

In the event of a holiday falling within a vacation period, an employee shall have the option of receiving pay for the holiday in addition to his regular vacation pay or be given an additional day off with pay.

Group A →

If during such employee's vacation period, a holiday recognized by the Company under Article IX. occurs, he/she shall receive a day's pay as provided in said Article IX. in addition to his/her vacation pay, however, that at the option of the Company, the employee may elect to take the holiday as an additional day off concurrently with him/her vacation period in lieu of the day's pay.

Vacation earned within a calendar year and not taken will be paid to the employee upon termination and the beginning of a layoff or extended leave of absence or to the employee's surviving spouse or dependent. The Union may request once annually to meet with the Company to discuss vacation scheduling.

Vacation "waiting list" guidelines are as follows:

1. Start a Waiting List by "sign up date." (1st come 1st serve).
2. Once second round of vacation bidding has been completed, and "IF" you have bid "All" of your eligible vacation time, you will be required to give up the same number of vacation day(s) that you are changing. This also applies if you take FMLA time and use as vacation pay.
3. Two (2) business days' notice to cancel any vacation day(s) only when there is a waiting list.

4. If you show up to work on a scheduled vacation day that you did not cancel two (2) business days in advance, where a waiting list exits, you will be required to take that vacation day as scheduled.

ACCIDENT, ILLNESS OR DISABILITY

Employees on accident, illness or disability who have lost time will continue to accrue vacation as an active employee for up to 26 weeks as defined in Article VIII, Section 2.

IX. HOLIDAYS

HOLIDAYS OBSERVED

Each Springfield Employee will receive 10 holidays annually, as follows: The following days shall be recognized as holidays on the day which they are observed in Massachusetts, or in the case where the holiday falls on a weekend, it will be observed on Friday if the holiday falls on Saturday and Monday if the holiday falls on a Sunday.

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Each Springfield Employee will also receive two floating holidays per year. Springfield Employees will follow the Company's holiday schedule beginning on their first day of employment with the Company.

However, until January 1, 2021, the holiday pay practices set forth in the Local 12026 CBAs, as applicable, and/or the holiday pay practices followed at CMA immediately prior to closing of the Asset Purchase, will be in effect. For the period from closing to December 31, 2020, each Springfield Employee will receive two floating holidays, to be used with management approval, and which will not carry over to 2021.

HOURS

For purposes of this Agreement, a holiday shall commence at 12:01 a.m. on the day of the holiday and continue for twenty-four (24) hours.

ELIGIBILITY

To be eligible for holiday pay, an employee, unless otherwise excused by his or her supervisor, must have worked their full regularly scheduled shift the day before and the day after the holiday.

Any employee who would otherwise be entitled to the benefits of this section shall not lose such benefits if the employee is absent from work for any of the following reasons:

1. Injury sustained in the course of employment with the Company which occurs within a seven (7) day period before or after the holiday;
2. Bereavement;
3. Jury Duty;
4. On an approved leave. However, no employee shall be eligible for holiday pay if such employee has not worked within a seven (7) day period before or after the holiday;
5. The Employee is absent as a Union delegate or on Union Business with the approval of the Company.

Group B →

With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

Group A →

If, during any period which includes his/her scheduled work periods immediately before and after a holiday, an employee is on leave of absence, is absent on sick leave or is without pay, he/she will not be paid or receive time off for scheduled time not worked on the holiday**.**

ALLOWANCES

All employees to whom this Agreement applies, shall be paid eight (8) hours of pay at their regular straight time rate for the ten (10) holidays listed above when such holiday falls within their regularly scheduled workweek and no work is performed on the holiday. Such hours shall accumulate toward weekly overtime.

Shift allowances shall not apply under the following policies: sickness, accident, vacation, holiday, leaves of absence.

If an employee is required to work on a holiday, at the employee's request, a paid day off, which is mutually agreeable to the employee and the Company, may be substituted for the holiday allowance.

Group B →

1. If any employee is required to work on a floating holiday which had been scheduled and approved, said employee shall have the option of being paid according to Article IX, Section 3a, or paid at straight time and reschedule the floating holiday.

   If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it will be forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid a holiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a) If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b) In a week in which one of the holidays listed in 1. above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c) If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d) In the event of a call into work on Christmas Day, the employee will be paid two (2) times their hourly rate for all hours worked.

   * If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½) .

4. With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

Group A→

1. Insofar as practicable, employees will not be required to work on a holiday. In addition to the above holidays, employees are entitled to two (2) floating days annually.

2. If an employee is not required to work on any of the aforementioned holidays which occur while this Agreement is in effect, he/she shall be entitled to a holiday allowance equivalent to eight (8) hours' pay at his/her straight-time rate.

3. Except as provided in paragraphs 5 and 6 of this Article, if an employee is required to work on a holiday which falls on a scheduled work day, he/she shall be paid, in addition to the pay provided in paragraph 2, as follows:

   a. He/she shall be paid a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each scheduled hour worked; however, where the scheduled hours worked are not continuous with other hours worked on the holiday, he/she shall be paid not less than the amount due for four (4) hours of such work.

   b. He/she shall be paid for each unscheduled hour worked a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each such hour worked; however, where the unscheduled hours worked are not continuous with other hours worked on the holiday, he/she shall be paid, if any, not less than the amount due for four (4) hours of such work.

   c. Only the greater of the foregoing minimum pay provisions shall apply to any period of continuous work covering both scheduled and unscheduled hours.

      If an employee is required to work on an approved and scheduled floating day, the floating day will be rescheduled.

4. Except as provided in paragraphs 5 and 6 of this Article, if an employee is required to work on a holiday which falls on his/her scheduled day off, paragraph 2 of this Article shall not apply and hours so worked shall be paid for as follows:

a. He/she shall be paid his/her regular hourly rate and, in addition, a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each of the first eight (8) hours or less so worked; however, he/she shall be paid not less than the amount due for four (4) hours of such work.

b. He/she shall be paid his/her regular hourly rate, and in addition a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each such hour worked in excess of eight (8) hours.

5. An employee required to work on a holiday during hours which are continuous with hours worked on the day preceding or the day following the holiday shall not be entitled to the minimum holiday pay for hours worked stated in paragraphs 3 and 4, however, such employee shall be paid for the hours worked on the holiday in accordance with the otherwise applicable provisions of paragraphs 3 and 4. In no event shall such employee's pay for the entire period worked under the paragraph be less than an amount equal to his/her regular hourly rate for eight (8) non-overtime hours.

6. For the purpose of this Article, it is agreed that a holiday begins at 12:01 a.m. and ends with 12:00 midnight on the day on which it is observed; but, when a posted shift begins or ends on a holiday, all of the hours of the shift shall be considered as worked on the holiday if fifty percent (50%) or more of the hours of the shift, as posted, fall within the holiday; otherwise, all the hours of the shift shall be considered as worked on the day which is not the holiday.

7. Holiday/Floating day (part-time employees).See Article IV., Section 7.

X. OPPORTUNITIES FOR ADVANCEMENT AND RECOGNITION

JOB POSTING

When a job is open within the classifications covered by this Agreement, it shall be e-mailed and posted in all departments, as well as e-mailed to the Unit Chair and the Recording Secretary, and shall remain posted for five (5) consecutive workdays with the exception of Saturdays, Sundays and holidays, which shall be excluded in determining the period of posting, but shall not be held to break the continuity thereof.

All bids for job openings shall be submitted in writing, and shall be utilizing the online system of record during the said five (5) day posting period. Such a job bid may be submitted by a Shop Steward on behalf of an employee who is absent because of illness or injury or because they are on vacation, provided that the Shop Steward shall have been requested to do so by such employee. In this case, the Shop

Steward should submit the job bid request, including employee name and job requisition number to the Recruiter within the posting period. No such absent employee shall be eligible for such job opening unless such employee returns to work within thirty (30) calendar days after they have been notified that they are the successful bidder. The Company and the Union may mutually agree to waive this requirement. The Union will be notified when an employee has accepted a bid via e-mail.

In filling such job opening, seniority as defined elsewhere in this Agreement shall be the determining factor, subject to the minimum qualifications and fitness as determined by the Company, on a non-discriminatory basis. The Company agrees to fill all job openings so posted as soon as reasonably practical after the five (5) day posting period, but in any event within fourteen (14) calendar days thereafter. If there are no bidders or no successful bidders for a job so posted, then the Company may fill the job from any source.

The successful applicant may be returned to their former job by the Company for a valid reason during the six (6) month period on the job or the successful applicant may be returned to their former job for a valid reason at their own request during the above mentioned six (6) month period.
In the event an employee chooses to return to his or her former job or is returned to his or her former job as a result of unsatisfactory performance, such employee shall be disqualified from further bidding for a period of twelve (12) months or for six (6) months if he or she is returned by the Company.

New employees may not bid for the first six (6) months of employment and, regardless of length of service, no employee may make a successful bid more than once every thirteen (13) weeks.

The Company agrees to post one Senior CSA position, as described in the Agreement Between NSTAR Electric Company & NSTAR Gas Company d/b/a Eversource Energy and Utility Workers Union of America, A.F.L. – C.I.O., and Local Union 369, U.W.U.A., A.F.L.- C.I.O. Production and Maintenance and Office-Technical & Professional Unit, dated June 2, 2015, and extended to June 2, 2021 (“the Local 369 CBA”). This position will be filled, by seniority, from the current roster of Outbound Revenue Recovery Rep positions. The remaining CMA representatives will be paid the rates outlined in Attachment A. It is understood and agreed that in the future, the Company is under no obligation to fill the Senior CSA position, and new hires into the Outbound Revenue Recovery Rep classification will be hired into the progression of the then-existing Local 369 Customer Service Associate position.

XI. EMPLOYMENT SECURITY

SENIORITY

1. Company Seniority shall be defined as the length of time an employee has been continuously employed by the Company as a regular full time or regular part time employee and shall be used in the computation of any benefits or in the exercise of any seniority rights provided by the provisions set forth in this Agreement.

2. Bargaining Unit Seniority shall be defined as the length of time an employee has been continuously employed in the Bargaining Unit as described under the provisions of this Agreement entitled "Union Recognition".

3. When employees have equal Company seniority, the employment application having the earliest date will have preference.

4. An employee shall lose all seniority and other rights under this Agreement and the employee's relationship to the Company shall be terminated for any of the following reasons:

   (a) Resignation
   (b) Discharge for cause;
   (c) Failure to return to work at the expiration of an approved absence or an approved leave of absence;
   (d) Absence for more then three (3) days without notice to the Company;
   (e) Layoff in accordance with the layoff provisions of this Agreement.

SENIORITY LIST

The Company will furnish to the Union, quarterly upon request, a unit seniority list. Additionally, the Company will provide on a monthly basis, a list of newly hired bargaining unit employees hired during the month.

LAY-OFF

A. The layoff of employees shall be determined by seniority provided they have the demonstrated ability to perform the available work. It is the intention of the layoff procedure to offer continued employment to senior employees.

B. When a layoff occurs, the following procedure will be followed:

Employees in the job title to be curtailed will be polled to determine if any wish to take voluntary layoff. Those volunteering will be laid off. Thereafter, curtailment within the job title will be in inverse order of seniority. Those employees to be laid-off will be offered, in order of seniority, the following options:

Option 1: To bump the junior employee in any job title on any shift provided he or she has successfully performed the job according to the Human Resource records of the Company or is able to meet the requirements of the job following a brief familiarization period under normal supervision.

Option 2: To take any open job, with preference in choosing among open jobs being given in accordance with seniority. "Open job" as used here, includes jobs posted but not bid on and jobs held by probationary employees.

C. Employees exercising Option 2 will be offered the same training offered a successful bidder.

D. Any employee who elects to exercise either Option 1 or Option 2, must exercise such option within 24 hours, excluding weekends and holidays, of notice by the Company of any impending lay-off or job bumping action.

E. If an employee fails to exercise his or her option(s) within the time frame above, such failure to act will be deemed to be a waiver of the right to exercise such option(s) and the Company shall then proceed with the lay-off or bumping procedure by placing the employee in accordance with Options 1 or 2.

F. An employee who exercises his or her right to bump under Option 1 and fails, will be placed on layoff and will have recall rights only to his or her bid job.

G. Any employee bumped in the course of the forgoing procedure will be offered the paragraph "B" options.

H. When decreasing the work force, the Company will give the employees to be indefinitely laid-off at least fourteen (14) calendar days notice unless the employee is absent from work at the time such notice is given.

I. When the employer decides to recall employees from layoff, the employees will be recalled to their bid job from layoff and/or displaced positions then being held by such employee in reverse order of the layoff followed above.

1. Should an employee in a displaced position refuse recall to his or her last bid job, such refusal will count as a successful bid using the date of such refusal as the date of the successful bid.

2. Union officer(s) involved in the day-to-day operations of the collective bargaining unit shall be the last persons to be laid off, transferred or assigned out of the shift or department(s) to which they have been assigned, provided they are qualified to perform the jobs available in each shift or department(s) in accordance with (B) above. This does not preclude, however, the right of the Company to temporarily transfer a union officer to another job classification.

J. Length of continuous service shall be computed from the original dates of hiring unless broken by:

1. Absence from work for more than three (3) consecutive days without notification to the Employer,

2. Voluntary termination or quitting by the Employee;

3. Discharge for just cause;

4. Layoff for more than two (2) years except employees with less than two (2) years service will be limited to their period of service for purposes of recall rights and continuous service.

5. An employee who has been laid off fails to notify the Company of his or her intent to return to work within three (3) days and who actually fails to return to work no later than the sixth (6) day after being notified to do so by the Employer at the Employee's last address as shown on his or her records at the Human Resource office of the Company;

Employees who are promoted to jobs not covered by this Agreement will continue to hold and accrue seniority for a period of ninety (90) working days.

Employees with recall rights to an open job which is their bid job, will be offered recall before any other employee is considered for such open job. If job openings occur while employees are laid off, employees may apply for such open jobs under the following procedure, provided that there are no employees who hold recall rights to such open job. Employees on lay-off status will be notified of job vacancies to which no employee has prior recall rights.

An employee who refuses recall to his or her former bid position, immediately forfeits any rights to that position.

SEVERANCE ALLOWANCE

The Company will pay severance allowance to eligible employees as follows:

a. Regular employees after one (1) year of service shall be given an opportunity to accept a severance allowance of one (1) week's base pay for each full year of continuous service at the time of layoff unless they choose to accept layoff and be eligible for recall. Employees who choose to accept layoff and remain eligible for recall in accordance with Article XI, Section 3 of this Agreement, shall remain eligible for tuition reimbursement in accordance with the Company's tuition reimbursement policy during their period of recall.

b. Severance allowance shall be in addition to any earned but unused vacation benefits for which the separated employee is eligible.

Employees shall not be required to accept severance pay at the time of layoff, but shall have the option to accept the severance pay option at any time during their period of recall in accordance with Article XI, Section 3 of this Agreement.

Employees who accept severance pay forfeit their recall rights, if any, and must agree to the Company's standard separation and release form. Employees who elect not to accept severance pay shall retain recall and employment rights in accordance with Article XI, Section 3 of this Agreement.

The Human Resource Department will be responsible for tuition reimbursement administration for employees on layoff who have recall rights in accordance with Article XI., Section 3 of this Agreement.

XII. PERSONAL SECURITY

DISABILITY

This provision for continuing earnings during periods of personal disability is not intended as an annual entitlement to cover absence for any personal reason, but is solely for the protection of a regular full-time employee temporarily and legitimately disabled and usually under the care of a physician.

Employees in Group A and Group B →

Employees shall not be entitled to receive time or compensation for vacations or holidays while receiving illness and non-industrial accident disability benefits.

OCCUPATIONAL DISABILITY

Industrial/Occupational accident benefits, for injured employees entitled to compensation under the Massachusetts Workmen's Compensation Act who elect to proceed against the Company's insurer for compensation, shall be governed by the following rules:

1. While the incapacity for work resulting from the injury is total, the Company will pay to the employee [subject to paragraphs 3, 4 and 8 below] the difference between their base pay at the time of the injury and the statutory workers' compensation amount made by the Company's insurer under the Act. Payments from the Company will be for a period of up to 26 weeks total for employees hired after 1/1/2016. Employees hired prior to 1/1/2016, will receive the offset for up to 50 weeks total.

2. While the incapacity for work resulting from the injury is partial, the Company will pay to the employee [subject to paragraphs 3, 4 and 8 below] the excess of the difference between the base pay at the time of injury and the combination of the workers' compensation payments made by the Company's insurer under the Act, and any wages earned. No company supplement payments will be made under this paragraph to an employee who refuses to accept a position which is offered to him by the Company. Workers' compensation payments will follow the statutory regulations. Payments from the Company will be for a period of up to 26 weeks total for employees hired after 1/1/2016. Employees hired prior to 1/1/2016, will receive the offset for up to 50 weeks total.

3. If payments made by the Company's insurer under the Act are reduced due to a third-party settlement, the Company will not be required to compensate the employee for said reduction in benefits under the Act.
4. If the employee shall accept lump sum payments from the Company's insurer in lieu, in whole or in part, of compensation from the insurer, further payments of benefits under this Plan shall cease.

5. Benefits shall cease when an employee is retired or when his/her employment is otherwise terminated.

6. While receiving industrial accident benefits employees will not receive a general wage increase until they return to work

7. Employees shall not be entitled to receive time or compensation for

vacations or holidays while receiving industrial accident benefits.

8. If the present Massachusetts Workmen's Compensation Act is changed, or if other Federal or State legislation is enacted that provides or requires the provision of benefits payable to the Company's employees with respect to its liability for industrial accidents, the parties will meet and bargain the impact of such changes or new legislation.

9. The administration of the Plan shall be under the direction of the Senior Vice President of Human Resources of the Company.

10. The Company can require employees to be evaluated at a Company approved clinic and the workers' compensation carrier may require an exam by an independent physician. In both cases, the clinic and the independent examiner shall make the final determination on an employee's work capacity for purposes of the workers' compensation supplement and/or job offer. No company supplement payments will be made under this paragraph to an employee who refuses to accept a position which is offered to him by the Company. Workers' compensation payments will follow the statutory regulations.

11. If the Company determines, based upon its own, the workers' comp insurer's, or the employee's treating physician that an employee is unable to perform his or her regular duties, the Company may assign the employee to a position that the employee is capable of performing, based upon the medical restrictions provided by the physician upon which the Company relied in making its determination.

12. Employees who have recovered from an occupational injury and are medically certified by the insurance company's doctor as qualified for work will be guaranteed employment with the Company. However, the employment rights of an employee as provided in the Basic Agreement shall not be enlarged, diminished or otherwise affected by reason of this provision.

XIII. ILLNESS AND NON-OCCUPATIONAL DISABILITY - SHORT TERM DISABILITY AND LONG-TERM DISABILITY – see Attachment B

ILLNESS

All employees will be eligible for up to 10 sick days per year at 100 percent of pay for absences from work due to non-occupational illness or injury. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination.

SHORT TERM DISABILITY

Effective on the date of hire, Springfield Employees will be eligible for non-occupational short-term disability and long-term disability leave and pay as summarized in Attachment B of the Parties' MOA, specifically, in the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short-term disability ("STD") benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive work days. The first five consecutive working days of an extended absence is considered an "elimination period." Employees must use available sick timeto satisfy the elimination period. If employee has exhausted their sick time, vacation/floating holidays can be used toward the elimination period or time is unpaid. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefits will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67 percent of base pay.

Employees are covered under Eversource's Short Term Disability Policy day one of employment.

Short Term Disability is a maximum of 26 weeks total per injury/illness:

1. 1-week sick time; if sick time is unavailable, vacation time and/or floating holidays can be used towards the elimination period or time is unpaid
2. 12 weeks 100% base pay under STD
3. 13 weeks 67% base pay under STD
4. There is a 45-day appeal period should at any time your STD is denied
5. There is a 6- month re-occurrence (look back) should your medical provider indicate you are out for same condition as previous disability leave
6. Exclusions to the plan:
    - You are not under the care of a licensed health care provider
    - Your disability is the result of your participation in a felony, crime, or riot
    - Your disability is intentionally self-inflicted
    - Your disability is the result of declared or undeclared war or any act of war
    - You have any physical or mental condition that cannot be verified by the use of clinical and laboratory diagnostic techniques

- You are retired from Eversource
- You are injured while on active duty in the military

After the 5-day elimination period, employees are not allowed to substitute or off set any vacation time to make them whole while out under Eversource's STD Plan.

Eversource pays STD benefits via normal payroll cycles, once approved by vendor.

Regular part-time employees are eligible for a pro-rata benefit consistent with the language contained in Article IV, Section 7, Paragraph (5).

LONG TERM DISABILITY

Upon exhaustion of STD, an employee who qualifies will move to Long-Term Disability ("LTD"). LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

All employees who receive an LTD benefit and participate in the Company Employee health and welfare benefit plans will have payments deducted from their LTD check rather than be billed for participation in said benefit plan.

1. Soft transfer from STD over to LTD should you max STD benefit at 26 weeks
2. LTD is a Fully Insured Benefit
3. Employer covers 50%, employee has option to buy up to 67% (upon hire OR at OpenEnrollment Annually)
4. Buy Up Option has exclusion period
5. 180-day appeal period should LTD be closed/denied
6. 6-month re-occurrence (look back) should your medical provider disable you for same condition.

HOSPITALIZATION - SURGICAL - MEDICAL BENEFITS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Medical and Prescription Drug, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

RETIREE MEDICAL

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Retiree Medical Plan as outlined in Attachment B to this Agreement.

If an active employee dies and is eligible for retiree medical on his or her date of death:

Continue (current practice) to provide coverage for surviving dependents on the active group plan, at active rates (spouse until Medicare eligible, child up to age 26, etc.) Upon the surviving spouse reaching Medicare eligibility, allow the surviving spouse to begin participating in the Eversource Group Health & Welfare Benefits Plan for Retirees - HRA subsidy. Any eligible dependent children will also be eligible to participate in the HRA subsidy, until age 26. Note, upon the surviving spouse's transition to the retiree plan, any enrolled dependents will also transition to the retiree plan at the same time, if applicable.

The following provision is for historical reference only and it is understood that the following benefit is provided by NiSource, Eversource has no financial obligations under this provision, and Eversource has no control over the continuance of this benefit under this provision.

A. Employees who elected as part of the October,1992 election to maintain retiree health care will be provided coverage consistent with the current health care plans that are applicable to the active employees. The extent of coverage will be modified at age 65 when the retiree is eligible for Medicare.

B. If the employees who are eligible for the retiree health care provided in (A) above do not retire prior to January 1, 2008, they along with all employees eligible for retiree health care benefits will be provided benefits under the Company's Defined Dollar Contribution Method.

C. Eligible retirees will receive a subsidy based on the following factors – years of service times a pre-determined dollar value, effective November 1, 2011

	Pre-65	Post 65
Retired Employee	$180.00	$60.00
Covered Spouse	$125.00	$40.00

Effective 1/1/2018 Pre-65 Retiree – the retiree subsidy is $190 per year of service. The spouse subsidy is $135 per year of service.

Effective 1/1/2019, the retiree and spouse subsidy will be increased to $225 and $170, respectively, with a combined subsidy of $395.

Effective 1/1/2019 Post-65 Retiree – The retiree subsidy is $65 per year of service. The spouse subsidy is $45 per year of service.

This subsidy will be applied towards the premium cost of the Company's PPO Health Care Plan. Details will be provided during annual enrollment periods.

D. Effective January 1, 2011, current employees entering the plan will be eligible for the retiree medical plan which excludes prescription coverage.

E. Employees hired on or after January 1, 2011, are not eligible for retiree medical coverage.

End of Historical Reference

DENTAL (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dental Plans, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

LIFE INSURANCE (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Basic Group Life Plan, the Supplemental Life Plan, and Dependent Life Plan, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. In addition, each regular employee shall be provided life insurance by the Company in an amount equal to two (2) times his base pay.

ACCIDENTAL DEATH AND DISMEMBERMENT (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Accidental Death and Dismemberment ("AD&D") Plan as is listed in the Group Welfare Benefits Plan,

which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

OPTIONAL BENEFITS (See Attachment B)

Effective January 1, 2021, eligible Springfield Employees and their eligible dependents may participate in the Vision Plans, Business Travel Accident Plan, Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan, a summary of which plans is in Attachment B of the Parties' MOA.

PENSION/401(k) (See Attachment B)

As included in the August 20, 2020 MOA between Local 12026 and Eversource:

Effective on the date of hire, with Eversource, Springfield Employees currently participating in a NiSource/CMA Defined Benefit Pension Plan will continue to participate in their current NiSource/CMA Defined Benefit Pension Plan under the same terms and conditions, as the plan will become part of the Eversource Pension Plan.

Effective January 1, 2021, these employees will also be eligible for a Company matching contribution equal to fifty percent (50%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first eight percent (8%) of eligible compensation.

Pension plans as agreed upon between the Union and the Company shall continue for the life of this Agreement and succeeding agreements, subject to such modification as may be mutually agreed upon by the parties hereto.

All covered employees who take normal retirement during the term of this Agreement shall receive a pension benefit as included in the Eversource Pension Plan Document.

The below information is for historical reference only and is governed by the Eversource Pension Plan of which the Bay State Union Pension Plan is part of. If there are any discrepancies, the applicable plan documents will govern.

Effective January 1, 2000, the pension plan formula shall be changed to a final average pay formula. The final average pay pension plan shall be calculated using an average of the highest three (3) years' base pay in the last ten (10) years up to a maximum of Fifty-Thousand Dollars ($50,000) using a multiplier of one and one quarter percent (1.25%) of such final average pay times the years of service up to a

maximum of forty-five (45) years. Effective January 1, 2008, the pension base pay cap will be changed to Fifty-five thousand dollars - $55,000. A 75% survivor annuity option will be added to the current monthly annuity.
All active employees will be converted from their current Pension Plan into Account Balance II Plan effective 1-1-2013. No Pension supplement post conversion.
Account Balance II Formula:

Age + Service Points
Less than 50 = 4% of Eligible Earnings
50-69 = 5%
70+ = 6%
Additional 1% x pay in excess of ½ Social Security Wage Base
Eligible Earnings – Base pay and performance-based pay (i.e., annual incentive, if applicable)

Effective retroactive to January 1, 2010, an employee is vested after (3) years of service. For vested employees there is a lump-sum option to cash out of the pension plan available at any time when the employee terminates for any reason.

EARLY RETIREMENT

Effective January 1, 2013, the Early Retirement section is no longer in effect.

Employees who have attained age 55 and who have completed 10 or more years of Credited Service, as defined in the plan document for the Pension Plan for Operating Employees of Company, may retire on the first of any month thereafter.

An employee will be entitled to receive an unreduced retirement benefit at age 60 if the employee has at least 25 years of service with the Company. In the event an employee decides to retire prior to age 60, the retirement benefit would be calculated as follows:

(a) If the employee has 25 or more years of service with the Company, the retirement benefit would be reduced by 3/10% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 60.

(b) If the employee has less than 25 years of service, the retirement benefit would be reduced by 3/10ths% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 65.

There is a Social security supplement (bridge) for employees who retire between the ages of sixty (60) and sixty-two (62), payable during that period.

End of Historical Reference

K-VANTAGE/401K (See Attachment B)

Effective January 1, 2021, any Springfield Employee hired after January 1, 2011, will be placed in the Company's K-Vantage plan. Each employee's years of service with CMA will be combined with his or her service with the Company for purposes of calculating the Company's contribution to such employee's K-Vantage account.

These employees will also be eligible for a Company matching contribution equal to one hundred percent (100%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first three percent (3%) of eligible compensation.

From the date of hire through December 31, 2020, employees who participate in the NiSource/CMA 401(k) plan will continue to participate under the same terms and conditions as existed during their employment with CMA, except that the plan sponsor will be an Eversource company and the investment choices in the plan will or may be changed.

SUBROGATED RIGHTS

Payments made under the provisions of this Article will be reimbursed to the Company to the extent that any amounts recovered on account of the accident or sickness on a claim against a third party exceed Worker's Compensation or any payments required by law.

DUPLICATION

Amounts required to be paid by the Company under any law providing benefits similar to the benefits provided for in this Article shall reduce to the extent the amounts the Company shall be required to pay under this Article and appropriate adjustments shall be made in the benefits provided for in this Article to the end of eliminating duplication of benefits under this Article and benefits required by law.

MEDICAL RECORDS

In accordance with existing laws, the Union must have a release form signed by the employee before the Company will discuss or release any medical information pertaining to or about any employee.

ADOPTION AND SURROGACY ASSISTANCE

The Company will provide an increased adoption assistance benefit and the addition of a surrogacy assistance benefit:

The adoption and surrogacy assistance benefit provides a combined annual maximum reimbursement of up to $15,950 of eligible expenses for the adoption or surrogacy of each child under the age of 18. Employees may be reimbursed for either adoption or surrogacy eligible expenses per year, but not both. Only the expenses employees actually incur are eligible for reimbursement.

For adoptions, the benefit is payable when the adoption is final (when a decree of adoption is entered by the court). For surrogacy, employees may be reimbursed for qualifying expenses incurred resulting in a fully completed and Valid Surrogacy Contract through a bona fide agency.

1. A Valid Surrogacy Contract is one that is legal in the state in which the parties enter into it and is between the party who has agreed to become impregnated, carry and give birth to a child and the intended parent(s) of such child.

2. A completed Valid Surrogacy Contract is one that results in an eligible employee being recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or other court order recognizing the eligible employee's parental rights under applicable law.

    i. Note: A surrogacy contract that fails to result in a live birth, or results in a live birth but the eligible employee is not recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or order recognizing the eligible employee's parental rights under applicable law, shall not be a Valid Surrogacy Contract and no reimbursement benefits will be paid under this Program.

3. The adoption and surrogacy assistance benefit applies to expenses incurred on or after May 15, 2024. Eligible expenses include adoption or surrogacy agency fees, placement fees, legal fees, court fees, travel expenses, the child’s initial medical exam and certain out-of-pocket medical expenses for the natural mother.

4. If an employee or the employee’s spouse (or partner/the other parent) both

work at Eversource, only one employee is eligible to submit expenses for reimbursement.

DEPENDENT CARE & HEALTH CARE SPENDING ACCOUNTS
(See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dependent Care Plan, Flexible Spending Account, and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

EMPLOYEE ASSISTANCE PROGRAM

Eligible employees may receive Company-paid Employee Assistance, as set forth in the policy and as summarized in Attachment B of the Parties' MOA.

TUITION REIMBURSEMENT

Effective May 15, 2024, employees are eligible for reimbursement under the Company's Tuition Assistance Program as outlined on HR Connect. The highlights of the program are below:

- Employees working less than forty hours per week but more than twenty hours per week will be eligible for reimbursement at 100% up to $5,000 ($2,650 non-taxable and $2,350 taxable) for successful completion of pre-approved courses.
- Employees working forty hours per week will be eligible for reimbursement for the net applicable costs up to $10,000 annually ($5,250 non-taxable and $4,750 taxable) for successful completion of pre-approved courses.
- Reimbursable expenses include tuition, registration fees, lab fees, technology, online, matriculation, resource and required graduation fees for degree programs. Employees receiving other assistance, such as Veteran's benefits, must deduct the amount of that assistance from the total of the applicable costs.
- Fees that are excluded from reimbursement include books, computer software, tools, license fees, withdrawal, deferred payments, late fees, parking, meals, travel, room and student activity fees.

- Only work or business related undergraduate and graduate courses and degree programs taken at fully accredited colleges and universities are eligible for reimbursement.

- Where courses taken are graded, the employee must receive a grade of no less than a C for undergraduate courses or a grade of B or better for master's program courses to be reimbursed.

- Employees must be active employees prior to the start of class and upon completion of the class.

- To be eligible for reimbursement, employees must follow the tuition process as outlined on HR Connect and get the appropriate approvals prior to the start of the program.

The Tuition Assistance Program is subject to revision or cancellation as determined by the Company.

XIV. RESTRICTIONS – COMMITMENTS

BULLETIN BOARDS

The Company will provide reasonable space on designated bulletin boards for use by the Union. Such Bulletin Board space is to be used for posting notices concerning official Union business such as meetings, elections, appointments, notices of Union social and recreational activities, and other such Union matters. Such notices shall be non-controversial in nature and not adversely affect the best interests of the Company. Union notices shall be signed by a local union official.

SUMMER EMPLOYEES

Seniority provisions do not apply to employees classified as "summer employees." Such employees are hired for a specific period of time at a specific rate and for a specific job for a period of time not to exceed thirteen (13) weeks between May 1st and September 15th for each calendar year for vacation relief. Summer employees may be discharged for any reason without recourse to the grievance and arbitration procedures of this Agreement and do not, as long as they are classified as summer employees, have seniority rights under this Agreement.

Summer employees who perform all aspects of a bargaining unit position shall be paid the entry rate of pay for that position. Summer employees performing work

which does not encompass the full duties of a bargaining unit position shall be paid the summer employment rate.

CROSS BARGAINING UNIT VACANCIES

Job vacancy postings as may be required by the operational unit collective bargaining agreement, will be posted simultaneously in the clerical bargaining unit. The posting of such vacancies shall not be construed as evidence of a merger of the separate bargaining units into a single, combined unit and clerical bargaining unit employees shall not be eligible to bid on such vacancies.

However, should there be no bidders, or successful bidders in the operational unit for vacancies so posted, clerical bargaining unit employees, who apply for such openings, will be given first and due consideration.

BARGAINING UNIT WORK

Supervisors will not perform work customarily performed by the bargaining unit when the performance of such work would result in significant lost work opportunity for qualified bargaining unit members.

DRUG TESTING & DOT PHYSICALS

The Company will institute a split sample element to its existing DOT drug testing program.

Should an employee test positive for drug and/or alcohol under the random/reasonable suspicion DOT testing, the following will apply:

1st offense:	5-day unpaid suspension with Last Chance Notice; 5-day elimination period; then STD plan for duration of treatment that the SAP (substance abuse professional) recommends.
2nd offense:	Termination

SUCCESSORSHIP

This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns and the words “Company” and “Union” respectively shall be construed to include their respective successors and assigns.

DRESS CODE

The Company's dress code policy will be in effect during normal business hours or when the Company is open to the general public. When the Company is not open to the general public, the business casual dress code policy will be extended to include the wearing of " jeans" provided such jeans are in good repair and free from rips, tears, holes, etc.

STATE OF EMERGENCY

During a state of emergency, the Company may allow a work from home option. Such decision is solely at the discretion of each department's management chain based on business needs and shall not be subject to the grievance and arbitration procedure.

NEW ENERGY TECHNOLOGY

The parties agree that with the introduction of new techniques and technologies, including but not limited to: Geothermal; Hydrogen; RNG, any new Energies, and delivery of such energies, it is important that advance planning be made to anticipate skills, needs and training required. Prior to implementation of new technologies, the Company shall meet with the Union to discuss potential work opportunities.

The Company and Union shall meet to discuss the creation of a New Energy Technology Committee.

XV. UNION – MANAGEMENT COMMITTEES

SAFETY COMMITTEE

There shall be a committee of five (5) Union members selected by the Union who will meet with the General Safety Committee at such time and place as meetings are scheduled to discuss matters pertaining to safety. The members will be designated by the Union. The General Safety Committee will be co-chaired by a member of the union committee and a member of management.

GRIEVANCE & NEGOTIATION COMMITTEE

The Union shall elect a five (5) member Union Committee (as stated in the United Steelworkers Local Union election manual). The Company shall deal with the Union Committee in the matter of grievances as provided for in the grievance procedure.

XVI. COMPLAINTS AND GRIEVANCES

GRIEVANCE PROCEDURES

a. The Company Committee and the Grievance Committee may meet at the request of either party, at a time mutually agreed upon, as required to discuss disputes arising out of this Agreement. The notice of such meetings will contain necessary information on the subject matter of the meeting.

b. During the term of this Agreement, should any dispute arise between the Company and the Union as to the true interpretation and application of this Agreement, there shall be no suspension of work, but the same shall be treated as a grievance and every reasonable effort shall be made to settle such grievance in the following manner, except in the case of a general grievance raised by the Union, in which case the grievance shall be a written one originated by the aggrieved party at Step 3 below:

c. A grievance shall be filed within sixty (60) calendar days of the incident causing it or (60) calendar days when the incident should have been reasonably been known by a member of the Grievance Committee.

The grievance steps shall be as follows:

1. The aggrieved employee(s) and their Steward shall discuss the grievance with the immediate supervisor and attempt to settle the grievance. If the Shop Steward is not available, the employee(s) may be represented by a member of the Grievance Committee. If a satisfactory settlement is not reached within seven (7) calendar days then

2. Within seven (7) calendar days of the time that the grievance was answered at Step 1, the Union Committee shall reduce the grievance to writing on a form mutually agreed to by the Company and the Union and forward the written grievance to the Department Manager or his designate. The Department Manager or their designate shall discuss the grievance with three members of the Grievance Committee (*Union President or his designate, Recording Secretary and appropriate Shop Steward) and shall reply in writing within seven (7) calendar days and if a satisfactory settlement is not reached, then

3. Within seven (7) calendar days of the receipt of the written reply, the grievance shall be referred for settlement to the Vice President of the Company, Union committee and a representative of the International Union or their designated representatives. The Company and the Union shall have fourteen (14) calendar days to resolve the grievance at this

step. If the grievance is not resolved at this step in a manner satisfactory to both parties, then the Union has the right and authority to submit the grievance or dispute to arbitration in the manner provided under this Article. The Union must notify the American Arbitration Association or the Federal Mediation and Conciliation Service, or the Labor Relations Connection to schedule the arbitration within thirty (30) calendar days of the expiration of the aforementioned fourteen (14) day period. If the time limits in the grievance procedure are not observed, a grievance shall be considered waived unless an extension of time is mutually agreed to in writing.

ARBITRATION

If a grievance involving the interpretation or application of this Agreement is not satisfactorily resolved in the grievance procedure, the Union may request the American Arbitration Association or the Federal Mediation and Conciliation Service, or the Labor Relations Connection to provide a panel of arbitrators from which the parties will select an arbitrator to hear the grievance. The arbitrator so selected shall have no power to add to, subtract from or otherwise modify the terms of this Agreement. The decision of the arbitrator shall be final and binding on both parties and shall have the same force and effect as a judgement of law. His or her fee and expense shall be shared equally by the parties.

UNION REPRESENTATION

An employee, at their request may have a Union Representative of their choice at an interview with the Company where it is possible that a written reprimand, disciplinary suspension, or discharge involving the employee may result.

An employee having a grievance, shall be given a reasonable time to briefly discuss the grievance with the appropriate union representative after first obtaining such permission from their supervisor.

XVII. AGREEMENT

TERM OF AGREEMENT

This Agreement shall be effective upon execution and shall continue in full force and effect until midnight May 15, 2029

Either party may terminate the Agreement by giving notice in writing to the other party at least sixty (60) calendar days prior to the expiration date of the Agreement. Whenever notice to terminate this Agreement as herein provided is given, the parties

agree that at least thirty (30) calendar days prior to the expiration date, joint conferences will be held for the purpose of negotiating another agreement.

ASSIGNMENT

This Agreement shall be binding upon the parties hereto, their successors and assignees.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

FOR UNITED STEELWORKERS, AFL-CIO-CLC

David McCall, President

Myles Sullivan, International Secretary-Treasurer

Emil Ramirez
Vice President, Administration

Kevin Mapp, Vice President, Human Affairs

David Wasiura, Director, District 4

John Buonopane, Sub District Director

FOR EVERSOURCE GAS COMPANY OF MASSACHUSETTS

Christopher L. Hall, Vice President, Employee and Labor Relations

Brooke Sherer, Director
Labor Relations

Timothy W. McGrath, Director
Contact Centers

12026 Negotiating Committee

Benito Rocca, President, 12026

Jody Ajar, Unit President, 12026-1

Darlene Bourgeoise

Celena Croom

Maryann Teixeira

XVIII. LETTERS OF UNDERSTANDING

ISSUANCE AND REMOVAL OF NON-ATTENDANCE DISCIPLINARY WARNING NOTICES

Verbal warnings and written warnings will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Suspensions will become inactive after two (2) years from the date of violation provided there is no intervening discipline. Intervening discipline within the one (1) or two (2) year periods keeps all prior discipline active until the expiration of the most recently issued disciplinary notice.

ATTENDANCE IMPROVEMENT PROGRAM

As soon as an employee knows or should know that he or she will be absent, late or have to leave work early, that employee must notify his or her supervisor immediately. Such notice does not excuse the absence, but it will give the supervisor at least some opportunity to have someone else perform the work or otherwise schedule work around the absence.

Days on approved FMLA leave of absence approved FMLA intermittent leave of absence, jury duty, union business, bereavement, vacation, and holiday shall not be counted for disciplinary purposes.

ILLNESS POLICY

Hours:

Employees will receive the following disciplinary steps for excessive use of non-protected sick time:

- Upon using 72 hours: Courtesy non-disciplinary consultation.
- After exceeding 80 hours (1st time): Verbal warning.
- After exceeding 80 hours (2nd time): Written warning.
- After exceeding 80 hours (3rd time): 1-day suspension.
- After exceeding 80 hours (4th time): Termination.

Following the first 40 hours of sick time, employees may use sick time in less than 8-hour increments for their remaining 40 hours for medical appointments for themselves with at least 48 hours prior notice and accompanied by a doctor's note.

Progressive discipline will carry forward year-to-year on a continuous basis. Each year that employees exceed 80 hours of non-protected sick time, progressive

discipline will move to the next step in the process. The only time an employee does not progress through the discipline process is if the employee goes two full years without exceeding the threshold.

Patterns of abuse of the Company non-protected sick policy:

Patterns of abuse of the Company sick policy are also subject to discipline and may occur before employees have used all 80 hours of sick time.

Patterns of abuse include but are not limited to frequently calling out sick on Mondays and/or Fridays, calling out sick the day before and/or the day after a holiday, or calling out sick the day before and/or the day after prescheduled vacation time. Patterns of abuse shall not be considered during an employee's use of the first forty (40) hours of sick time per calendar year.

Employees will receive the following disciplinary steps for patterns of abuse of the Company sick policy, regardless of how many hours of sick time they have used at the time of the observed pattern:

- After the 3rd observed pattern: Courtesy non-disciplinary consultation.
- After the 4th observed pattern: Verbal warning.
- After the 5th observed pattern: Written warning.
- After the 6th observed pattern: 1-day suspension.
- After the 7th observed pattern: Termination.

Progressive discipline will carry forward year-to-year on a continuous basis. The only time an employee does not progress through the discipline process is if the employee goes two full years without exceeding the threshold.

Employees may be disciplined for excessive use of non-protected sick time and patterns of abuse of company non-protected sick time simultaneously, any violation of either policy will result in the next step of the disciplinary process.

The Company retains the right to request a doctor's note for any suspected abuse of sick time.

JOB ABANDONMENT

Any employee who fails to report to work and fails to provide notice of such absence to a Company supervisor for a period of three (3) consecutive workdays shall be considered to have voluntarily abandoned his or her position. In addition, an employee who fails to return to work after the expiration of a leave-of-absence will be considered to have voluntarily abandoned his or her position.

LATENESS/TARDINESS POLICY

As most employees are currently working remotely, it is expected that employees will rarely be late to work. Lateness is defined as signing in later than an employee's scheduled start time. Computer issues will generally not be an excused lateness, except under extenuating circumstances at the sole discretion of management. Employees who know they are going to be late are expected to call their supervisor in advance to make them aware.

Employees may be late, up to 5 minutes, once per quarter. Any other lateness, including lateness longer than 5 minutes, will result in an incident. If an employee has more than 3 incidents in a year, exclusive of the once per quarter allowed, they will be subject to progressive discipline, as outlined below:

- 3 incidents: Non-disciplinary Consultation
- 4 incidents: Verbal warning
- 5 incidents: Written warning
- 6 incidents: 1-day suspension
- 7 incidents: Termination

Progressive discipline will carry forward year-to-year on a continuous basis. Once employee has received a step of progressive discipline, if they exceed the three-incident threshold in any of the successive two years, they will receive the NEXT step of progressive discipline. The only time an employee does not progress through the discipline process is if the employee goes two full years without exceeding the threshold.

The Company and Union agree to continuously evaluate the efficacy of the above policies and shall meet and discuss concerns that arise over the course of the Agreement.

ISSUANCE AND REMOVAL OF ATTENDANCE WARNING NOTICES

Verbal warnings, written warnings, and suspensions will become inactive after two (2) years from the date of the violation provided there is no intervening discipline. Intervening discipline within the two (2) year period keeps all prior discipline active.

MEDICAL AND PERSONAL LEAVE OF ABSENCE POLICY

A. PURPOSE:

The purpose of this policy is to specify medical and personal leave-of-absence provisions which employees may be entitled to based on their length of continuous

service with the Company. Medical leaves are available in accordance with this policy for the employee's own serious health condition which renders the employee unable to perform the essential functions of his or her job.

B. SCOPE:

This policy extends to Local 12026

C. POLICY & PRACTICE:

Industrial Accident Leave

Employees who are absent from work due to a work-related injury should contact HRCONNECT.

Non-Work-Related Medical Leave

Employees who are absent from work because of personal injury or illness for more than five (5) consecutive work days must apply for a medical leave-of-absence for all days out of work after the fifth consecutive work day of absence.

Employees applying for a leave of absence for Short Term Disability (STD) should contact Lincoln Financial (Company Administrator) at 1-800-451-5554.

Lincoln Financial will work with employee and provider to obtain necessary medical support forthe leave of absence.

The employee’s job is protected for one year total - STD for 6 months, then LTD for 6 months. If the employee is unable to return to work within that 12- month period, the employee will be moved into an Inactive/Job Not Held status. The employee will remain in the Inactive/Job Not Held status, until he is no longer eligible for LTD benefits, at which point his employment will be terminated.

While receiving LTD benefits, any health/dental/vision deductions will be deducted from the employee’s LTD benefit.

All medical leaves will run concurrently with all federal and state leaves.

During medical leaves under the Company medical leave policy, employees are responsible for contributions to all benefit plans as if actively at work. If an employee fails to return to work for reasons other than for a substantiated continued health condition or circumstances beyond their control, the employee may be required to repay Company for all health premiums paid on the employee’s behalf during the leave.

Employees who qualify for medical leave under this policy, upon their return to work will be restored to the same or an equivalent position after the leave, except in certain cases where the person has been designated as a "key employee" or where the employment would not have continued had the employee not been on leave. Employees returning from leave may be required to supply a "fitness for duty" release from their attending physician if the leave was for their own health condition. Employees on medical leave of absence are considered unable to perform essential job functions, and as such are not allowed to perform work outside of the Company workplace during an approved leave.

The Company may require employees requesting medical leave or returning to work from medical leave to be examined by a physician designated by the Company. Any such examinations will be paid for by the Company.

PROCEDURE:

Employees applying for a medical leave-of-absence must be under the direct care of a physician and must submit medical certification directly to the Company Administrator. Employees may be required to undergo a periodic medical examination by a physician designated by the Company in order to ascertain the employee's condition.

For medical leaves, the Company will require medical certification for an employee's own serious health condition prior to the start of the leave unless the condition requiring medical leave is unforeseeable in which case such medical certification must be provided within fifteen (15) days of the request for leave, or as soon as practicable. Upon proper submission of medical documentation in support of a medical leave request, employees will be placed on medical leave in accordance with the attending physician's instructions. Employees will be advised in writing of their status including the beginning and ending dates of their medical leave and the procedures for returning to work or extending their medical leave.

Medical leaves of absence which qualify under this policy may be covered by certain insurance programs such as short-term-disability (STD), long-term-disability (LTD), workers' compensation or disability pension. When it is not covered by one of these insurance programs, leaves will be unpaid.

PERSONAL LEAVE-OF-ABSENCE

A personal leave-of-absence without pay for a period normally not to exceed sixty (60) days may be granted by the Company for urgent personal reasons to employees with at least six (6) months of continuous employment. Requests for personal leave-of-absence must be made in writing to the employee's supervisor

and the unit's senior human resources officer. Each request will be decided on its own merit at the sole discretion of the Company.

LENGTH OF SERVICE

Length of continuous service for the purpose of this policy shall be computed from the original date of hire.

Length of continuous service will be broken by the following:

- Absence from work for more than three (3) consecutive days without notice to the Company;
- Voluntary termination or resignation by the employee;
- Discharge for cause;
- Failure to return to work upon the expiration of an approved leave-of-absence or the extension of an approved leave-of-absence.

LETTER OF UNDERSTANDING – FLEXIBLE WORK SCHEDULES

The Company and the Union agree to establish a flexible work schedule consisting of four (4) days of ten (10) hours per day. Employees who volunteer for this schedule will be eligible for time and one half for all hours worked in excess of ten (10) hours daily and forty (40) hours per workweek.

Administrative Guidelines for Flexible Work Schedules:

Employees who are scheduled for the flexible workweek will receive holiday**,** vacation, sick pay, bereavement, and jury duty in accordance with paragraph (1).

Holiday allowance paid on non scheduled work days will not be used to trigger the payment of overtime beyond the forty (40) hour workweek.

Shift allowances are governed by Article VII, 4.

Employees working the flexible work schedule who are required to work two (2) hours or more beyond their normal work schedule will be eligible for a meal allowance.

When an employee is absent who is on the Flexible Work Schedule, the Company, if necessary, will seek volunteers to cover the employee’s flexible shift.
Schedule may be changed by the Company from time to time in accordance with operational requirements, in which case such schedule changes shall be made with not less than twenty-four (24)-hours notice.

CALL SHARING AGREEMENT

Effective upon the ratification of the contract, in order to ensure timely customer response, first contact resolution, and to provide an excellent customer experience, the parties agree to enter into a call sharing agreement with other Eversource contact centers, where rules allow. The call sharing agreement is defined as follows:

When calls intended for other Eversource Contact Centers originate in the Springfield Contact Center, and/or the customer initiates a request regarding multiple Eversource accounts when speaking with CSRs in the Springfield Contact Center, all Local 12026 Springfield Contact Center employees will be trained to handle the following call types from other centers, where rules and system requirements allow:

- Electric outage calls
- Electric billing calls
- Electric moving calls, including move-in, move-out, and transfer of service calls
- Electric meter and service order calls

Conversely, when calls intended for the Springfield 12026 Contact Center originate in other Eversource Contact Centers, and/or the customer initiates a request regarding multiple Eversource accounts when speaking with CSRs in other Eversource Contact Centers, CSRs in those contact centers will be trained to handle the following EGMA call types, where rules and system requirements allow:

- Gas emergency calls
- Gas billing calls
- Gas moving calls, including move-in, move-out, and transfer of service calls
- Gas service calls, including IPI/PT and meter exchange calls

Customer consultations and/or escalations across all contact centers will be handled by Resolution Specialists trained for the operating company that the customer consultation or escalation is regarding.

In addition, periodically based on existing conditions and business need, Local 12026 Springfield Contact Center employees may be offered the opportunity to voluntarily handle calls from other Eversource Contact Centers, including working voluntary overtime to assist with the above listed call types.

Any request for other Contact Centers to provide assistance to the Local 12026 Springfield Contact Center, outside of the scope covered herein, will be bargained with Local 12026 leadership in advance.

CHANGE OF OPERATIONAL HOURS

Upon ratification of the contract, the following changes will be implemented to the existing MOA ("Memorandum of AGREEMENT: Call Center Change of Operational Hours Agreement Amended: May 15, 2024"):

This letter is to confirm Eversource Gas Company of Massachusetts's (the "Company") February 4, 2022, agreement with the United Steelworkers AFL-CIO-CLC, Local Union 12026 (the "Union"; and together with Company, the "Parties") regarding the Call Center change of operational hours. Originally effective February 4, 2022, and effective May 15, 2024, as amended, as follows:

Effective upon execution of this Agreement, the Parties agree to adopt the following:

- Effective Sunday, March 20, 2022, regular business hours of operation for the Call Center will be Monday through Friday, 8:00 AM to 6:00 PM, for all regular business calls.

- The Call Center will be open for emergency calls only during non-regular business hours as follows:

    - Each evening, Monday through Thursday from 6:00 PM to 8:00 AM
    - Friday from 6:00 PM until Monday at 8:00 AM

- During non-regular business hours, the Company will staff the Call Center with one rep per shift. Shifts will be filled per the CBA.

- The CSR staffed during non-regular business hours will be skilled to handle electric outage calls from Connecticut, New Hampshire, and Western Massachusetts, as needed.

- The Call Center Rep working 2nd and 3rd shifts may be eligible to work from home. Employees must be in good standing (no active discipline, and excluding consultations) to be eligible to work from home. Once active discipline is removed, employee may be eligible to work from home. Employees who are not in good standing may bid and work from the Call Center.

- Priority calls (PR) received during non-regular business hours with a wait time over two minutes will continue to roll over to the Westwood Contact Center.

- If a Call Center Rep who is scheduled to work shift(s) during non-regular business hours (as defined above) is scheduled to be absent for at least a full week, such shift(s) will be covered by another Call Center Rep. The shift(s) will be filled per the CBA (cover shift process).

- If a Call Center Rep, who is scheduled to work shift(s) during non-regular business hours (as defined above) is absent for less than one week for any reason, depending on business needs, the Company may poll for volunteers to cover such shift(s) or a portion of such shift(s) per the CBA. If there are no volunteers to cover the shift, all calls received during such shift(s) will be forwarded to the Westwood Contact Center.

- The Call Center will be closed on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. The Call Center will be open for emergency calls only on the following holidays: Martin Luther King Day, Presidents' Day, Columbus Day, and Veterans' Day. Coverage for holidays will be filled per the CBA. There will be one Call Center Rep per shift. The Company reserves the right to open on any holiday due to business needs.

- The Company and Union agree to meet to discuss a Performance Based Work from Home Program after the implementation of OMNI.

LETTER OF UNDERSTANDING - OUTSOURCING

Eversource Gas of Massachusetts ("Company") will not outsource any USW Local 12026C ("Union") work or positions before May 15, 2029.

All prior Past Practices and memoranda that are or were in existence at the time of the 2020 Asset Acquisition or have arisen since, will become null and void at the expiration of the 2024-2029 contract.

Within at least 60 days of the date this Agreement, the parties agree to meet, discuss, and resolve housekeeping items.

LIST OF MEMORANDUMS OF UNDERSTANDING

Date	Description
No Date Listed	Sr. Rep Job Classification Credit
04/02/2004	Part-Time Employees 35 Hours to 32 Hours for Affected Employees*
11/17/2009	Vacation/Service Award Date Change for Affected Employees
04/09/2013	Clerical Union Shift Bidding
07/17/2013	Posting Position Without Offering Recall Rights
02/19/2014	Temporary Employee
06/27/2016	Temporary Transfer
08/09/2016	PT/IPI Calls MOU
03/15/2019	Mutual Aid MOU - Merrimack Valley*
04/08/2020	Work At Home Revenue Recovery/CCC/Meter to Cash*
04/09/2020	Work At Home COVID*
04/09/2020	Work At Home Sequestering of CSR/Sr's*
09/01/2020	Management Approved to do Bargaining Unit Work for Ratification Day
11/04/2020	Personal Time Off Unpaid Day Instead of Sick Day*
12/09/2020	STD Leave Protect Attendance Starting 1st Day*
09/21/2021	Multi Settlement MOU
03/03/2022	Call Center Change of Operational Hours – Amended 9/25/2023
08/28/2022	Overtime Distribution Low Hours
10/07/2022	PT/IPI Outbound Calls Made by CCC Senior Reps
12/05/2022	Performance Based Work from Home Program
12/05/2022	Emergency Restoration Event Assignment

*Reference Purposes

Following for Reference Only
Effective May 15, 2016

Position	Current Grade	Proposed Grade
Receptionist	1	1
Mail Clerk	2	4
Garage Clerk	2	2
Cust. Exp./Cust. Ops Clerk	3	3
Engineering Clerk	4	5
Workforce Planning Rep	4	4
Admin Assist Distribution	5	5
Revenue Recovery Rep	5	6
Meter Reading Rep Collections Rep	5	5
Inaccessible Meter Admin Assist	6	6
Universal CSR	6/6A	7/7A
Draftsman	7	7
Facilities Coordinator	7	7
Service/Metering Admin	7	8
Customer Ops Specialist	7	7
Sr Universal Rep	8	8 *

***Effective May 15, 2016, Labor Grade 8 will reflect an additional $.50 equity adjustment prior to calculation of 2% base increase**

XIX. APPENDIX B
WAGE TABLE
May 15, 2024, May 15, 2025, May 15, 2026, May 15, 2027, May 15, 2028

CONTACT CENTER					
Job Classification	Wage / Step Increase / Time in Progression				
Clerk Grade 3	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	**18 Mos. Emp.**	**24 Mos. Emp.**
Basic Hourly Rate					
Effective Date: 05/15/2024	$25.28	$26.42	$27.77	$28.65	$29.77
Effective Date: 05/15/2025	$26.04	$27.21	$28.61	$29.51	$30.66
Effective Date: 05/15/2026	$26.82	$28.03	$29.47	$30.40	$31.58
Effective Date: 05/15/2027	$27.63	$28.87	$30.35	$31.31	$32.53
Effective Date: 05/15/2028	$28.45	$29.73	$31.26	$32.25	$33.51

Job Classification	Wage / Step Increase / Time in Progression			
Customer Service Representative	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$35.24	$37.15	$39.05	
Effective Date: 05/15/2025	$36.29	$38.27	$40.22	
Effective Date: 05/15/2026	$37.38	$39.42	$41.43	
Effective Date: 05/15/2027	$38.50	$40.60	$42.67	
Effective Date: 05/15/2028	$39.66	$41.82	$43.95	

Job Classification	Wage / Step Increase / Time in Progression			
Customer Resolution Specialist	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$44.44	$46.38	$48.28	
Effective Date: 05/15/2025	$45.77	$47.77	$49.73	
Effective Date: 05/15/2026	$47.15	$49.21	$51.22	
Effective Date: 05/15/2027	$48.56	$50.68	$52.76	
Effective Date: 05/15/2028	$50.02	$52.20	$54.34	

CREDIT AND COLLECTIONS				
Job Classification	Wage / Step Increase / Time in Progression			
Credit and Collections Resolution Specialist	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$39.32	$41.28	$43.34	
Effective Date: 05/15/2025	$40.49	$42.52	$44.64	
Effective Date: 05/15/2026	$41.71	$43.80	$45.98	
Effective Date: 05/15/2027	$42.96	$45.11	$47.36	
Effective Date: 05/15/2028	$44.25	$46.46	$48.78	

Job Classification	Wage / Step Increase / Time in Progression			
Customer Service Associate II Grandfathered Rate	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$34.65	$36.93	$39.40	
Effective Date: 05/15/2025	$35.69	$38.04	$40.58	
Effective Date: 05/15/2026	$36.76	$39.18	$41.80	
Effective Date: 05/15/2027	$37.86	$40.35	$43.05	
Effective Date: 05/15/2028	$39.00	$41.56	$44.34	

Customer Service Associate II	**Entry**	**Entry**	**Entry**	
Effective Date: 05/15/2024	$31.86	$33.96	$36.23	

Job Classification	Wage / Step Increase / Time in Progression	
Sr. Customer Service Associate	**Entry**	
Grandfathered Rate		
Effective Date: 05/15/2024	$46.43	
Effective Date: 05/15/2025	$47.82	
Effective Date: 05/15/2026	$49.26	
Effective Date: 05/15/2027	$50.74	
Effective Date: 05/15/2028	$52.26	

FACILITY OPERATIONS				
Job Classification	Wage / Step Increase / Time in Progression			
Mail Clerk	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$28.80	$29.88	$30.96	
Effective Date: 05/15/2025	$29.66	$30.78	$31.89	
Effective Date: 05/15/2026	$30.55	$31.70	$32.85	
Effective Date: 05/15/2027	$31.47	$32.65	$33.83	
Effective Date: 05/15/2028	$32.41	$33.63	$34.85	

Job Classification	Wage / Step Increase / Time in Progression			
Facilities Coordinator	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$35.95	$40.65	$44.34	
Effective Date: 05/15/2025	$37.03	$41.87	$45.67	
Effective Date: 05/15/2026	$38.14	$43.13	$47.04	
Effective Date: 05/15/2027	$39.28	$44.42	$48.45	
Effective Date: 05/15/2028	$40.46	$45.76	$49.91	

FLEET				
Job Classification	Wage / Step Increase / Time in Progression			
Gas Operations Clerk	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$35.95	$40.65	$44.34	
Effective Date: 05/15/2025	$37.03	$41.87	$45.67	
Effective Date: 05/15/2026	$38.14	$43.13	$47.04	
Effective Date: 05/15/2027	$39.28	$44.42	$48.45	
Effective Date: 05/15/2028	$40.46	$45.76	$49.91	

GAS PLANNING AND SCHEDULING				
Job Classification	Wage / Step Increase / Time in Progression			
Gas Operations Clerk	**Prob. Per.**	**6 Mos. Emp.**	**12 Mos. Emp.**	
Basic Hourly Rate				
Effective Date: 05/15/2024	$35.95	$40.65	$44.34	
Effective Date: 05/15/2025	$37.03	$41.87	$45.67	
Effective Date: 05/15/2026	$38.14	$43.13	$47.04	
Effective Date: 05/15/2027	$39.28	$44.42	$48.46	
Effective Date: 05/15/2028	$40.46	$45.76	$49.91	

METER READING FIELD OPERATIONS					
Job Classification	Wage / Step Increase / Time in Progression				
Meter Office Administrator	**Prob. Per**	**6 Mos. Emp**	**12 Mos. Emp**	**18 Mos. Emp**	**24 Mos. Emp**
Basic Hourly Rate					
Effective Date: 05/15/2024	$33.38	$34.46	$35.55	$36.63	$37.71
Effective Date: 05/15/2025	$34.38	$35.50	$36.61	$37.73	$38.84
Effective Date: 05/15/2026	$35.42	$36.56	$37.71	$38.86	$40.00
Effective Date: 05/15/2027	$36.48	$37.66	$38.84	$40.02	$41.20
Effective Date: 05/15/2028	$37.57	$38.79	$40.01	$41.22	$42.44

XX. APPENDIX C

Miscellaneous

1. The Facilities Coordinator shall have clerical duties, including processing invoices and requisitions, for the following EGMA locations: Lawrence; Shrewsbury; Westborough.

2. Revise job descriptions for Customer Service Associate II; Customer Resolutions Specialist; Gas Operations Clerk.

3. Create job description for Credit and Collections Resolution Specialist. When the Senior Customer Service Associate II position becomes vacant, the Company shall post the vacancy as a Credit and Collections Resolution Specialist position.

4. Effective upon ratification, the Company and Union agree that Resolutions Specialists in the Springfield 12026 Contact Center will take escalated electric outage calls during emergency restoration events.

5. Upon ratification of this agreement, the Company agrees to post one additional Customer Resolutions Specialist. The successful bidder will be required to take and pass the Customer Resolution Specialist testing.

   In addition, the parties agree to meet and discuss the need for an additional Customer Resolutions Specialist 365 calendar days following the ratification of the agreement.

6. Upon ratification of the 2024-2029 Agreement, the Company and Union agreed to expunge employee discipline related to the previous attendance policy.

(Attachment A – Left Blank Intentionally)

Attachment B
Medical Plan Options – 2024

In-Network Highlights	PPO 90	PPO 100	Saver Option
Employee Medical Contribution %	20	22	10
Lifetime Maximum	Unlimited		
Annual Deductible	$250 per person up to a $500 family maximum	None	$1,600 employee only OR $3,200 employee plus one or more dependent(s)* * Per IRS Regulations: Deductible may change annually to maintain qualification as a High Deductible Health Plan (HDHP) per IRS.
Coinsurance	10%	None	10%
Annual Out-of-Pocket (OOP) Maximum* (Includes deductible)	$1,500 per person up to a $3,000 family maximum (Applies only to certain services)	$750 per person up to a $1,500 family maximum (Applies only to certain services)	$2,500 employee only OR $5,000 employee plus one or more dependent(s) (Applies to all services)
Employer HSA Funding	No	No	$500 employee only OR $1,000 employee plus one or more dependent(s)
Prescription Drug (Retail copays for up to a 34-day supply)	No deductible applies $6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	$6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	Full cost until deductible is met; then copays apply: $0 (generic) $25 (brand) $50 (non-formulary) Express Scripts
Prescription Drug (Mail order and Smart90 copays for up to a 90-day supply)	No deductible applies $12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	$12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	Full cost until deductible is met; then copays apply: $12 (generic) $50 (brand) $97 (non-formulary)

			Express Scripts
Office Visit (PCP)	**$20 copay No deductible applies**	**$15 copay**	**10% coinsurance after meeting deductible**
Office Visit (Specialist)	**$35 copay No deductible applies**	**$30 copay**	
In-Network Highlights	**PPO 90**	**PPO 100**	**Saver Option**
Telehealth Visit	**$10 copay No deductible applies**	**$5 copay No deductible applies**	**10% coinsurance after meeting deductible**
Preventive Care[1]	**100% covered, No deductible applies**	**100% covered**	**100% covered, No deductible applies**

<table>
<tr><td>Inpatient Hospital</td><td rowspan="2">10% coinsurance after deductible</td><td>$150 per day (not to exceed $300 per admission)</td><td rowspan="6">10% coinsurance after deductible is met</td></tr>
<tr><td>Outpatient Surgery</td><td>$150 copay</td></tr>
<tr><td>Emergency Room</td><td>$100 copay (waived if admitted)</td><td>$100 copay (waived if admitted)</td></tr>
<tr><td>Urgent Care/Walk-In</td><td>$30 copay</td><td>$30 copay</td></tr>
<tr><td>Lab and X-Ray</td><td rowspan="2">10% coinsurance after deductible</td><td>100% covered</td></tr>
<tr><td>Advanced Radiology (MRI, CAT/PET scan)</td><td>$150 copay</td></tr>
<tr><td>Infertility Procedures</td><td colspan="3">Plan provides coverage for specific infertility procedures (after deductible and coinsurance). Prior authorization is required for certain services.</td></tr>
<tr><td>Hearing Aid Device</td><td colspan="3">Plan provides up to $2000 per ear, every 36 months for hearing aid device. You must meet the annual deductible in the Saver Plan before the benefit is provided.</td></tr>
<tr><td colspan="4">[1]Preventive care is determined by your physician. Any non-preventive services provided by an in-network provider as part of a preventive care visit will be considered standard service and any annual deductibles, copays and coinsurance. will apply.</td></tr>
</table>

Note - OON benefits are available

Attachment B

Elm Summary of Benefits & Programs
Dental Plan Options 2024

Dental Benefit Highlights	Your Costs under Dental 1000	Your Costs under Dental 1800
Your Annual Deductible	$50 per person to a family maximum of $150	$25 per person
Preventive and Diagnostic Treatment (exams, x-rays and cleanings)	20% after deductible	No cost; no deductible
Restorative and other Basic Services(standard amalgam and composite fillings, dentures, denture repair, simple extractions and root canals)	20% after deductible	20% after deductible
Oral and Periodontal Surgery (not subject to the calendar year maximum) *Please note that Delta Dental of MA is the primary insurance carrier when submitting oral or periodontal surgery claims.*	20% after deductible	20% after deductible
Prosthodontics and other Services (bridges and crowns; implants allowedonce per 60 months per implant)	50% after deductible	40% after deductible
Temporomandibular Joint (TMJ) Appliance (subject to deductible and calendar year maximum)	50% after deductible	50% after deductible
Maximums Paid by the Plan	Plan Pays	Plan Pays
Calendar Year Maximum for Covered Services	$1,000 per person* (includes orthodontia)	$1,800 per person*
Lifetime Maximum for Orthodontia (for adults and children)	100% up to $750 lifetime maximum*; included in calendar year maximum; not subject to deductible	100% up to separate $1,800 lifetime maximum* per person; not subject to deductible
*You pay 100 percent of services once calendar and lifetime maximums have been paid by the Plan.		

Attachment B
Elm Summary of Benefits & Programs
Vision Plan Options 2024

Benefit	Description	Copay	Frequency
Well Vision Exam	Focuses on your eyes and overall wellness	$15	Every calendar year
Prescription Glasses		$25	See frame and lenses
Frame	$130 allowance for a wide selection of frames 20% off amount over your allowance	Included in Prescription Glasses	Every other calendar year
Lenses	Single vision, lined bifocal, andlined trifocal lenses Polycarbonate lenses for dependent children	Included in Prescription Glasses	Every other calendar year
Lens Options	Standard progressive lenses- Premium progressive lenses Custom progressive lenses Average 20-25% off other lens options	Plan pays $55 (Standard) $95 – $105 (Premium) $150 – $175 (Custom)	Every other calendar year
Contacts (instead of glasses)	- $335 allowance for contacts (includes fitting and evaluation)	$0	Every other calendar year
Diabetic Eye Care Plus Program	- Services related to type 1 and 2 diabetes; ask your VSP doctor for details	$5	As needed
Extra Savings and Discounts	Glasses and Sunglasses - 20% off additional glasses and sunglasses, including lens options, from any VSPdoctor within 12 months of your last Well Vision Exam		
	Laser Vision Correction - Average 15% off the regular price or 5% off the promotional price; discountsavailable only from contracted facilities		

Attachment B
Elm Summary of Benefits & Programs

Benefit	Summary
Flexible Spending Accounts, (FSA)	Dependent Care Health Care
Basic Life	2X Base Pay Company Paid
Optional EE Life EE Paid	Available, EE Paid
Dependent Life EE Paid	Available, EE Paid
Basic AD&D Company Paid	2X Base pay Company Paid
Optional AD&D (EE and Dep)	Available, Employee Paid
Business Travel Accident	Company Paid
Vacation Schedule	See Page 32
Floating Holidays	2 per year
Holidays	10 per year
Sick Days	10 per year
Short- Term Disability	After 5 sick days: 12 weeks @ 100% and 13 weeks at 67%
LTD Core	50% of base pay
LTD Buy Up	67% of base pay (employee buy-up)
EAP	Company Paid
Tuition Assistance	See Page 54
Wellness Incentive	Up to $200 Annually
Care@Work Program	Care.com Membership Back up child/adult care at subsidized rates, care specialists available for child and elder care assistance
Legal Assistance Program	Access to network of attorneys (annual enrollment required). Receive legal advice on wide range of matters (real estate, estate planning, etc).
Eversource Discount Marketplace	Potential discounts for homeowners / auto and pet insurance as well as identity protection. Payroll deduction.
Adoption and Surrogacy Assistance	See Page 53

Attachment B
Elm Summary of Benefits & Programs

Benefit	
Eversource K-Vantage Plan	Company contribution into K-Vantage account, held within 401(k). Contribution based on age plus YOS: <40 = 2.5% 40 but < 60 = 4.5% >60 = 6.5% Eligible pay = Base pay, incentive, OT at straight-time, premiums
Eversource Med Vantage Plan	For K-Vantage Participants over the age of 40 – a notional $1,000 contribution to a health reimbursement arrangement (HRA) which can be accessed for qualified retiree medical expenses
Eversource 401k Plan	Matching contribution of 100% of first 3% of eligible compensation (base pay plus incentive)
Retiree Medical HRA Subsidy	Eligibility: Age 55 with 10 years of service or 20 continuous years of service Subsidy not available until age 55 Subsidy under age 65: $6,500 each for EE, spouse, and child, max $19,500. Must be enrolled in a nongroup medical plan. Subsidy age 65+: $2,500 each for EE, Spouse, Child. Must be enrolled in an MSP through ViaBenefits private exchange. No company sponsored medical plans are provided. The benefit is a contribution to a Health Reimbursement Arrangement (HRA).

Information in this document is intended as a summary and does not include all details. All benefits are governed by the official plan documents, summary plan descriptions, insurance contracts, or company policy.
As in the past, the Company will continue to review all of its benefit plans and make changes as they become appropriate, informing the unions of such changes and/or negotiating such changes as required.

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AGREEMENT

By and Between

EVERSOURCE GAS COMPANY OF MASSACHUSETTS

SPRINGFIELD DIVISION

and

UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL AFL-CIO-CLC

On Behalf of LOCAL UNION NO. 12026

May 15, 2018 to May 15, 2020

May 15, 2020 to May 15, 2024

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I. INTRODUCTION

1. AGREEMENT

AGREEMENT made and entered into this 9th day of May 2018 by and between EVERSOURCE GAS COMPANY OF MASSACHUSETTS, SPRINGFIELD DIVISION (hereinafter the "Company") and UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL and SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO-CLC (hereinafter called the "Union") on behalf of LOCAL UNION NO. 12026 and, together, with the Company, the "Parties".

Within one year of the Asset Purchase closing date, the parties will meet to discuss a merger of the 12026 Clerical CBA and the 12026 Physical CBA.

2. PURPOSE OF AGREEMENT

WHEREAS, the parties hereto have reached an Agreement as a result of collective bargaining for the purpose of facilitating the peaceful adjustment of differences, if any, that may arise from time to time, and to promote harmony and efficiency, the parties hereto contract and agree as follows:

II. RECOGNITION

1. UNION RECOGNITION AND BARGAINING UNIT

The Company agrees and does hereby recognize the Union as the exclusive representative of all employees located at Springfield to whom this Agreement applies for the purpose of bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment.

The employees to whom this Agreement applies are only those employees located at Springfield, Massachusetts, in the classifications and departments of the Company set forth in Appendix A. This Agreement does not apply to all office employees, guards, professional employees and supervisors as defined in the National Labor Relations Act as amended.

At a time to be determined, but prior to the closing date of the Asset Purchase, the Company will make offers of employment, under the terms set forth in the MOA, to all employees who are members of Local 12026 (the "Springfield Employees"), and who are either: (a) actively employed in good standing by CMA on the closing date; or (b) employed in good standing by CMA on the closing date and on a company-approved leave of absence or disability leave. The Company's initial offers of employment to those Springfield Employees actively employed in good standing by CMA on the closing date shall be for employment effective as of

the closing date. The initial offers of employment to Springfield Employees who are on a company-approve leave of absence or disability leave shall be for employment, as set forth in the APA, effective as of the earlier of: (i) the date such Springfield Employee is scheduled to return to work, and (ii) six (6) months following the closing date or, if later, the expiration of such Springfield Employee's statutory return right under applicable law.

III. RESPONSIBILITY

1. RESPONSIBILITY OF MANAGEMENT

The Union agrees, for itself and its members, not to hinder or interfere with the management of the Company in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work, but in the exercise of these responsibilities in management, the Company agrees that it will not discriminate against any member of the Union. This article shall in no way abrogate any other clause in this Agreement.

The Company retains the right to employ, transfer, promote or discharge employees, regardless of membership or non-membership in the Union.

2. RESPONSIBILITY OF THE LOCAL UNION

In consideration of the commitments assumed by the Company in this Agreement the Local Union agrees that its officers and members will cooperate directly and indirectly with the efforts of the employer to maintain high efficiency, productivity, and competence in the work force and to train employees to improve their skills and abilities.

The Local Union agrees that it will encourage its members to suggest improvements in practices and procedures and to welcome changes introduced to: improve service and performance; reduce costs, waste, damage and accidents; increase individual productivity. The Local Union agrees to support the efforts of management to provide economical and quality services to consumers and to encourage work assignments which fully utilize the skills and time of individual members.

3. RESPONSIBILITY OF EMPLOYEES

a. Employees shall individually and collectively work so as to maximize operating efficiency and individual and group productivity. They shall make every effort to protect the property of the Company and represent the best interest of the Company in their relationships with consumers and the public.

b. Employees shall not engage in work for pay on their own or for another employer when there may be a conflict of interest between the services provided by the Company and the activities of the employee.

4. NO STRIKE - NO LOCKOUT

While this Agreement is in force there shall be no lockout of the employees by the Company and neither the Union nor its members will cause or participate, directly or indirectly, in any strike or stoppage of work.

5. CORRECTIVE PROCEDURE

In further consideration of the mutual commitments contained herein, the parties hereto expressly agree that neither party shall bring, or cause to be brought, any court or other legal or administrative action against the other until the dispute, claim, grievance or complaint shall have been brought to the attention of the party against whom it shall be made and the said party, after actual notice of the same, shall within a reasonable time, fail to take steps to correct the cause of circumstances giving rise to such dispute, claim, grievance or complaint.

6. COMPLIANCE WITH LAWS AND REGULATIONS

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, or by any duly constituted governmental agency of the United States or the Commonwealth of Massachusetts, such decision shall not invalidate the entire Agreement, it being the express intent of the parties hereto that all other provisions not so declared invalid shall remain in full force and effect.

7. NON-DISCRIMINATION

a. The parties to this Collective Bargaining Agreement agree that it shall continue to be their policy to prohibit discrimination of any persons because of pregnancy, race, creed, color, national origin, age, sex, religion, union activity, disability, veteran, disabled veteran, Vietnam Era Veteran, marital status, sexual orientation, sexual identity, genetic information or any other characteristic protected or covered under any applicable law in hiring, lay-off, promotion and all other terms and conditions of employment.

b. All reference as to the masculine gender in this Agreement shall be also construed to refer to the feminine gender where applicable.

8. SIDE AGREEMENTS AND EFFECT OF AGREEMENT

During the term of this Agreement the Union and the Company will review all jointly signed letters or memoranda of agreement or recognized past practices and present such letters, memoranda or practices which it wishes to have continue.

Where the parties agree to continue such memoranda or letters of agreements or past practices they will continue.

Where the parties disagree on such memoranda or letters of agreement or past practices, they will be a subject of bargaining in the succeeding contract; however, they will continue in force during this Agreement.

Written grievance settlements between the Company and the Union shall continue in full force and effect.

IV. UNION MEMBERSHIP

1. UNION SHOP

It is agreed that all employees who are members of the Union as of the effective or execution date of this Agreement and all employees who thereafter have become or may hereafter become members of the Union, shall remain members of the Union in good standing for the duration of this Agreement as a condition of continued employment by the Company; and further that all new employees covered by this Agreement hired after the date of this Agreement shall after thirty (30) days of employment, become members of the Union and remain members in good standing for the duration of this Agreement as a condition of continued employment. Good standing shall mean only the payment of the initiation fee and periodic dues.

2. REGULAR EMPLOYEES

The term "regular employee" means those employees holding positions authorized to be filled by management who are scheduled to work at least 1,000 hours in a calendar year.

3. TEMPORARY EMPLOYEES

The term "Temporary Employee" means those hired and paid directly by the Company to fill temporary jobs such as seasonal construction in the Distribution Department. Temporary Employees will not exceed twenty-five (25) in number. Any such employee who shall have worked six (6) consecutive months for the Company may thereby become a regular employee with seniority as of the date of hire, if regular positions are available. Temporary Employees are not covered by the provisions of this Agreement. The Company, within its discretion, may sever the employment of temporary employees.

The Company agrees that when Temporary Employees are used in the Distribution Department, no employees in the bargaining unit will be laid off. If an employee is on layoff from the bargaining unit and still has recall rights, he/she will be recalled in accordance with the contractual recall provisions prior to using temporary employees.

The normal work day shall consist of eight (8) hours and the normal work week shall consist of five (5) days. The normal work week will run Monday thru Friday, except weeks in which a holiday falls. Temporary Employees will be allowed to work up to two (2) hours of incidental overtime per job when the job necessitates it at the end of the shift. Scheduled overtime will be given to Temporary Employees only when all regular Distribution Department workers have been offered the scheduled overtime work.

Neither the Company nor the Union shall use any type of past practice, understanding, or other agreement, in existence prior to the effective date of this Agreement, outside the Collective Bargaining agreement, to oppose the operation of this Section.

4. PROBATIONARY EMPLOYEES

The term "probationary employee" means those hired on a six (6) months trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory and if the positions are still open, they will become regular employees.

The Company may request to extend the six (6) month period for probationary employees for up to an additional six (6) months provided written notice is given to the Union ten (10) days before the extension and if the Union is not satisfied with the reasons for the extension, it may register its objection and the extension will not be granted.

Probationary employees are covered by the provisions of this Agreement and during the probationary period shall be eligible for all benefits, but the retention of a probationary employee is at the discretion of the Company and termination of employment during the probationary period or extension thereof shall not be subject to review through the grievance and arbitration procedure.

5. CHECKOFF

The Company shall deduct from wages weekly and to remit monthly to UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL and SERVICE WORKERS INTERNATIONAL UNION, 5 Gateway Center, Pittsburgh, Pennsylvania the membership dues and initiation fees uniformly required of each employee on whose account such deductions are to be made, pursuant to a written assignment on a form approved by the Company. Membership dues shall be as designated by the International Secretary/Treasurer and certified by the UNION to the COMPANY. Such form shall contain such provisions concerning irrevocability, duration, revocation and automatic renewal as the UNION may request but only to the extent that such provisions comply with the applicable requirements of Section 302(C) of the Labor Management Relations Act, 1947, as now or hereafter amended, as said requirements may from time to time be interpreted by appropriate governmental authorities.

The Union shall indemnify and save the Company harmless against any and all claims, including legal fees, which may arise out of or come into being by reason of any action taken or not taken by the Company for the purpose of complying with this dues deduction provision.

The individual written authorization by the employee shall be delivered to the Company on cards similar to the card attached, marked Appendix C and made part hereof.

V. HOURS OF WORK

1. WORKDAY, WORKWEEK

The regularly scheduled working day will consist of not more than eight (8) hours and the regularly scheduled working week will consist of not more than forty (40) hours. For administrative purposes only, it is understood that the workday begins at 12:00 a.m. and the workweek begins Sunday at 12:00 a.m. and the workweek is Sunday through Saturday.

"Straight-eight" work days – the Company will temporarily continue the practice of certain Springfield Employees working "straight-eight" work days where they are working such schedules as of the effective date (September 2, 2020) of this MOA continuously up through the period immediately prior to the closing of the Asset Purchase. The Company and Local 12026 agree, however, that effective November 1, 2021, the Company, unilaterally and at its sole discretion, has the right to change the schedules of all such employees to 8 ½ hour days with a ½ hour unpaid lunch.

2. WORK SCHEDULE

A workday schedule will be posted each Friday and so arranged that the day or days off of each employee will be alternated from week to week so that each employee, insofar as practicable, can receive consecutive days off.

3. WORK SCHEDULE CHANGES - LUNCH PERIOD

A regular place and stated hour for reporting for work will be given each employee. Due notice of not less than twenty-four (24) hours shall be given by the supervisor of any change in place or starting time, except in cases of emergency. The hours of work shall be continuous, except those operations where time is usually taken off for lunch. Such a lunch period shall not be less than nor more than thirty (30) minutes. The time for beginning the lunch period will be within five (5) hours of the starting time. Should an employee be approved to work through his lunch period, he will receive time and one half for work performed.

Employees assigned to work where eight (8) hours of continuous operation is necessary shall be allowed a meal period of twenty (20) minutes with pay. Such meal time to be taken so as not to interfere with continuous operations of service.

4. WASH-UP

Where practicable, the Company will allow up to ten (10) minutes wash-up time at the end of the workday.

5. ATTENDANCE - NOTICE OF ABSENCE

Any employee who expects to be absent from work must notify HRConnect as soon as possible, but in no case less than one-half hour (3 hours in the case of a second or third shift employee) where practicable before his/her regular time for starting work, stating cause of absence and when he expects to be able to return to work. In the event the employee isunable to reach HRConnect, he must contact his immediate Supervisor.

6. ATTENDANCE IMPROVEMENT

Employees shall comply with all reasonable regulations introduced to govern reporting of absence and control of any abuse.

The Union and the Company agree to review periodically the attendance and disability benefit claims made by employees for the purpose of correcting any problems that may occur.

The procedure for improving attendance is included as part of this Agreement. (See Appendix D)

7. UNION LEAVE OF ABSENCE

Without loss of seniority rights, employees who are members of the Union when delegated or elected to transact business or matters pertaining to the Union shall be granted such leave of absence as may be approved by an officer of the Company.

Upon request of the President of the International Union or his designated representative, to the appropriate officer of the Company or his designated representative, an employee hired by the International Union on a temporary or regular basis shall be granted a leave of absence without loss of seniority, but without pay, for the period of twenty-four (24) months.

8. PARENTAL LEAVE

An employee who has completed the six (6) months probationary period and who is pregnant will be eligible for a maternity leave without pay and without loss of seniority, not to exceed six (6) months, including the period of paid disability, vacation and unpaid leave (unpaid leave cannot exceed three a (3) months) and upon return to work shall be restored to the previous position or a similar position with the same status as of the date of leave unless operating conditions occur during the absence which affect the employee's seniority status.

An employee, who is not eligible for parental leave referenced in paragraph one but who has completed three (3) months of service, may be eligible for parental leave, per Massachusetts law, for up to eight weeks of unpaid leave for the purpose of giving birth or for the placement of a child under the age of 18 (or under the age of 23 if the child is mentally or physically disabled) for adoption. The employee is required to provide at least two (2) weeks' notice of his anticipated departure, or as soon as practicable if the delay is beyond his control and state his intent to return to work.

Health and life insurance shall be continued the duration of each parental leave granted. However, the employee must continue to contribute toward the cost of any benefit plans that require employee contributions during the leave of absence.

Holidays occurring within any disability period are paid under the disability provision of the Labor Agreement.

Holidays occurring within any unpaid leave of absence shall not be paid.

If an employee has medical complications, the paid leave period provided under Article XVI. Personal Security shall apply in accordance with applicable laws.

VI. WAGES

Any increase in salary agreed to by the parties will be effective January 1, 2021. The parties further agree that, on or before the second pay day in 2021, each Springfield Employee employed as of that date will be paid a lump sum bonus equal to the percentage increase that is effective January 1, 2021, multiplied by the total gross earned wages for that employee for the time worked from October 1, 2020 (or the date of hire by the Company, if different) through December 31, 2020 (or the last date on which the Springfield Employees are paid through NiSource's payroll system, if different). In the event any employee terminates employment prior to January 1, 2021, he will be paid such lump sum bonus at the same time as stated above and calculated by multiplying the percentage increase that would have been effective January 1, 2021 by the total gross earned wages of that employee from October 1, 2020 (or the date of hire by the Company, if different) through his date of termination.

Effective January 1, 2021, the payday for Springfield Employees will change from Friday to Thursday and will remain weekly.

The parties understand and agree that, for a period of time up to but not to exceed two (2) years from the closing of the Asset Purchase (such two-year anniversary occurring on October 8, 2022), due to payroll and benefits systems transitional issues, the Company may not be able to process payroll, health and welfare benefits, and/or retirement benefits for the Springfield Employees in accordance with the terms of the September 2, 2020 MOA. Accordingly, the parties understand and agree that the Springfield Employees may begin employment with the Company under certain temporary, interim terms and conditions of employment as provided in this paragraph. Such temporary, interim terms and conditions of employment may include the following: (a) health and welfare benefits and retirement benefits will or may be provided by plans that "mirror" all or some of the terms and conditions of certain CMA health and welfare and retirement plans, but that are sponsored and maintained by Eversource Energy Service Company or the Company (the "Mirror Plans"); and (b) payroll services will or may be provided by NiSource Inc. under the payroll practices in effect under the Local 12026 CBAs as of the time of the closing. Notwithstanding the foregoing, the parties understand and agree that the terms and conditions of employment for the Springfield Employees will be as set forth in the September 2, 2020 MOA subsequent to the period described in this paragraph.

1. WAGE LEVELS

Grandfathered employees will receive negotiated general wage increases in future collective bargaining agreements.

It is agreed that effective January 1, 2021, the existing side letters relating to stipend payments for the Maintenance Mechanic, Lead Service Technician, and Senior Lead Distribution Operator shall cease to be in effect.

Wages shall be paid to employees in accordance with Classifications, Job Classifications, and Wage Schedules shown in Appendix A attached hereto and made apart hereof.

A. All present job rates are to be increased effective May 15, 2018, by three percent (3%).

B. All present job rates are to be increased effective May 15, 2019, by two percent (2%).

C. All present job rates are to be increased effective May 15, 2020, by three percent (3%).

D. All present job rates are to be increased effective May 15, 2021, by three percent (3%).

E. All present job rates are to be increased effective May 15, 2022, by three percent (3%).

F. All present job rates are to be increased effective May 15, 2023, by three percent (3%).

2. DETERMINATION OF RATE OF PAY

Rate of pay shall be determined by job classification. (Wage and Step Increase Schedule Rates of Pay – Appendix A)

3. WAGE RANGES

Wage ranges are established for each job classification. A minimum and maximum rate applies to each job.

4. WAGE DETERMINATION

Wage differentials between jobs are based on differences in responsibilities, skills and duties.

In the event a new job is established, or a substantial change is made in the duties of an existing job, the rate for the new or changed job shall be established by the Company, based on its equitable relationship to other jobs.

During the thirty (30) day period immediately preceding the expected date of the change, the Company shall discuss the appropriate wage classification and rate with the Union. If the Union disagrees it shall have the right for a period of six (6) months thereafter to appeal the Company's decision through the grievance and arbitration procedure, and the final rate determination shall be paid as of the date the job was filled or changed.

5. WAGE ADMINISTRATION

The Company establishes job classifications and the combination of duties that make up a job classification also determines whether or not a classification shall be filled and how many individuals are required in a classification at any time.

Individuals within a classification are required to perform all duties included in the classification.

To be eligible for promotion, employees bidding for posted openings must meet the minimum qualifications established for the job.

To be eligible for promotion within a related series of classifications, employees shall begin in the lowest classification in the series and pass a job-related examination and complete required service in each successive level.

6. WAGE PROGRESSION

Progression to the job maximum rate shall be in intervals of no longer than a maximum of six (6) month service steps from the date of entry into the job.

7. TRANSFER BETWEEN JOBS NOT IN A RELATED JOB SERIES

a. **To a Higher Job Classification**

An employee who bids to a job in a higher paid classification shall be paid the minimum for the job or the step rate next above his present rate, whichever is higher, and continue the established progression for the new job classification.

b. **The Same Wage Job Classification**

An employee who bids to a job in the same classification shall be paid his present rate and continue the established progression, if any, to the maximum job rate.

c. **To a Lower Wage Job Classification**

An employee who bids to a job in a lower classification shall receive the step rate nearest his present rate but not to exceed the maximum job rate for the new job and continue the established progression, if any, for the new job classification.

8. TRANSFER TO AND WITHIN A RELATED JOB SERIES

An employee bidding and entering a related job series shall begin at the step rate next above his present rate but not to exceed the median progression rate for the related job series and shall remain at this rate in the classification and shall then progress as qualified from step as scheduled, provided periodic examination verifies continued eligibility.

9. TEMPORARY ASSIGNMENTS

The Company may temporarily assign employees not in the progression within a related job series, to jobs outside of their classification for up to 180 calendar days. Any transfer exceeding 180 calendar days will be limited to illness/accident, vacation coverage, restricted duty, pending job vacancies and other unforeseen business conditions. Employees temporarily assigned to a job in a higher classification shall receive the top of the rate of pay for the position to which he is assigned.

Employees assigned temporarily to a higher rated job for periods of three (3) hours or less but more than one-half (1/2) hour shall receive the higher rate of pay for actual time worked on the higher rated job that day. Such time shall be calculated on a cumulative basis.

Employees assigned temporarily to a higher rated job for periods of more than three (3) hours shall receive the higher rate of pay for all straight time worked that day.

This shall not apply where employees are learning the duties of the new job. If an employee is awarded a position to which he has been transferred to in the past, they will receive credit for the time spent in said position and the appropriate progression rate will apply.

An employee in progression within a related job series is expected to perform any assignment within the series that is covered by the training received prior to such assignment at his regular rate of pay.

Employees temporarily assigned to a lower rated position shall retain their regular rate of pay.

Selection of employee to be transferred shall be in accordance with Article XV. Seniority.

10. CLASSIFICATION ADDITIONS AND MODIFICATIONS

The Company agrees upon ratification of the collective bargaining agreement to implement the following changes to existing job classifications:

A. The Locate/Leakage Technician will be retitled “Service Technician D” and will retain all duties of the Locate/Leakage Technician. Wages will be based on the Service Technician D classification.

B. The Company agrees to conduct a transfer bid, limited to employees currently holding the “Utility Worker General” position to be moved into the “Service Technician A” classification. All job tasks and responsibilities currently associated with the “Utility Worker General” classification will be merged with the job duties assigned to the “Service Technician A” classification. In addition to the duties described in the current job description, the “Service Technician A” job classification will include the responsibilities listed below:

a) Use of company approved gauges and leak detection equipment to test service and house lines.
b) Grade and pre-mark gas leaks.
c) Complete any job assessment form required.

Upon approval from the appropriate governing body, "Service Technician A", will be permitted to repair leaks on jurisdictional pipe and adjust, repair or replace domestic regulators.

The successful bidder will be placed at the appropriate wage grade/step in the labor grade 8 "Service Technician A" classification.

Throughout the term of the agreement, any "Service Technician A" who achieves a gas fitters license, and who communicates his desire to be promoted, will be permitted to progress into the "Lead Fitter" classification with appropriate wage progression.

C. Meter Reader/Collectors will be paid at a rate of $40.00 per hour as of September 2, 2020, for all individuals listed in Attachment A of the MOA. Once WorkForce mapping has been complete, future hires into this position will be hired into the position of Local 369 Field Service Representative.

D. The Parties agree to meet during the Transition Period to discuss the need for a Lead Welder position.

E. A new classification of Service Tech/Fitter will be created. New positions posted in the meter service department will be posted as a Service Tech/Fitter and employees hired into this position will be required to obtain a Massachusetts Gas Fitters License. Current Service Technicians will not be required to obtain this license but may do so voluntarily and move to the Fitter classification. In addition, current CMA employees who had formerly held the Service Technician A (fully qualified) position would also be exempt from the new license requirement. In the event such employees voluntarily choose to obtain this license, they also would be eligible to move to the Fitter classification.

F. Maintenance Mechanic M&R - As of September 2, 2020, employees in the Maintenance Mechanic M&R position identified in Attachment A of the MOA will be paid at a rate of $51.72 per hour. These employees will then be grandfathered for the duration of their employment at this rate. New employees hired into this role will be hired as Local 12004 General Technician A positions (refer to wage table Appendix A). The parties agree to meet and discuss the job specifications and duties of the existing M&R positions during the Transition Period.

G. Inspector - Effective January 1, 2021, Inspectors will operate pursuant to the procedure attached as Attachment E of the MOA and Attachment E of this Agreement. It is understood that Inspectors will be selected by seniority provided they are trained and qualified to operate as Inspectors (See Attachment E).

H. LNG Plant Operators and Plant Operations and Maintenance Assistant - Local 12026 agrees, with respect to the LNG facility, that the workforce will be split between Operators and Maintenance workers, but that any employee currently in a Plant Operations Maintenance Assistant position will be grandfathered with his duties as of the closing of the Asset Purchase and will be paid according to Attachment A of the MOA. Local 12026 further agrees that during the Transition Period, it will meet with the Company's representatives to discuss a Time Merit Progression ("TMP") program which future Operator and Maintenance employees will be required to complete in order to remain in their Operator and Maintenance positions. Existing employees will be required to train and qualify pursuant to the TMP program, but will not be subject to removal if not able to successfully complete the TMP. New employees hired into these classifications prior to May 15, 2021 will be hired at the rate of $45.65/hour for LNG Operators and $42.94/hour for LNG Maintenance Mechanic.

I. Lead Distribution Operators will be mapped to a 12004 Working Leader Distribution. Working Leaders who operate a backhoe for more than four hours per shift will be upgraded to Working Leader/Backhoe Operator at a rate of $49.84. It is understood that the existing roster of Equipment Operators will be polled for 14 Backhoe Operator positions at $46.62/hour. The remainder of the CMA roster will become Distribution A positions at $45.76/hour.

J. The Lead Meter Repair position will receive a 3% increase on rate of pay as of September 2, 2020 and will then be grandfathered for the duration of their employment at this increased rate. Future employees hired into this position will be hired as a Local 12004 Meter Repair Technician.

K. The Instrumentation/Service Tech will receive a 3% increase on their rate of pay of September 2, 2020 and will then be grandfathered for the duration of their employment at this increased rate. Future employees hired into this position will be hired as a Local 12004 SMMT position.

L. Should a Lead Storekeeper position be posted, it is agreed that the position will be paid the rate for a Working Foreperson Store in the Local 12004 CBA, $45.31 per hour.

M. The position of Senior Lead Distribution Operator will become Training Coordinator/Distribution. This position will be posted under the Local 12004 CBA job specifications and agreement regarding the Training Coordinator/Distribution position. Employees must meet the minimum qualifications for the Distribution Department in order to be considered.

N. Each current employee (2) scheduled to be hired into the existing Patch Operator position will be classified as a Distribution Tech PT as described in the Local 12004 CBA, at a rate of $30.39 per hour. The Company agrees that it will not, insofar as is practicable, contract out work normally performed by distribution employees when contracting out would result in fewer than 37 distribution employees.

VII. EMERGENCY RESPONSE

Emergency response is the highest priority type of work or activity. To improve and ensure maximum emergency response, an "Emergency Responder" rotation process shall be established to respond to all "Gas Leaks, Low pressure/No Gas Orders, and Carbon Monoxide orders".

Effective 5/1/2016, all qualified employees, including but not limited to, distribution, service, and metering shall be required to participate in the Emergency Responder rotation process. Construction Crew will be required to participate in Emergency Response as outlined in Article XIII, Section 3.

Process

1. A rotation process shall be established for designating "Emergency Responders".
2. Emergency responders shall be determined by qualification and closest geographic proximity to an emergency regardless of work location.
3. Emergency shall be defined as any Gas Leaks, Low Pressure/No Gas Orders, and Carbon Monoxide orders.
4. Emergency responder rotation will be determined on a daily (24 hr.) or weekly basis as determined by management and discussed with the union.
5. Gas Dispatch will be provided with one (1) contact number for each Emergency Responder that the employee will be available at for emergency response.
6. Each Emergency Responder is required to work the number of emergency response rotations assigned each year.
    A. In the case of a personal emergency, it is the employee's responsibility to directly contact his Supervisor.
7. The order in which Emergency Responders are called shall be determined by management and discussed with the union.
8. Emergency Responders shall be required to take a company vehicle home.
9. Emergency Responders will be determined by management and discussed with the union.
10. Emergency Response will be an agenda item at all Labor/Management meetings.

Compensation

Emergency Responders on rotation will be paid Emergency Responder pay of $35.00 per day Monday through Friday, and $50.00 per day on Saturdays, Sundays and holidays.

Emergency Responders on rotation shall be entitled to Emergency Responder pay, in addition to pay for actual time worked if called.

ASSIGNMENT OUTSIDE REGULAR REPORT AREA

When an employee is required to work outside his normal report area, at the start of the day, the following will apply:

1. Without forty-eight (48) hours' notice, the employee has the option of reporting directly to his re-assigned location or his normal report area. Should an employee choose to report to his normal report area, he will be transported by the Company to and from the re-assigned location. In no case will an employee be required to travel on his own time or provide his own transportation on such an assignment. If an employee elects to report directly to his re-assigned location, he will be compensated in accordance with paragraph 2. outlined below.

2. With forty-eight (48) hours' notice, the employee may be required to report directly to his re-assigned location. If such is the case, the employee will be required to travel on his own time and provide his own transportation. An employee will receive an allowance equal to one (1) hour of his straight time base rate for each way of the required travel.

3. The Company will solicit for volunteers based on Company seniority. In the event there are no volunteers, the qualified junior employee will be assigned.

<table>
<tr><td colspan="3">Assignment Outside Regular Report Area</td></tr>
<tr><td colspan="3">When an employee is required to work outside Regular report area, at the start of the day, (The Company will solicit for volunteers based on company seniority. In the event there are no volunteers, the qualified junior employee will be assigned) the following will apply:</td></tr>
<tr><td colspan="3">Without 48 hours' notice – Employee may choose one of the following options</td></tr>
<tr><td>Start Work</td><td>End Work</td><td>Payable</td></tr>
<tr><td>(A) Normal area</td><td>Normal area</td><td>No Travel pay, however, the Company provides transportation to and from new assigned area</td></tr>
<tr><td>(B) Other than normal area</td><td>Other than normal area</td><td rowspan="2">One hour of straight time base rate for each way of required travel</td></tr>
<tr><td></td><td></td></tr>
<tr><td colspan="3">With 48 hours' notice</td></tr>
<tr><td>Start Work</td><td>End Work</td><td>Payable</td></tr>
<tr><td>Other than normal area</td><td>Other than normal area</td><td>One hour of straight time base rate for each way of required travel. Employee may be required to report directly to reassigned area and provide his/her own transportation as well as travel on his/her own time.</td></tr>
<tr><td colspan="3">An employee is not considered out of area if he/she reports in to work and reports out from work at end of work assignment, both times, at his/her normal work area regardless of where he/she traveled to during the work assignment.</td></tr>
</table>

EMERGENCY WORK PREMIUM

When an employee is assigned to work outside his normal report area for a period of more than 24 continuous hours, including travel time, the method of payment will be as follows:

1. The employee so assigned will be paid for working time at the applicable overtime rate, and for rest time at his regular straight time rate.

2. The Rest Period Policy will not apply during this emergency work when employees are being paid under (1), but every effort will be made to give employees adequate rest time.

3. If a holiday occurs during this assignment, working time shall be paid for at the applicable holiday rate and rest time shall be paid at the regular straight time rate.

4. When the assignment is completed and the employees have returned to their own Report Area, the normal method of payment and rest time procedures will be in effect.

5. Employees covered by this Agreement, in like classifications, in the areas to which outside crews have been assigned in excess of 24 continuous hours, will be paid. according to the same premium method as the assigned crews covered by this Agreement. The rest period application will be the same beginning at the time the first outside crew arrives in the area and continuing until outside crews have left the area when the normal method of payment and rest procedures will be in effect.

6. If employees in other classifications are assigned and become working participants in the area of the service interruption for a period in excess of 24 continuous hours including rest time, the above provisions will apply.

7. Employees once assigned under the above conditions will not be reassigned to circumvent this Agreement.

VIII. CALLOUT ACCEPTANCE

The minimum percentage of individual callout overtime acceptance shall be 15%. Individual performance levels will be reviewed quarterly to verify employee's year to date acceptance rates. Failure to maintain the 15% callout acceptance requirement will be viewed by management as a performance issue and addressed accordingly.

All employees will be subject to a quarterly review of their callout performance and the Union will receive a quarterly list of the entire local.

Callout percentages will be discussed monthly at union management meetings and reviewed quarterly on a case by case basis.

IX. RESIDENCY REQUIREMENT

A Residency Requirement ensures that the Company fulfills its obligations as a regulated public utility. These obligations include the safe, reliable and efficient delivery of natural gas and related services to its customers without interruption and to respond timely to outages, leaks, and damage to its facilities and other emergencies. Therefore, all employees, with a hire date on or after May 15, 2018, are required, as a condition of employment, to reside and maintain residence within the Springfield service territory or no more than thirty (30) minutes travel time, under ordinary travel conditions, from the Springfield Operations Center.

X. QUALIFIED AND NON-QUALIFIED EMPLOYEES

1. DUTIES OF QUALIFIED AND NON-QUALIFIED EMPLOYEES

An employee will not be considered "qualified" until such time that both training and management have determined that the employee has completed his required training and isable to work independently.

Prior to being qualified, an employee will be limited to incidental overtime and will not be eligible for overtime, call out and/or emergency response.

After being qualified, employees will be considered for applicable overtime, call out, stand-by, emergency response and any applicable shifts or schedules which are traditionally determined by seniority.

Should the Company be unable to find qualified employees, regardless of from what department, non-qualified employees may be utilized to ensure that work is completed as scheduled.

Upon mutual agreement between the Company and the Union, employees in a classification that requires extended training may be eligible for overtime, prior to being fully qualified, with a fully qualified person present.

2. FAILURE OF OPERATOR CERTIFICATION REQUIREMENTS

The parties agree that, effective as of the Asset Purchase closing date (October 8, 2020), the Company has the right to require employees to acquire and maintain their operator qualifications through the Company's OQ program, and that this right includes the right to determine on what date such requirement will begin. Further, Local 12026 agrees to follow the wage and training progression set forth in the Agreement By and Between NSTAR Electric & Gas Corporation d/b/a Eversource Energy and The United Steelworkers, AFL-CIO-CLC on behalf of Local Union No. 12004 The United Steelworkers, AFL-CIO-CLC, which expires March 31, 2024 ("Local 12004 CBA"). The Company agrees to meet with Local 12026 during the period between closing of the Asset Purchase and January 1, 2021 (the "Transition Period") to provide additional details and answer questions regarding the training progression.

If an employee, who is required to be certified under the operator certification qualification requirements, fails to become certified within the time limits required for certification, such employee will be offered in seniority order the following options, provided the employee has the demonstrated ability to perform the available work.

Option 1: To take any open job where operator certification is not required, with preference in choosing among open jobs being given in accordance with seniority. "Open job" as used here includes jobs posted but not bid on. Employees exercising this option will be offered the same training offered to a successful bidder.

Option 2: Upon review by management, to determine if the failed task is essential, an employee may be able to continue to work in his assigned classification with an appropriate competent person within arms-length when the task is being completed, however the employee will be subject to the following stipulations until such time as he successfully completes the required operator qualification:

Should the employee fail the third test by less than 10%, Employee may be prohibited from working overtime and being called out.

Should employee fail the third test by 20% or more: Employee may have his Corporate Incentive Plan reduced by 50% for the current incentive plan year.

XI. ALLOWANCES

1. OVERTIME

a. An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees requests and it is agreed to schedule two (2) shifts in one (1) day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours in any one (1) payroll week at one and one-half times his base wage rate.

b. Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

c. An employee who is required to work on the second day of relief in any consecutive 7-day period and having worked one hour of his first day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said second day of relief. If during such scheduled hours of work, such employee is entitled to a paid rest period or is not scheduled to work on a scheduled holiday or floating holiday, or is off for union business, these hours are to be considered as worked for the purpose of the 7-day period. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

2. OVERTIME DISTRIBUTION

Emergency and overtime work shall be distributed equally among the eligible employees insofar as practicable. Overtime work is to be given to the regular employees on the job, if possible.

3. REPORTING FOR WORK

Employees required to report for work at regular starting time are to be allowed a minimum of four (4) hours pay when, in the Company's opinion, conditions prevent work from being performed. If held on duty over four (4) hours, employees will be paid for actual time held.

4. RECALL TO WORK, TRAVEL TIME, AND EARLY CALL IN

a. **Recall to Work**

A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his next scheduled work hours.

If an employee is “Recalled to Work” during non-scheduled hours, such work time plus an allowance of travel time shall be paid as overtime. In no case shall this total be less than five (5) hours.

b. **Travel Time**

Travel time is one (1) hour’s pay, allowed to cover coming to and going from work, and applies only to “Recall to Work”. One half (1/2) hour’s pay will be paid as travel time on an “Early Call in”.

c. **Advance Notice**

The call-out allowance shall not apply when the employee has been given at least twelve (12) hours advance notice of such call-out. When this occurs, the rate and time-and-one-half for hours worked outside of the regular work schedule shall apply.

d. **Early Call In**

An early call in occurs when an employee is called in before his regular scheduled shift and continues working into that shift. "Early call in" will be paid at the overtime rate for time worked prior to regular starting time.

5. SHIFT AND SHIFT DIFFERENTIAL PREMIUMS

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than "day" shift, as scheduled and shall be figured at the rate of two dollars and fifteen cents ($2.15) per hours worked during "afternoon" shift and two dollars and fifteen cents ($2.15) per hours worked during "night" shift.

2. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

3. "Day", "afternoon", and "night" shifts shall be defined as follows:

   a. "Day" shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   b. "Afternoon" shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   c. "Night" shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00a.m.

4. If an employee is not entitled to a shift differential during his regularly scheduled hours, he will not receive a shift differential during overtime hours.

5. If an employee works into a shift preceding a succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

6. All such shift differentials shall be increased as follows:

   a. Increased by $.10, effective August 16, 2021;
   b. Increased by $.10, effective May 15, 2022;
   c. Increased by $.10, effective May 15, 2023.

6. SUNDAY PREMIUM

A premium of 35% will apply to all regularly-scheduled hours of work on scheduled shifts, the majority portion of which shifts falls between 12 midnight Saturday and 12 midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

7. STAND-BY

An employee in who, in addition to working his normal workweek, is required or requested to be on-call and must stand by available to respond immediately to a request to work anywhere in the service area of the Springfield Division shall be paid an allowance effective as follows:

ALLOWANCE ($275/week)
$35.00/day Monday through Friday
$50.00/day Saturday, Sunday and Holidays

Assignments pursuant to the stand-by provision shall be determined by the Company and made for a seven (7) day workweek. It is the intent of the Company to distribute stand-by assignments so that the opportunity to enjoy long weekends and holidays may be shared as equitable as is practicable.

8. MEAL ALLOWANCE

a. If the employee is required to work ten (10) consecutive hours or more, he shall receive a meal reimbursement not to exceed nine dollars and seventy-five cents ($9.75). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed nine dollars and seventy-five cents ($9.75) to be paid for each additional four (4) hours of continuous overtime work thereafter.

b. If the employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed nine dollars and seventy-five cents ($9.75).

c. It is agreed that this section does not apply where employees work overtime through courtesy to fellow employees.

d. All such meal allowances shall be increased as follows:

Meal allowance increased by $.25, effective August 16, 2021;
Meal allowance increased by $.25, effective May 15, 2022;
Meal allowance increased by $.25, effective May 15, 2023.

9. FUNERAL LEAVE

Effective January 1, 2021, when a death in the immediate family occurs, an employee will be allowed time off, paid for at straight time rates, to attend to the necessary funeral arrangements up to a total of three (3) consecutive calendar days, if such days fall within his regularly-scheduled work week. In special cases when a fourth day is required, it may be allowed at the discretion of the area manager or his delegate. In no case shall time off extend beyond the next scheduled workday after the funeral.

"Immediate family" means: spouse, son, daughter, mother or father, sister or brother of the employee affected. In special cases, a relative with whom one lives in the same household may be allowed as in the immediate family at the discretion of the Area Manager or his delegate.

In the event of a death of an employee's mother-in-law or father-in-law, an employee will be allowed time off for at straight time rates to attend to the necessary funeral arrangements to a total of three (3) consecutive calendar days, if such days fall within his regularly-scheduled work week, but in no case to extend beyond the day of the funeral.

In the event of the death of a grandparent, aunt, uncle, brother-in-law, sister-in-law, stepchild, stepparent or grandchild, and if the day of the funeral falls on the employee's regular scheduled workday, the employee will be allowed that day off at straight time rates if the employee attends the funeral.

If a holiday occurs as one of the days in this funeral policy, holiday allowance only will be paid for that day in accordance with the regular holiday policy.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee's vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a reassignment of those vacation days that were committed to the necessary funeral services and arrangements.

In the event of a death of a spouse or child, the company will entertain requests for additional time off, and such requests must be directed to Labor Relations.

10. JURY DUTY AND COURT APPEARANCES

Full and part-time employees summoned to serve on a jury or subpoenaed to testify as a witness to which the employee is not a party, will be excused by his or her supervisor.

While serving jury duty, an employee will receive straight time base compensation and will retain all fees and expenses for such duty.

When time off is necessary to serve as a witness on behalf of Eversource or one of its subsidiaries, an employee will receive straight time base compensation and any overtime as applicable. Other time off to serve as a witness will be provided and will be charged as vacation or personal excused absence without pay.

During this period of jury service, he will be deemed to be on a Monday through Friday day schedule. Jury duty makeup pay shall not exceed eight (8) hours' pay in any one day. Part-time employees will be compensated based on their normally scheduled working hours.

11. MILITARY DUTY

An employee who enlists, is drafted, or ordered into Active Duty, or an employee who is required to perform Annual Training Duty shall receive the difference between the employee's military service pay, exclusive of any remuneration from the government for travel, uniforms, rent, subsistence, etc., and the employee's company base pay computed in accordance with the Company's ordinary payroll practices.

If deployment exceeds twenty-four (24) months the Benefits Department will review for a continuation of Medical, Dental, and Vision benefits. The employee must continue to pay his required contribution.

Allowances shall be made for an employee on Active Duty up to 180 calendar days. Persons on Active Duty due to the War on Terrorism, including the military engagements in Afghanistan and Iraq may be permitted to exceed the limit of 180 calendar days. Allowance shall be made for an employee on annual training duty only for fifteen workdays in any calendar year.

Payment for annual duty training shall be made upon the employee's return to work and upon receipt of a certificate from the proper military officer showing the amount received while engaged in such military duties.

In the event of active duty for a crisis, the offset for pay will begin at the time the military leave orders are confirmed, received by payroll, and the employee commences leave.

Company base pay for any employee will be determined as of the last day of active employment with the Company, at the employee's regular classification prior to commencement of the leave of absence.

If an employee who is required to report for weekend duty training is situated on a shift which includes Saturday and/or Sunday, the Company agrees to temporarily alter the employee's schedule to accommodate his required military training.

The parties agree that the Company Policy on Military Leave of Absence will be adhered to for the applicable Bargaining Unit reservists. See Federal guidelines.

12. INCLEMENT WEATHER

If, in the opinion of the Company, weather conditions are such that work cannot reasonably be performed by Street Department employees, the Company will, except where emergency work is required, either permit such employees to seek shelter if available, or will return the employees to the Company for assignment to other work as may be available, so that there will be no loss in base pay (40 hours) for such employees. The decision of the Company as to continuance of work outside is subject to the grievance procedure.

13. REST TIME

1. If an employee is required to work sixteen or more consecutive hours, he will be allowed a period of nine hours off before returning to work unless an emergency arise which makes it necessary for the Company to call him back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry the employee to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

2. If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after the original shift has been worked.

14. REST TIME - SHIFT CHANGE

The Company's normal practice is to arrange work schedules so that each workday is separated by at least eight (8) hours. When this is not possible, employees will have the option on the second day of:

1. Working the normal schedule or
2. Working an eight (8) hour shift beginning eight (8) hours after the of day one or
3. Beginning work eight (8) hours after the conclusion of day one and concluding at the employee's normal shift end.

If the third option is selected, the employee will be paid for hours worked.

During the period November 1 through March 15, only options #1 and #2 above apply.

15. CLOTHING ALLOWANCE

UNIFORMS AND RAINGEAR

Rental uniforms that are supplied by the Company will be cleaned and maintained by the Company.

Replacement rental garments will be issued as needed and upon return of old clothing to the Company.

All employees who receive uniforms or are enrolled in the FR and non-FR program will wear them during Company paid hours.

Employees will not wear uniforms, FR and Non-FR clothing other than on Company business.

One fire resistant coverall will be issued to Maintenance and Construction Department employees as part of their personal protective equipment and maintained by them.

The Company will supply rental uniforms to:

Garage Mechanics
Garage Attendants
Building Maintenance Person
Building Maintenance Mechanic
Building Electrician

The Company will supply raingear to:

Fleet
Meter Services (SMMT)
Maintenance
Instrument & Regulation
SMMT

The Company will supply rubber footwear to:

Meter Services
Maintenance
Instrumentation & Regulation

The following classification will be enrolled in the FR program:

Construction
Damage Prevention (Locates)
Meter Reading/ Collections
Meter Services (including SMMT)
Maintenance
Instrumentation & Regulation
LNG Operations

Job Classifications in the following departments will receive an initial $1,750.00 for first year of employment:

Construction Maintenance
Department

Employees will be responsible for the cleaning of clothing, including fire resistant coveralls.

Each January thereafter the allowance is $800.00 deposited into employee's clothing account. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing:

Job Classifications in the following departments will receive an initial $1,450.00, when hired:

Damage Prevention (Locators)
Instrumentation and Regulation
LNG Operations
Meter Services
Meter Reading/Field Collections

Each January thereafter the allowance is $800.00 deposited into employee's clothing account. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.

Job Classifications in the following departments will be enrolled in the Non-FR program and will receive $600.00 for the first year of employment.

Meter Repair
Warehouse

Each January thereafter $450.00 allowance will be deposited into employee's clothing account. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.

The Company will provide an annual boot allowance of up to $150 each year. An employee must purchase boots that meet all safety requirements.

16. TOOLS

a. The Company shall furnish all necessary and proper tools, and shall replace or repair worn or damaged tools.

b. The Company will require that worn or damaged tools be turned into Stores before replacement tools are issued.

Individual employees shall be reasonably responsible for tools assigned to their use.

17. SMART PHONE

Company-provided iPhone smart phones assigned to employees – Effective upon hire, and only in the event that the iPhone smart phones currently assigned to (as of September 2, 2020) and used by the Springfield Employees are included in the CMA assets purchased by the Company, the ownership of each iPhone smart phone will be transferred by the Company to the employee to whom it is assigned, the service plan for each such iPhone will be cancelled by the Company, and the employee will be responsible for procuring a service plan and paying the monthly service plan fees if he wishes to continue using the iPhone. Each such employee will thereafter be eligible for monthly reimbursement in the amount of $75.00 under the Company's Smart Phone Reimbursement policy for each month through June 2, 2021. Prior to June 2, 2021, the Company will review the cell phone use of its workforce and determine which, if any, employees require a smart phone in order to perform their job duties. Effective June 2, 2021, the Company will cease reimbursements to any employees who the Company has determined do not so require a smart phone.

18. EMPLOYEES TAKING VEHICLES HOME

The practice of Springfield Employees taking vehicles home will be temporarily continued, as follows. Employees will be permitted to take company vehicles home if they *both* are currently taking such vehicles home at the time this MOA is executed (September 2, 2020) *and* are taking such vehicles home at the time of the closing of the Asset Purchase (October 8, 2020). The Company will have the right to discontinue this practice on or after November 1, 2021, at its discretion. All employees driving such vehicles, as well as all other Company vehicles at any time, will be subject to the Company's Fleet Use Policy, and violations of such policy will result in removal of take-home privileges for the offending employee and/or discipline, up to and including termination. In no event will any employee at any time be permitted to take home company dump trucks, backhoes, or swat/compressor trucks.

XII. VACATIONS

1. VACATION ELIGIBILITY

Effective on the date of hire, and assuming such date of hire is prior to January 1, 2021, each Springfield Employee will receive five (5) days of vacation to be used with management approval by December 31, 2020, and which may not be carried over to 2021.

Effective January 1, 2021, the Company's vacation plan will apply to each Springfield Employee. However, in no event will any CMA employee lose any annual vacation allowance for which he had become eligible pursuant to the current CMA vacation allowance schedule (this provision does not apply to "splash weeks", which will not be provided to any employee at any time). Springfield Employees will be eligible for unpaid time off, if needed, for previously-approved vacations that fall between their date of hire and December 31, 2020.

Regular employees continuously employed by the Company, who meet the service requirements indicated below by December 31 of the calendar year, shall be entitled to vacation during the calendar year with pay as follows:

SERVICE REQUIRED		VACATION IN THE ANNIVERSARY YEAR
Less than 1 year:		
Start date:		
	01/01 - 03/31	15 days
	04/01 - 06/30	10 days
	07/01 - 09/30	5 days
	10/01 - 12/31	0 days
1 year but less than 10 years		15 days
10 years but less than 20 years		20 days
20+ years		25 days

In the event an employee is called for Jury Duty during part or all of his vacation time, he shall receive extra vacation days equivalent to the number of days during his vacation for which he qualified for Jury Duty.

2. SELECTION AND LIMITATIONS

a. The Company will annually determine the threshold number of employees who may be approved for a single day and/or weekly vacation based on the operating needs of the business.

b. Employees will be required to provide a written request to select at least two (2) weeks of vacation by March 1st each year.

c. Approval and/or denial of vacation requests will be based on union seniority and will be completed on or before March 15th.

d. Vacation will be awarded by union seniority for first two weeks requested.

e. Should business conditions permit, the Company will consider approving additional employee's vacation requests for weeks which are in high demand, i.e. Christmas, Spring Break etc.

f. Vacation in excess of two (2) weeks will be awarded based on union seniority after theinitial two week vacation requests have been approved for all employees.

g. The vacation request, if approved, will be signed by management and may not be rescinded by management without the approval of the employee, provided the cancellation is not directly related to a state of emergency, natural disaster or emergency situation beyond the scope of normal duties.

h. Approved vacation will be communicated to each employee and the departmental schedule will be posted once the approval process is completed.

i. Employees who wish to take vacation between January 1st and March 15th will be required to make appropriate arrangements with the respective approver of their vacation, i.e. Integration Center or Supervisor.

j. After March 15th, vacation will be granted on a first-come, first serve basis based on bargaining unit seniority and must be authorized by the appropriate approver of the employee's vacation.

Employees are responsible for managing their personal time off balance. Should an employee exceed his yearly vacation balance, the day will be an unpaid absence, but will not be viewed as a violation of the Attendance policy. Should an employee repeatedly exceed his vacation entitlement, it may result in disciplinary action.

An employee may elect to defer to the following year vacation time earned in excess of two (2) weeks up to a maximum of two (2) deferred weeks so that an extended vacation may be scheduled to include all of the time deferred. The taking of deferred vacation shall be granted when there are no conflicts and no adverse effects on operations. The final year to defer vacation will be calendar year 2023 and all deferred weeks must be used in calendar year 2024.

Subject to operating requirements, and following minimum of 48 hours advanced notification, an employee may elect to take, within a calendar year, eligible vacation eight (8) hours at a time. Five (5) days of single day vacation may be used in 4-hour increments.

3. ALLOWANCES

Vacation pay shall be based on forty (40) hours at the employee's straight time hourly rate, excluding shift or Sunday allowances for an employee who is and has been regularly assigned to a second or third shift or Sunday work schedule.

When a holiday occurs during an employee's vacation, he shall have the option of receiving payfor the holiday in addition to his regular vacation pay or he will be granted an additional day of vacation at a time mutually convenient to the Company and the employee.

Vacation earned within a calendar year and not taken will be paid to the employee upon termination and the beginning of a layoff, LTD, or to the employee's surviving spouse or dependent.

4. ACCIDENT, ILLNESS OR DISABILITY

Employees on accident, illness or disability who have lost time will continue to accrue vacation as an active employee for up to 26 weeks as defined in Article XII, Section 3.

XIII. HOLIDAYS

1. HOLIDAYS OBSERVED

The following days shall be recognized as holidays on the day which they are observed in Massachusetts, or in the case where the holiday falls on a weekend, it will be observed on Friday if the holiday is on Saturday and Monday if the holiday falls on a Sunday.

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
President's Day	Veterans Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Each Springfield Employee will also receive two floating holidays per year. Springfield Employees will follow the Company's holiday schedule beginning on their first day of employment with the Company.

2. HOURS

For administrative purposes, it is understood that the holiday begins at 12:01 AM and continues for twenty-four (24) hours.

3. ELIGIBILITY

To be eligible for unworked holiday pay, the employee, unless otherwise excused in advance by management, must have worked as scheduled the day before and after such holiday. Approval will be granted for pay for the holiday, should the employee present a doctor's excuse for any missed day(s).

With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth herein if such employee is not receiving pay for the payroll week in which the holiday occurs.

4. ALLOWANCES

Employees whose normal work schedules do not include the holiday will be paid an 8-hour allowance and will be able to schedule a day off without pay at a mutually acceptable time.

1. If any employee is required to work on a floating holiday which had been scheduled and approved, said employee shall have the option of being paid according to Article V, Section 6 or paid at straight time and reschedule the floating holiday.

If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it willbe forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid a holiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a) If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b) In a week in which one of the holidays listed above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c) If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d) In the event of a call into work on Christmas Day, the employee will be paid two (2) times his hourly rate for all hours worked.

   * If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½) .

4. Any holiday as set forth in this contract which falls on a Saturday will be observed on the preceding Friday.

XIV. OPPORTUNITIES FOR ADVANCEMENT AND RECOGNITION

1. JOB POSTING

When a job is open within the classifications covered by this Agreement, it shall be posted in all departments and shall remain posted for five (5) consecutive workdays with the exception of Saturdays, Sundays and holidays, which shall be excluded in determining the period of posting, but shall not be held to break the continuity thereof. All bids for job openings shall be in writing and shall be submitted during the said five (5) day posting period. Such a job bid may be submitted by a Shop Steward on behalf of an employee who is absent because of illness or injury or because he is on vacation, provided that the Shop Steward shall have been requested to do so by such employee. No such absent employee shall be eligible for such job opening unless such employee shall return to work within thirty (30) calendar days after he has been notified that he is the successful bidder, unless the Company and the Union shall mutually agree to waive this requirement.

In filling such job opening, seniority as defined in Section 1c of Article XI shall be the determining factor, subject to the minimum qualifications and fitness as determined by the Company, on a non-discriminatory basis. The Company agrees to fill all job openings so posted as soon as reasonably practical after the five (5) day posting period, but in any event within fourteen (14) calendar days thereafter.

Employees or their designee will be expected to accept or decline a job opening immediately upon offer. Should an employee be unreachable after a reasonable effort and does not assign a designee nor communicate to Human Resources his/her decision, the Company will continue to offer the position to subsequent bidders in seniority order per the Collective Bargaining Agreement.

If there shall be no bidders or no successful bidders for such a job so posted, then the Company may fill the job from any source. The successful applicant may be returned to his former job by the Company for a valid reason upon completion of a six (6) month period on the job or the successful applicant may be returned to former his job for a valid reason at his own request after the above mentioned six (6) month period and is further restricted during the six (6) month period to bid down unless it is in progression.

Upon mutual agreement between the Company and the Union employees may be returned to or request and be returned to his former position during the six (6) month period.

XV. EMPLOYMENT SECURITY

1. SENIORITY

a. The term "seniority" where used in this Agreement shall mean Company seniority except as noted below. Company seniority shall be defined as the length of service of an employee with the Company, starting with the first day of the employee's last period of continuous employment by the Company. When employees have equal Company seniority, the employment application having the earliest date will have preference.

b. The term "bargaining unit seniority" shall mean the length of continuous time an employee has been assigned to any classification covered by this Agreement and shall apply to job bidding and layoffs.

c. All shift bids shall be awarded based on bargaining unit seniority.

2. TERMINATION OR INTERRUPTION OF SERVICE AS AFFECTING SENIORITY

Employees forfeit all claim to seniority previously established if they:

a. Voluntarily leave or are discharged for cause
b. Are absent from work and fail to notify the Company of reason for absence for three (3) consecutive days except under extenuating circumstances.
c. Are on lay-off status for a period in excess of twenty-four (24) months.
d. Are on lay-off status and fail to accept or apply for re-employment within one (1) week following notice of recall.
e. Are on lay-off and fail to report for work within two (2) weeks following acceptance of re-employment.

Seniority shall continue to accrue under the following conditions:

a. A leave of absence in writing granted by an Officer of the Company not to exceed six (6) months except as defined in Article V, Section 7 of this Agreement.
b. Illness attested by a physician's certificate.
c. Service in military forces of the United States of America.
d. Absence due to lay-off not to exceed twenty-four (24) months.

3. APPLICATION OF ARTICLE

The provisions of this Article shall not apply to managers or supervisors, nor shall these provisions apply to the selection or hiring of managers or supervisors to be appointed by the Company hereafter.

Should an employee accept a position not covered by this Local 12026 Collective Bargaining Agreement, he agrees to forfeit all benefits of Union membership including seniority.

Should an employee who has forfeited the benefits of Union membership, apply for and be awarded a position covered by the Collective Bargaining Unit, he will begin accruing union seniority on the date he is awarded the new position.

Should an employee who has forfeited the benefits of Union membership accept a position within Eversource not covered by this Local 12026 Collective Bargaining Agreement and once again apply for and be awarded a position covered by this Local 12026 Collective Bargaining Agreement, he will retain Company seniority for purposes of benefits.

4. SENIORITY LIST

The Company will furnish the Union a seniority list annually on the anniversary date of the Agreement and post a copy of such list in all departments.

5. REDUCTION IN FORCES

In cases of layoff for lack of work, reduction in the workforce or the elimination of a job, seniority as defined in Article XI, Section 1c will be given first consideration. In the case of an employee so laid off or affected by a reduction in the workforce, or the elimination of a job, said employee shall have the right to replace another employee within the Company who has less seniority than said employee, provided that said employee shall have the minimum qualifications and fitness to fill the job as determined by the Company on a non-discriminatory basis.

An employee so laid off or affected by a reduction in the workforce or the elimination of a job shall have the right to exercise his seniority to bump laterally or downward subject to the above-mentioned requirement of minimum qualifications and fitness. Any such employee shall not have the right to exercise his seniority to replace an employee in the Company who occupies a higher rated job unless said employee has previously held such higher rated job and has the above-mentioned minimum qualifications and fitness to return to that job. The Company shall give at least fourteen (14) calendar days' notice to the Union of any such intended layoff for lack of work, reduction in the workforce or elimination of a job.

Such laid off employees shall be recalled to openings in jobs in the Company for which they have minimum qualifications and fitness as determined by the Company on a non-discriminatory basis in reverse order from that in which they were laid off. The Company shall notify such employee or employees by certified mail sent to their last known address that such work is available and if the employee shall fail to accept such re-employment or fail to apply therefor within one (1) week of the receipt of such notice then such employee shall lose all of his seniority rights previously established and continuity of employment shall be forfeited. In the event that said notice of recall is returned to the Company or cannot be delivered for any reason, the Company shall notify the Union of the recall opportunity and the employee to be recalled shall have one (1) week from the date of such notification to the Union to accept such reemployment or apply for it. In the event that such employee does not do so, he shall lose all his seniority rights previously established and his continuity of employment shall be forfeited. It shall be the duty of the employee to keep the Company advised in writing of his current address. Any employee accepting reemployment shall report for work within fourteen (14) calendar days of such acceptance. No employee shall be entitled to be recalled under the terms hereof more than twenty-four (24) months after the date of his layoff.

6. LAYOFFS

The Company agrees that no employee on the active payroll of the Company, on September 2, 2020 will be involuntarily laid-off. However, this provision shall not apply to employees terminated for cause and employees hired after that date. Union Officers and Stewards elected by the membership shall, for the purposes of layoff, be placed at the top of the seniority list for their designated term of office unless they resign or are removed by the Union for cause. The Company may, during the term of this Agreement, should the need arise, to reduce the workforce, and after providing notice to the Union, offer early retirement and or "buyout" programs in which employees may voluntarily participate.

7. SEVERANCE ALLOWANCE

The Company will pay severance allowance to eligible employees as follows:

a. Regular employees after one (1) year of service shall be given an opportunity to accept a severance allowance of one (1) week's base pay for each full year of continuous service at the time of layoff unless they choose to accept layoff and be eligible for recall.

b. Severance allowance shall be in addition to any earned vacation benefits for which the separated employee is eligible.

An employee shall not be required to accept severance pay. Such employee shall have the option, effective up to ninety (90) days following the date he received notice of layoff from the Company to accept or not to accept severance pay. In case such employee elects not to accept severance pay, he shall not lose his re-employment rights, but shall retain all re-employment or other privileges which the contract between the Company and the Union, or which the practice of the Company provides.

8. DISCHARGE

If an employee is discharged, the Company will furnish such employee, upon request made within three (3) days from the date of his discharge the reason for discharge, and thereafter, upon his request for a hearing made within three (3) days after he has been furnished with a reason for his discharge as above, the Company will grant a hearing to such employee, at which hearing the employee may be present with his representative. If, as a result of such hearing, it is found that the employee was unjustly discharged, they shall be reinstated and shall be paid for any time lost as may be determined at the hearing.

Upon mutual agreement between the Company and the Union, discharges may be advanced directly to a third step grievance meeting.

9. SUSPENSIONS

Within seven (7) days from the date on which an employee has been suspended, the Company shall, upon written request of the Union, grant a hearing to the employee involved and his Union representative. The Company will inform the Union of the reason for the suspension at this hearing and within twenty-four (24) hours after this hearing advise the Union of its findings.

XVI. PERSONAL SECURITY

This provision for continuing earnings during periods of personal disability is not intended as an annual entitlement to cover absence for any personal reason, but is solely for the protection of a regular employee temporarily and legitimately disabled and usually under the care of a physician.

Any employee claiming disability benefits may be required to submit to an examination by a physician designed by the Company. Should there be any disagreement between the Company's designated physician and the employee's attending physician, the Lahey Clinic, except as provided for in Paragraph 3 of this Section, shall make a final and binding determination of the eligibility of the employee for benefits or continuation of benefits.

An employee whose disability is due directly or indirectly to intoxication or to drugs or narcotics, excluding medication prescribed by a doctor, or to injuries as a result of willful misconduct or horseplay, or to injuries while in the employ of another employer or while working at another job for pay, shall not be entitled to any disability pay or benefits.

If an employee of the Company covered by this Agreement is eligible to receive any benefit under Chapter 90, Section 34A of the Massachusetts General Laws (no fault automobile insurance), such employee shall not be eligible to receive any of the benefits described in this Article, provided that if the benefits said employee would have received under the plan described herein above exceeds the benefits for lost wages which they are eligible to receive under Section 34A, the Company shall pay the difference.

1. OCCUPATIONAL DISABILITY

Payment by the Company to an injured employee absent for disability compensatory under Workers' Compensation Laws shall be limited to the difference between the amount of compensation received and the amount payable to the employee under Section 3. In the event an employee exhausts his 26 weeks of Short Term Disability, and should he remain on Worker's Compensation, the employee will continue to receive the off-set up to 50 weeks total. New employees hired 1/1/2014, or after, will remain eligible for the Short Term Disability schedule below and will not receive the additional off-set beyond 26 weeks.

During the life of this Agreement, if any difference shall arise between the employer and the employee as to whether an individual is physically able to return to his regular duties following an occupational injury, such difference shall be resolved as follows:

The individual shall be examined by a physician appointed for the purpose by the employer and a physician appointed for the purpose by a duly authorized representative of the Union. If the physicians appointed shall disagree concerning whether the individual is physically able to return to his regular duties, the question shall be submitted to a third physician who shall be a specialist as to the impairment or disabilitydirectly or indirectly attributable to the occupational injury selected by such two physicians. The medical opinion of the third physician, after examination of the individual and consultation with the other two physicians shall decide the question.

Should the two physicians be unable to agree upon a third physician, then the matter will be referred to the Massachusetts Medical Society for the selection of a third physician who shall be a specialist as above described certified by their respective board who will consider the case and render a decision within two (2) weeks from the date they review the case and their decision will be binding upon the parties.

The fees and expenses of the physicians shall be paid by the employer.

If the decision finally reached as a result of the above or a decision is reached without resorting to the above, to the effect that an employee is unable to perform his regular duties, the Company shall assign such employee to a position which, in the opinion of the Company, the employee is capable of performing.

Employees who have recovered from an occupational injury and are medically certified (subject to review and appeal to the third doctor as stated above) by the insurance Company's doctor as qualified for work will be guaranteed employment with the Company. However, the employment rights of an employee as provided in the Basic Agreement shall not be enlarged, diminished or otherwise affected by reason of this provision.

2. ILLNESS, NON-OCCUPATIONAL DISABILITY, SHORT-TERM, AND LONG-TERM DISABILITY (See Attachment B)

All employees will be eligible for up to 10 sick days per year at 100 percent of pay for absences form work due to non-occupational illness or injury. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination.

Effective on the date of hire, Springfield Employees will be eligible for non-occupational short-term disability and long-term disability leave and pay as summarized in Attachment B of the Parties' MOA, specifically, in the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short-term disability ("STD") benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive work days. The first five consecutive working days of an extended absence is considered an "elimination period". Employees must use available sick timeto satisfy the elimination period. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefits will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67 percent of base pay.

Employees are covered under Eversource's Short Term Disability Policy day one of employment.

Short Term Disability is a maximum of 26 weeks total per injury/illness:

1. 1-week sick time, if unavailable time is unpaid
2. 12 weeks 100% base pay under STD
3. 13 weeks 67% base pay under STD
4. There is a 45-day appeal period should at any time your STD is denied
5. There is a 6- month re-occurrence (look back) should your medical provider indicate youare out for same condition as previous disability leave
6. Exclusions to the plan:
    - You are not under the care of a licensed health care provider
    - Your disability is the result of your participation in a felony, crime, or riot
    - Your disability is intentionally self-inflicted
    - Your disability is the result of declared or undeclared war or any act of war
    - You have any physical or mental condition that cannot be verified by the use
    - of clinical and laboratory diagnostic techniques
    - You are retired from Eversource
    - You are injured while on active duty in the military

Employees are not allowed to substitute or off set any vacation time to make them whole while out under Eversource's STD Plan.

Eversource pays STD benefits via normal payroll cycles, once approved by vendor.

Long Term Disability

Upon exhaustion of STD, an employee who qualifies will move to Long-Term Disability ("LTD"). LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

All employees who receive an LTD benefit and participate in the Company Employee health and welfare benefit plans will have payments deducted from their LTD check rather than be billed for participation in said benefit plan.

1. Soft transfer from STD over to LTD should you max STD benefit at 26 weeks
2. LTD is a Fully Insured Benefit
3. Employer covers 50%, employee has option to buy up to 67% (upon hire OR at Open Enrollment Annually)
4. Buy Up Option has exclusion period
5. 180 day appeal period should LTD be closed/denied
6. 6 month re-occurrence (look back) should your medical provider disable you for same condition.

3. HOSPITALIZATION - SURGICAL - MEDICAL BENEFITS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Medical and Prescription Drug, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Retiree Medical

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Retiree Medical Plan as is outlined in Attachment B to this Agreement.

The following provision is for reference only and it is understood that the following benefit is provided by NiSource, Eversource has no financial obligations under this provision, and Eversource has no control over the continuance of this benefit under this provision.

Grandfathered employees may be eligible for the following NiSource benefit:

The Company will provide employees who are covered under A, B or C above with pre-Medicare and post-Medicare (when eligible) retiree medical coverage (with applicable Massachusetts regional based HMO for pre-65 coverage) when they retire provided they meet all of the following requirements:

1. Retire under the provisions of the Company Pension Plan.
2. Receive a pension benefit under the Company Pension Plan
3. Forty-five (45) years of age on January 1, 1993
4. Age fifty-five (55) with ten (10) years of service.

For employees hired prior to May 14, 1999 and employees who had not attained age forty-five by January 1, 1993, the Company contribution for retiree medical expense will be limited to the following:

For the period when the retiree is under 65:	$1100 per month
For the period when the retiree is 65 or older:	$225 per month

Post-65 medical supplement (medical only, no prescription coverage) will be effective for retirees who are eligible for retiree medical coverage with a last day worked of January 1, 2014, or after.

Employees hired after May 14, 1999, are not entitled to retiree benefits.

The Company will utilize a Voluntary Employee Benefit Association Trust to fund retiree medical benefits.

A new employee assigned to a regular position who is covered by a similar plan at the time of employment shall become eligible for options A or B as a transferee and such employee will be so transferred and will pay the full working rate or premium of the plan they have elected.

4. DENTAL (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dental Plans, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

5. **LIFE INSURANCE (See Attachment B)**

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Basic Group Life Plan, the Supplemental Life Plan, and Dependent Life Plan, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. In addition, each regular employee shall be provided life insurance by the Company in an amount equal to two (2) times his base pay.

6. ACCIDENTAL DEATH AND DISMEMBERMENT (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Accidental Death and Dismemberment ("AD&D") Plan as is listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

7. PENSION AND 401(k) (See Attachment B)

As included in the August 20, 2020 MOA between Local 12026 and Eversource:

Effective on the date of hire with Eversource, Springfield Employees currently participating in a NiSource/CMA Defined Benefit Pension Plan will continue to participate in their current NiSource/CMA Defined Benefit Pension Plan under the same terms and conditions, as the plan will become part of the Eversource Pension Plan.

Effective January 1, 2021, these employees will also be eligible for a Company matching contribution equal to fifty percent (50%) of the Participant's Pre-Tax and/or Roth 410(k) Plan contributions up to the first eight percent (8%) of eligible compensation.

Pension plans as agreed upon between the Union and the Company shall continue for the life of this Agreement and succeeding agreements, subject to such modification as may be mutually agreed upon by the parties hereto.

All covered employees who take normal retirement during the term of this Agreement shall receive a pension benefit as included in the Eversource Pension Plan Document.

The below information is for historical reference only and is governed by the Eversource Pension Plan of which the Bay State Union Pension Plan is part of. If there are any discrepancies, the applicable plan documents will govern.

Effective May 15, 1999, the pension plan formula shall be changed to a final average pay formula. The final average pay pension plan shall be calculated using an average of the highest three (3) years' base pay in the last ten (10) years up to a maximum of Effective May 15, 2004, the base pay cap will be increased to sixty-five thousand dollars ($65,000). Effective May 15, 2008, the base pay cap will be increased to seventy thousand dollars ($70,000). Effective May 15, 2012, the base pay cap will be increased to seventy-five thousand dollars ($75,000)] using a multiplier of one and one quarter percent (1.25%) of such final average pay times the years of service up to a maximum of forty-five (45) years.

An employee is vested after three (3) years of service. For vested employees there is a lump-sum option to cash out of the pension plan available at any time when the employee terminates for any reason.

All employees hired before 1-1-2014 will be converted from their current Pension Plan into Account Balance II Plan effective 1-1-2014.

Account Balance Pension Plans – Eligible Earnings –Base pay, performance based pay (i.e. annual incentive, if applicable).

Account Balance II
Age + Service Points
Less than 50 = 4% of Eligible Earnings
50-69=5%
70+=6%

Additional 1% x pay in excess of ½ Social Security Wage Base

All other provisions the same as Account Balance

Any employee newly hired or rehired after 1/1/2014 will not be eligible for pension.

Early Retirement

As of 1/1/14, the below Early Retirement section is no longer in effect.

Employees who have attained age 55 and who have completed 10 or more years of Credited Service, as defined in the plan document for the Pension Plan for Operating Employees of Bay State Gas Company, may retire on the first of any month thereafter.

An employee will be entitled to receive an unreduced retirement benefit at age 60 if the employee has at least 25 years of service with the Company. In the event an employee decides to retire prior to age 60, the retirement benefit would be calculated as follows:

If the employee has 25 or more years of service with the Company, the retirement benefit would be reduced by 3/10% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 60.

If the employee has less than 25 years of service, the retirement benefit would be reduced by 3/10ths% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 65.

There is a Social security supplement (bridge) for employees who retire between the ages of sixty (60) and sixty-two (62), payable during that period.

8. K-VANTAGE/401(k) (See Attachment B)

Effective January 1, 2021, any Springfield Employee hired after January 1, 2014, will be placed in the Company's K-Vantage plan. Each employee's years of service with CMA will be combined with his or her service with the Company for purposes of calculating the Company's contribution to such employee's K-Vantage account.

These employees will also be eligible for a Company matching contribution equal to one hundred percent (100%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first three percent (3%) of eligible compensation.

From the date of hire through December 31, 2020, employees who participate in the NiSource/CMA 401(k) plan will continue to participate under the same terms and conditions as existed during their employment with CMA, except that the plan sponsor will be an Eversource company and the investment choices in the plan will or may be changed.

9. OPTIONAL BENEFITS (See Attachment B)

Effective January 1, 2021, eligible Springfield Employees are their eligible dependents may participate in the Vision Plans, Business Travel Accident Plan, Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan, a summary of which plans is in Attachment B of the Parties' MOA.

10. SAFETY EYEGLASSES

The Company will pay an annual allowance of ninety ($90.00) towards the cost of safety eyeglasses purchased through the Company for an employee's own use. An employee may purchase eyeglasses any place, provided they are the type required andproof of purchase is provided.

11. SUBROGATED RIGHTS

Payments made under the provisions of this Article will be reimbursed to the Company tothe extent that any amounts recovered on account of the accident or sickness on a claim against a third party exceed Workmen's Compensation or any payments required by law.

12. DUPLICATION

Amounts required to be paid by the Company under any law providing benefits similar to the benefits provided for in this Article shall reduce to the extent the amounts the Company shall be required to pay under this Article and appropriate adjustments shall be made in the benefits provided for in this Article to the end of eliminating duplication of benefits under this Article and benefits required by law.

13. MEDICAL RECORDS

In accordance with existing laws, the Union must have a release form signed by the employee before the Company will discuss or release any medical information pertaining to or about any employee.

14. DRUG TESTING & DOT PHYSICALS

The Company will institute a split sample element to its existing DOT drug testing program.

15. DEPENDENT CARE & HEALTH CARE SPENDING ACCOUNTS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company’s Dependent Care Plan, Flexible Spending Account, and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

16. ADOPTION ASSISSTANCE/EDUCATION/EMPLOYEE ASSISTANCE (See Attachment B)

Effective January 1, 2021, eligible employees may receive Employee Assistance, Adoption Assistance and Education Benefits, as set forth in those policies, and as summarized in Attachment B of the Parties’ MOA. Specifically, the Company will provide for a Company-paid Employee Assistance Program; up to $5,250 annual tuition assistance; and reimbursement of up to $5,000 of eligible adoption expenses.

XVII. RESTRICTIONS - COMMITMENTS

1. INSTALLATION OF APPLIANCES

All appliances sold to the ultimate consumer exclusively through the initiative and efforts of the Company's salesmen will be installed by Company employees insofar as is practicable to do so with existing installation crews.

2. METER REPAIR

Inspection, replacement recall and repair of meter indexes in the field will be allowed. All other meter repair work is to be performed by Company employees in the Company's repair shop.

3. OUTSIDE CONTRACTORS

As long as appropriate equipment and qualified employees are available to do work customarily performed by the bargaining group within the time required for completion, the Company will not, insofar as is practicable, contract out work normally performed by such employees when contracting out would result in less than 37 distribution employees. The Company agrees that the work ordinarily and customarily performed by its own employees, throughout the bargaining unit, will not be contracted out if such contracting out would result in the layoff of its employees, or a reduction of their normal workweek.

Bargaining unit work can be performed by contractors during any week if the Company meets the following obligations.

The Company will offer a sixth day of work, in the following week, to distribution department employees when a distribution contractor crews (consisting of one or more) working on live gas main line or services and/or installing main line and service perform work for the Company on a Saturday.

For this purpose of administering this provision, the Company will canvas the roster of Distribution department (street department) employees if necessary, in order to satisfy its obligations hereunder. The offering of overtime to distribution department (street work).

Neither the Company nor the Union shall use any type of past practice, understanding, or other agreement in existence prior to the effective date of this Agreement outside of the Collective Bargaining Agreement to oppose the operation of this section.

During the term of this Agreement, bargaining unit employees will perform live gas work on main tie-ins (i.e., bypass, purging and stopping). Contractors may perform live gas work on main tie-ins (i.e. bypass, purging, and stopping) up to 4” main line. Contractors shall install new and replacement mains and will be responsible for providing offsets and full tees. Live gas tie-in’s on main extensions may be performed by contractors.

The Construction crew will consist of 9 bargaining unit employees (3 lead operators, 6 equipment operators). Crews are to be assigned all the tie-ins/construction tasks and the Union crews will have priority over all contractors performing tie-ins/construction work, regardless of day of work. The Construction crew will exist in addition to the 37 employees comprising the Distribution maintenance crews.

During the construction season (between March 1 and December 31), employees who are assigned to construction tie-in work and fitting will not be included in the emergency response rotation and/or stand-by rotation. However, these employees will be permitted to voluntarily participate in call out limited from the end of the scheduled work week until 8 hours prior to the beginning of the next scheduled work week.

Random services identified with leaks will be replaced by bargaining unit employees. Service abandonments and the installation of new and replacement services up to the lock cock, including tapping, shall be completed by contractors.

Service inserts where meters cannot be relocated outside will be done by the bargaining unit.

Service installation and maintenance on high pressure system (greater than 99 psi) to be done by bargaining unit.

The Company agrees to phase out the use of outside contractor inspections services as follows:

2019 – no more than 5 contract inspectors for Construction Services
2020 – no more than 4 contract inspectors for Constructions Services
2021 – no more than 3 contract inspectors for Construction Services
2022 – no more than 2 contract inspectors for Construction Services
2023 – no contract inspectors for Construction Services

Should business needs arise outside of ordinary scope which impacts the Company's ability to perform required work, the Company will inform the Union of the need to utilize additional contractors to supplement the current compliment.

4. BULLETIN BOARDS

The Company will provide reasonable bulletin board space in its various departments for the posting of Union notices to its members. Such notices shall be signed by a responsible Local Union official.

5. MONSON/PALMER

The parties agree that effective July 19, 1993, the Monson/Palmer area will become part of the work assignment for Local 12026 bargaining unit.

6. CURB COCKS

Collectors will be required to shut off curb cocks.

7. HEALTH CARE ARRANGEMENT

The parties recognize that rising health care costs are a problem, but that affordable quality care must be maintained for its members and employees. The parties agree to combine their efforts to assist in providing a health care program that puts in proper balance quality of care and containment of rising health care costs.

Toward this end, the parties have developed a health care choice (HCC). The parties recognize that the success of a quality HCC depends upon the full cooperation of the Company, the Union and its members. Therefore, the parties shall make every good-faith effort to resolve possible differences or difficulties.

The parties shall implement this letter of understanding through a joint implementation and utilization review committee. The parties shall have proportional representation on the committee, the purpose of which is to develop, introduce, promote and monitor all of the various elements of the HCC. Union representatives on the committee shall report to their respective parties. Union representatives shall be paid wages and incidental expenses by the Company for attendance at joint health care meetings. The joint committee shall be responsible for approving and overseeing a comprehensive health care plan education program. This program will include concepts such as work site meetings, distribution of summary plan descriptions and other written materials, and access to individual health care counseling. Materials will be developed by the insurance administrator under the direction of the committee. The education program will begin no later than October 1, 1993 and will be a continuing program.

All health care carriers shall prepare a comprehensive utilization report each six (6) months and this report will be provided to and reviewed by the joint committee.

XVIII. UNION-MANAGEMENT COMMITTEES

1. SAFETY COMMITTEE

There shall be a committee of five (5) Union members selected by the Union will meet with the General Safety Committee at such time and place as meetings are scheduled to discuss matters pertaining to safety. Of the members designated by the Union, one shall be from the Service Department, one shall be from the Street Department, one shall be from the Plant Department, and one from any of the several remaining departments. Of the members designated by the Union, one shall be assigned to be Co-Chair of the Safety Committee.

2. GRIEVANCE COMMITTEE

The Union shall appoint a five (5) member Union Committee, the members of which shall have continuous service of at least six (6) months. The Company shall deal with the Union Committee in the matter of grievances as provided in the grievance procedure.

3. NEGOTIATING COMMITTEE

The Union shall appoint a Negotiating Committee composed of seven (7) bargaining unit employees for the purpose of negotiating new Agreements.

XIX. COMPLAINTS AND GRIEVANCES

1. GRIEVANCE PROCEDURES

a. The Company Committee and the Grievance Committee may meet at the request of either party, at a time mutually agreed upon, as required to discuss disputes arising out of this Agreement. The notice of such meetings will contain necessary information on the subject matter of the meeting.

b. During the term of this Agreement, should any dispute arise between the Company and the Union as to the true interpretation and application of this Agreement, there shall be no suspension of work, but the same shall be treated as a grievance and every reasonable effort shall be made to settle such grievance in the following manner, except in the case of a general grievance raised by the Union, in which case the grievance shall be a written one originated by the aggrieved party at Step 3 below:

c. *A grievance shall be filed within sixty (60) calendar days of the incident causing it **or** calendar days when the incident should have been reasonably been known by a member of the Grievance Committee.

*Effective December 1, 1993

The grievance steps shall be as follows:

1. The aggrieved employee(s) and his Steward shall discuss the grievance with the immediate supervisor and attempt to settle the grievance. If the Shop Steward is not available, the employee(s) may be represented by a member of the Grievance Committee. If a satisfactory settlement is not reached within seven (7) calendar days then

2. Within seven (7) calendar days of the time that the grievance was answered at Step 1. The Union Committee shall reduce the grievance to writing on a form mutually agreed to by the Company and the Union and forward the written grievance to the Department Manager or his designate. The Department Manager or his designate shall discuss the grievance with three members of the Grievance Committee (*Union President or his designate, Recording Secretary and appropriate Shop Steward) and shall reply in writing within seven (7) calendar days and if a satisfactory settlement is not reached, then

3. Within seven (7) calendar days of the receipt of the written reply, the grievance shall be referred for settlement to the Vice President of the Company, Union committee and a representative of the International Union or their designated representatives.

The Company and the Union shall have fourteen (14) calendar days to resolve the grievance at this step. If the grievance is not resolved at this step in a manner satisfactory to both parties, then the Union has the right and authority to submit the grievance or dispute to arbitration in the manner provided under this Article. The Union must notify the American Arbitration Association to schedule the arbitration within thirty (30) calendar days of the expiration of the aforementioned fourteen (14) day period. If the time limits in the grievance procedure are not observed, a grievance shall be considered waived unless an extension of time is mutually agreed to in writing.

2. ARBITRATION

If a grievance involving the interpretation or application of this Agreement is not satisfactorily resolved in the grievance procedure, the Union may request the American Arbitration Association or the Federal Mediation and Conciliation Service, or the Labor Relations Connection to provide a panel of arbitrators from which the parties will select an arbitrator to hear the grievance. The arbitrator so selected shall have no power to add to, subtract from or otherwise modify the terms of this Agreement. The decision of the arbitrator shall be final and binding on both parties and shall have the same force and effect as a judgement of law. His or her fee and expense shall be shared equally by the parties.

3. UNION REPRESENTATION

An employee, at his request, may have a Union Steward of his choice from his department or one designated by the Local President if there is no department steward present at an interview where it is possible that a written reprimand, disciplinary suspension or discharge involving the employee may result.

XX. AGREEMENT

1. TERM OF AGREEMENT

This Agreement shall be effective upon execution and shall continue in full force and effect until midnight May 15, 2024.

During the term of this Agreement, should any provision or part thereof become illegal, the rest of the Agreement shall continue in full force and effect.

This Agreement shall bind and inure to the benefit of the parties hereto and to their respective successors and assigns and the words “Company” and “Union” respectively shall be construed to include their respective successors and assigns.

Either party may terminate the Agreement by giving notice in writing to the other party at least sixty (60) calendar days prior to the expiration date of the Agreement. Whenever notice to terminate this Agreement as herein provided is given, the parties agree that at least thirty (30) calendar days prior to the expiration date, joint conferences will be held for the purpose of negotiating another agreement.

2. ASSIGNMENT

This Agreement shall be binding upon the parties hereto, their successors and assignees.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

FOR UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL, AFL-CIO-CLC

Thomas M. Conway
President

John E. Shinn, International
Secretary-Treasurer

D.R. McCall, Vice President, Administration

Kevin Mapp, Vice President,
Human Affairs

Del Vitale, Director, District 4

Stephen J. Finnigan, Sub-District Director

John Buonopane, Staff Representative

LOCAL UNION 12026 COMMITTEE

Thomas E. Dagenais

Matthew Mongeon

Edward Kopyinski

Christopher Lenkowski

Joseph Woodbury

FOR EVERSOURCE GAS COMPANY OF MASSACHUSETTS

Christopher L. Hall, Vice President,
Employee and Labor Relations

Kevin J. Kelley, Vice President,
Gas Operations

XXI. LETTERS OF UNDERSTANDING

1. NATIONAL HEALTH

In the event a National Health Program is established and this program has an impact on the availability, legal status or tax status of the negotiated program, the parties will meet to explore and discuss and negotiate its effect and any agreement will be made by mutual consent. The parties agree that this language will not be used to reduce the Company's commitment to provide the health benefit package or its substantial equivalent that is currently provided under this contract.

2. SAFETY AND HEALTH

During the term of the current contract, the parties agree to meet and work out the details of a comprehensive safety and health manual, including hearing conservation programs and an asbestos protection and abatement program.

The dates of such programs will be put into effect by mutual agreement.

During the development of the Safety and Health Manual any programs which are required by Federal and State law or regulations will be implemented as soon as practicable, but may continue to be refined which may lead to change of the initial program upon implementation of Safety and Health Programs.

3. NEUTRALITY

The Company agrees to a position of neutrality in the event that a Union seeks to represent Temporary Employees of the Company.

Neutrality means that the Company shall neither help nor hinder the Union, in an organizing campaign, nor shall it comment upon the Union's motives, integrity, character or performance during a campaign. Also, the Company shall not provide any support or assistance of any kind to any person or group opposed to the Union Organization.

Where neutrality applies, the Company reserves the right to respond to employees' inquiries relating to the issue of Union organization and engage in normal communications with employees concerning their employment.

4. OFFICIAL SIGNING OF AGREEMENT

Parties agree to do this after the proofreading is completed on Company time.

5. SEXUAL HARASSMENT

Sexual Harassment as defined under Title VII of the Civil Rights Act of 1964, is an unlawful employment practice and is a violation of this Agreement. An employee who believes he or she is the victim of such harassment may file a complaint with the Equal Employment Opportunity Commission. An employee may also file a complaint with the state's applicable human rights agency covering the employee's place of employment and/or file a grievance as outlined in this Agreement.

6. SUCCESSORSHIP

This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns and the words "Company" and "Union" respectively shall be construed to include their respective successors and assigns.

7. ISSUANCE AND REMOVAL OF NON-ATTENDANCE DISCIPLINARY WARNING NOTICES

Verbal warnings and written warnings will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Suspensions will become inactive after two (2) years from the date of violation provided there is no intervening discipline. Intervening discipline within the one (1) or two (2) year periods keeps all prior discipline active until the expiration of the most recently issued disciplinary notice.

Effective on the date each Springfield Employee commenced employment with the Company and pursuant to the terms of September 2, 2020 MOA regarding the asset purchase of NiSource to Eversource, his discipline files were expunged.

8. VACANT MAINTENANCE DEPARTMENT POSITIONS

The Union reserves its rights under the old and new agreements to grieve the Company's failure to fill the positions of Maintenance Chief and Utility Worker in the Maintenance Department. Should it be necessary to reduce the number of jobs in the Service Department, the Company will consider filling the above-mentioned maintenance positions with excess employees from the Service Department.

9. AWARDING OF OVERTIME

This Agreement is to address issues related to the proper awarding of overtime opportunities raised during 2013 collective bargaining negotiations. The Company recognizes the Union's concern regarding situations where the incorrect employee is called out for an emergency response, overtime situation. The Company's current resolution is to offer the employee scheduled overtime, commensurate to the hours the employee missed, to make the employee whole. The Company continues to investigate the issue and is dedicated to working with the Union and develop and implement a process to ensure employees are contacted in the appropriate order for overtime. This Agreement shall be on a "no precedent" basis and shall not be cited or relied upon in any other proceeding except one involving the interpretation or application of this Agreement.

10. PAST PRACTICE

This Agreement is being made in lieu of the elimination of all past practices proposed by the Company during 2013 collective bargaining negotiations. The Company and the Union recognize that practices be identified which may impact the efficient operation of the business. Should such a past practice be identified, the Company and Union agree to meet with the Human Resources Manager and Operations Center Manager as soon as is practicable to discuss the past practice in issue. In the event that the Company and Union are unable to reach agreement on a process, the Company reserves the right to implement a procedure to eliminate the past practice and the Union reserves its right to the grievance process. This Agreement shall be on a "no precedent" basis and will be enforced and in effect for the duration of the Collective Bargaining Agreement.

APPENDIX A
STEELWORKERS 12026 PHYSICAL
WAGE AND STEP INCREASE SCHEDULE

CONSTRUCTION

Job Classification	Effective Date	Wage and Step Increase Schedule				
Inspector		**Prob Period Trainee**	**6 Mos Emp C**	**12 Mos Emp B**	**24 Mos Emp A**	**30 Mos Emp**
	5/15/2021	$31.30	$40.26	$42.84	$47.13	$50.43
	5/15/2022	$32.24	$41.47	$44.13	$48.54	$51.94
	5/15/2023	$33.21	$42.71	$45.45	$50.00	$53.50

FLEET OPERATIONS

Job Classification	Effective Date	Wage and Step Increase Schedule				
Mechanic (Short Progression)		**Prob Period Trainee**	**6 Mos Emp Trainee**	**15 Mos Emp C**	**24 Mos Emp B**	**30 Mos Emp A**
	5/15/2021	$31.30	$35.39	$38.60	$41.22	$47.16
	5/15/2022	$32.24	$36.45	$39.76	$42.46	$48.58
	5/15/2023	$33.21	$37.55	$40.96	$43.73	$50.04

(Progression above requires all items of Qualifications)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Mechanic (Long Progression)		**Prob Per Trainee**	**6 Mos Emp Trainee**	**18 Mos Emp C**	**30 Mos Emp B**	**42 Mos Emp A**
	5/15/2021	$31.30	$35.39	$38.60	$41.22	$47.16
	5/15/2022	$32.24	$36.45	$39.76	$42.46	$48.58
	5/15/2023	$33.21	$37.55	$40.96	$43.73	$50.04

(Progression above requires items 1, 2, 3 and 4 of the Qualifications. This Progression requires the successful completion of three years of night school in a course approved by the Company.)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Working Foreperson – Transportation		**Entry**				
	5/15/2021	$50.40				
	5/15/2022	$51.91				
	5/15/2023	$53.47				

INSTRUMENTATION AND REGULATION

Job Classification	Effective Date	Wage and Step Increase Schedule				
General Technician		**Prob Per Trainee**	**6 Mos Emp C**	**18 Mos Emp B**	**30 Mos Emp A**	
	5/15/2021	$32.01	$39.32	$44.87	$48.02	
	5/15/2022	$32.97	$40.49	$46.22	$49.46	
	5/15/2023	$33.96	$41.71	$47.60	$50.94	

Grandfathered Rate	Effective Date	Rate				
	5/15/2021	$53.27				
	5/15/2022	$54.87				
	5/15/2023	$56.51				

LNG OPERATIONS

Job Classification	Effective Date	Wage and Step Increase Schedule				
Bldgs. Maintenance Mechanic/Electrician		**Entry Emp C**	**6 Mos Emp B**	**12 Mos Emp A**		
	5/15/2021	$44.14	$44.95	$48.79		
	5/15/2022	$45.46	$46.30	$50.25		
	5/15/2023	$46.82	$47.69	$51.76		

Job Classification	Effective Date	Wage and Step Increase Schedule				
LNG Maintenance Mechanic		**Entry**				
	5/15/2021	$44.23				
	5/15/2022	$45.56				
	5/15/2023	$46.93				

Job Classification	Effective Date	Wage and Step Increase Schedule				
LNG Plant Operator		**Entry**				
	5/15/2021	$47.02				
	5/15/2022	$48.43				
	5/15/2023	$49.88				

Job Classification	Effective Date	Wage and Step Increase Schedule				
Lead Production Mechanic Grandfathered Rate		**Rate**				
	5/15/2021	$47.02				
	5/15/2022	$48.43				
	5/15/2023	$49.88				

LNG OPERATIONS (continued)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Plant Operations Maintenance Assistant		**Rate**				
Grandfathered Rate	5/15/2021	$41.78				
	5/15/2022	$43.03				
	5/15/2023	$44.32				

LOCATES

Job Classification	Effective Date	Wage and Step Increase Schedule				
Service Technician D		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**	**18 Mos Emp**	
	5/15/2021	$31.91	$35.97	$39.35	$41.94	
	5/15/2022	$32.87	$37.05	$40.53	$43.20	
	5/15/2023	$33.85	$38.16	$41.74	$44.50	

Grandfathered Rate	Effective Date	Rate				
	5/15/2021	$44.23				
	5/15/2022	$45.56				
	5/15/2023	$46.92				

MAINTENANCE

Job Classification	Effective Date	Wage and Step Increase Schedule				
Backhoe Operator		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**	**24 Mos Emp**	**36 Mos Emp**
	5/15/2021	$31.75	$44.54	$44.54	$44.54	$48.02
	5/15/2022	$32.71	$45.87	$45.87	$45.87	$49.46
	5/15/2023	$33.69	$47.25	$47.25	$47.25	$50.94

Job Classification	Effective Date	Wage and Step Increase Schedule				
Distribution Technician		**Prob Per Trainee**	**6 Mos Emp Trainee**	**12 Mos Emp C**	**24 Mos Emp B**	**36 Mos Emp A**
	5/15/2021	$31.30	$36.58	$40.26	$42.84	$47.13
	5/15/2022	$32.24	$37.67	$41.47	$44.12	$48.55
	5/15/2023	$33.21	$38.80	$42.71	$45.45	$50.00

MAINTENANCE (continued)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Distribution Technician P-T		**Prob Per Trainee**	**6 Mos Emp Trainee**			
	5/15/2021	$31.30	$36.58			
	5/15/2022	$32.24	$37.67			
	5/15/2023	$33.21	$38.80			

Job Classification	Effective Date	Wage and Step Increase Schedule				
Distribution Training Coordinator		**Entry**				
	5/15/2021	$53.54				
	5/15/2022	$55.15				
	5/15/2023	$56.80				

Job Classification	Effective Date	Wage and Step Increase Schedule				
Tool Technician		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**		
	5/15/2021	$31.30	$40.26	$47.14		
	5/15/2022	$32.24	$41.47	$48.55		
	5/15/2023	$33.21	$42.71	$50.00		

Job Classification	Effective Date	Wage and Step Increase Schedule				
Welder/Distribution Technician		**Prob Per Trainee**	**6 Mos Emp Trainee**	**12 Mos Emp C**	**24 Mos Emp B**	**36 Mos Emp A**
	5/15/2021	$31.30	$36.58	$40.26	$42.84	$50.42
	5/15/2022	$32.24	$37.67	$41.47	$44.12	$51.93
	5/15/2023	$33.21	$38.80	$42.71	$45.45	$53.49

Job Classification	Effective Date	Wage and Step Increase Schedule				
Working Leader – Distribution		**Entry**				
	5/15/2021	$50.43				
	5/15/2022	$51.94				
	5/15/2023	$53.50				

MAINTENANCE (Continued)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Working Leader – Distribution Backhoe*		**Entry**				
	5/15/2021	$51.34				
***For upgrade purposes only**	5/15/2022	$52.88				
	5/15/2023	$54.46				

MATERIALS LOGISTICS

Job Classification	Effective Date	Wage and Step Increase Schedule				
Stockhandler		**Prob Per Trainee**	**6 Mos Emp C**	**12 Mos Emp B**	**24 Mos Emp A**	
	5/15/2021	$31.30	$38.96	$40.74	$43.24	
	5/15/2022	$32.24	$40.13	$41.96	$44.54	
	5/15/2023	$33.21	$41.34	$43.22	$45.87	

Job Classification	Effective Date	Wage and Step Increase Schedule				
Working Foreperson - Stores		**Entry**				
	5/15/2021	$46.67				
	5/15/2022	$48.07				
	5/15/2023	$49.51				

METER READING AND FIELD OPERATIONS

Job Classification	Effective Date	Wage and Step Increase Schedule				
Field Service Meter Reader		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**		
	5/15/2021	$37.57	$38.73	$39.81		
	5/15/2022	$38.70	$39.89	$41.00		
	5/15/2023	$39.86	$41.09	$42.23		

Grandfathered Rate	Effective Date	Rate				
	5/15/2021	$41.20				
	5/15/2022	$42.44				
	5/15/2023	$43.71				

METER SHOP

Job Classification	Effective Date	Wage and Step Increase Schedule				
Meter Repair Technician		**Prob Per Trainee**	**6 Mos Emp C**	**18 Mos Emp B**	**30 Mos Emp A**	
	5/15/2021	$31.30	$38.29	$40.60	$44.14	
	5/15/2022	$32.24	$39.43	$41.82	$45.46	
	5/15/2023	$33.21	$40.62	$43.08	$46.82	

Job Classification	Effective Date	Wage and Step Increase Schedule				
Special Meter Maintenance Technician (SMMT)		**Prob Per Trainee**	**6 Mos Emp C**	**18 Mos Emp B**	**24 Mos Emp A**	
	5/15/2021	$31.30	$39.38	$39.88	$45.21	
	5/15/2022	$32.24	$40.56	$41.08	$46.56	
	5/15/2023	$33.21	$41.77	$42.31	$47.96	

METER SERVICE

Job Classification	Effective Date	Wage and Step Increase Schedule				
Service Technician* *Current and former Service Tech A employees		**Prob Per Trainee**	**6 Mos Emp Trainee**	**15 Mos Emp C**	**30 Mos Emp B**	
	5/15/2021	$31.91	$39.36	$44.99	$45.82	
	5/15/2022	$32.87	$40.54	$46.34	$47.20	
	5/15/2023	$33.85	$41.75	$47.73	$48.62	

Job Classification	Effective Date	Wage and Step Increase Schedule				
Service Technician A/Fitter		**Prob Per Trainee**	**6 Mos Emp Trainee**	**15 Mos Emp C**	**30 Mos Emp B**	**42 Mos Emp A**
	5/15/2021	$31.91	$39.36	$44.99	$45.82	$50.94
	5/15/2022	$32.87	$40.54	$46.34	$47.20	$52.47
	5/15/2023	$33.85	$41.75	$47.73	$48.62	$54.05

Job Classification	Effective Date	Wage and Step Increase Schedule				
Working Leader / Training Coordinator		**Entry**				
	5/15/2021	$54.51				
	5/15/2022	$56.15				
	5/15/2023	$57.83				

FOR REFERENCE PURPOSES ONLY

WAGE RATE PROGRESSION SCHEDULE

2019 2% 5/15/2019

Springfield Local 12026 Process L2UN2	Entry Level	After 6 Months	After 12 Months	After 18 Months	Job Max 24 Months
SP2	1	$21.98	$23.02	$24.09	$25.17	$26.29
SP2	2	$23.19	$24.32	$25.42	$26.57	$27.75
SP2	3	$24.54	$25.67	$26.86	$28.05	$29.23
SP2	4	$25.82	$27.03	$28.31	$29.55	$30.88
SP2	5	$27.25	$28.51	$29.77	$31.08	$32.42
SP2	6	$29.47	$30.86	$32.21	$33.57	$34.98
SP2	7	$30.44	$31.81	$33.25	$34.72	$36.19
SP2	8	$32.11	$33.58	$35.11	$36.68	$38.23
SP2	9	$33.98	$35.56	$37.19	$38.80	$40.48
SP2	10	$36.43	$38.09	$39.66	$41.34	$43.03

FOR REFERENCE PURPOSES ONLY
WAGE RATE PROGRESSION SCHEDULE

2020 3% 5/15/2020

Springfield Local 12026 Process L2UN2	Entry Level	After 6 Months	After 12 Months	After 18 Months	Job Max 24 Months
SP2	1	$22.64	$23.71	$24.81	$25.93	$27.08
SP2	2	$23.89	$25.05	$26.18	$27.37	$28.58
SP2	3	$25.28	$26.44	$27.67	$28.89	$30.11
SP2	4	$26.59	$27.84	$29.16	$30.44	$31.81
SP2	5	$28.07	$29.37	$30.66	$32.01	$33.39
SP2	6	$30.35	$31.79	$33.18	$34.58	$36.03
SP2	7	$31.35	$32.76	$34.25	$35.76	$37.28
SP2	8	$33.07	$34.59	$36.16	$37.78	$39.38
SP2	9	$35.00	$36.63	$38.31	$39.96	$41.69
SP2	10	$37.52	$39.23	$40.85	$42.58	$44.32

APPENDIX B
FOR REFERENCE PURPOSES ONLY
CLASSIFICATIONS BY WAGE GRADE

GRADE 1 None GRADE 2 Custodian Distribution Operator C Distribution Operator C/Storekeeper Electrician Helper Garage Attendant Operator/Driver C GRADE 3 Equipment Operator C Governor Maintenance C Meter Reader/Collector B Meter Repair C Operator/Driver/Corrosion Maintenance C Production Mechanic C Service Technician C GRADE 4 Fitter Helper Meter Reader Stores Attendant Utility Worker, Gas Operations GRADE 5 Governor Maintenance B Meter Repair B Welders Helper Meter Repair Helper GRADE 6 Distribution Operator B Distribution Operator B/Corrosion Maintenance Distribution Operator B/Storekeeper Equipment Operator B Gas Utility Worker Lead Utility Worker Meter Reader/Collector A Operator/Driver B Production Mechanic B Service Technician B Equipment Op B/Piper Storekeeper		GRADE 7 Governor Maintenance A Lead Storekeeper Maintenance Assistant Meter Repair A GRADE 8 Lead Metscan Installer Auto Mechanic Equipment Operator A Operator/Driver/Corrosion Maintenance A Production Assistant Production Mechanic A Propane Plant Operator Service Technician A Locate/Leakage Technician Plant Operations Maintenance Assistant Sr. Meter Repair A GRADE 9 Lead Maintenance Mechanic Service Technician A A/C Welder Equipment Op/Piper LNG Plant Operator GRADE 10 Lead Auto Mechanic Lead Distribution Operator Lead Electrician Lead Governor Maintenance Mechanic Lead Production Mechanic Lead Service Technician Lead Pipefitter Lead Welder Lead Fitter Lead Service Technician Lead LNG Plant Operator Inspector

APPENDIX C
CHECK-OFF AUTHORIZATION
UNITED STEELWORKERS OF AMERICA,
PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL
AFL-CIO-CLC

Pursuant to this authorization and assignment, please deduct from my pay each month, while I am in employment within the collective bargaining unit in the Company, monthly dues, assessments and (if owing by me) an initiation fee each as designated by the International Secretary-Treasurer of the Union, as my membership dues in said Union.

The aforesaid membership dues shall be remitted promptly by you to Walter J. Burke, or his successor, International Secretary Treasurer of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, or its successor, 5 Gateway Center, Pittsburgh, Pennsylvania 15222.

This assignment and authorization shall be effective and cannot be canceled for a period of one (1) year from the date appearing above or until the termination date of the current collective bargaining agreement between the Company and the Union, whichever occurs sooner.

I hereby voluntarily authorize you to continue the above authorization and assignment in effect after the expiration of the shorter of the periods above specified, for further successive periods of one (1) year from such date. I agree that this authorization and assignment shall become effective and cannot be canceled by me during any of such years, but that I may cancel and revoke by giving to the appropriate management representative of the Plant in which I am employed, an individual written notice signed by me and which shall be postmarked or received by the Company within fifteen (15) days following the expiration of any such year or within fifteen (15) days following the termination date of any collective bargaining agreement between the Company and the Union covering my employment if such date shall occur within one of such annual periods. Such notice of revocation shall become effective respecting the dues for the month following the month in which such written notice is given; A copy of any such notice will be given by me to the Financial Secretary of the Local Union.

Signature: _____ Clock No: _____

Address: _____

Employed By: _____

Social Security No.: _____ Date: _____

APPENDIX D

ATTENDANCE IMPROVEMENT PROGRAM

The efficient operation of the Company requires that employees consistently maintain satisfactory attendance.

The most important single rule employees should remember is that they must notify the Integration Center or their supervisor as soon as they know they will be absent from work. Notice does not excuse the absence. It does, however, permit the supervisor to schedule work around the absence and will be considered a less serious infraction than absence without notice.

Attendance records are evaluated on the number of days absent from work.

All days taken out of work, including excused and unexcused absences, are used in determining total days out of work. However, excluded from this total are days on FMLA approved leave of absence, FMLA approved intermittent leave of absence, jury duty, union business, leave pursuant to Massachusetts General Laws, bereavement, vacation and holidays.

In determining "excessive" absenteeism, all days absent from work are added together. If the total number of days for that employee in any rolling three (3) month period equals three (3) days or more in the period for that employee, that is considered excessive absenteeism under these guidelines. For purposes of this program, a day is equal to the number of hours in an employee's regularly scheduled shift. The first forty (40) hours annually that an employee is absent will be excused pursuant to Massachusetts Earned Sick Leave Law.

Under this program when an employee's record indicates excessive absenteeism in accordance with the guidelines above, the goal of the Company is to restore that employee's attendance to satisfactory level. The Company will implement a plan of progressive discipline, as outlined below, to ensure the successful attainment of this goal.

Disciplinary action may be issued should an employee be absent for three (3) days of absences within a rolling three (3) month period and for each absence that occurs within the next three (3) months. Following a three (3) month period with no absences, should an employee who has an active step of discipline reach three (3) days within a rolling three (3) month period and less than one (1) year from his last disciplinary step being issued, it will result in the appropriate nextstep of progressive discipline being issued.

Should an employee exhibit a pattern of excessive absenteeism but does not meet the guidelines above, the Union and management will meet to discuss entering the employee into the attendance program and begin the plan of progressive discipline as outlined below. Employees will only receive one consultation in a rolling twelve (12) month period.

Consultation

The Company recognized that typically, excessive absenteeism is a symptom of a personal problem the employee is experiencing which is affecting that employee's attendance. The supervisor will consult with the employee and help will be offered. The Employee Assistance program (EAP) is available free of charge to assist employees with personal, marital, financial, substance abuse or other problems which affect the employee's attendance at work. A written record of this meeting will be provided to the employee and a copy provided to the Union Steward or appropriate Union Officer.

Verbal Warning

If an employee's attendance record continues to be unsatisfactory following or within a rolling three (3) month period of the time following the consultation, the employee will be warned that formal written discipline will follow unless that employee's attendance shows an immediate, substantial and sustained improvement. The employee will be made aware once again of the Employee Assistance Program and urged to take advantage of it if necessary.

Written Warning

After a verbal warning, if an employee's attendance record continues to be unsatisfactory following or within a rolling three (3) month period of time, and the employee's absence record continues to equal or exceeds the three (3) days, he or she will be given a written warning. The employee will be warned that further disciplinary action up to and including termination of employment will follow unless attendance shows immediate, substantial and sustained improvement. The employee will once again be made aware of the Employee Assistance Program and urged to take advantage of it if necessary.

Suspension (1) Day

After a written warning, if an employee's attendance record continues to be unsatisfactory following or within a rolling three (3) month period of time, and the employee's absence record continues to equal or exceeds the three (3) days, he or she will be given a one (1) day unpaid suspension. The employee will be warned that further disciplinary action up to and including termination will follow unless immediate, substantial and sustained improvement. The employee will once again be made aware of the EAP and urged to take advantage of it if necessary.

Termination of Employment

After the one (1) day unpaid disciplinary suspension, a monthly review will take place. If the employee's attendance record continues to equal or exceeds one (1) day absent based on the standards described above, such employee will be suspended pending a decision to terminate employment. The decision to terminate an employee's employment will be made within seven (7) calendar days following such suspension.

Job Abandonment

Any employee who fails to report to work and fails to provide notice of such absence for a periodof three (3) consecutive work days shall be considered to have voluntarily abandoned his or her position. In addition, if an employee fails to return to work after the expiration of a leave-of- absence, that employee will be considered to have voluntarily abandoned his or her position.

ISSUANCE AND REMOVAL OF ATTENDANCE WARNING NOTICES

Documented verbal warnings, written warnings, and suspensions will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Intervening discipline within the one (1) year period keeps all prior discipline active.

APPENDIX E
MEDICAL AND PERSONAL LEAVE OF ABSENCE POLICY

1. PURPOSE:

The purpose of this policy is to specify medical and personal leave-of-absence provisions to which employees may be entitled. Medical leaves are available in accordance with this policy for the employee's own serious health condition which renders the employee unable to perform the essential functions of his job.

2. SCOPE:

This policy extends to Local 12026.

3. POLICY & PRACTICE:

Industrial Accident Leave

Employees who are absent from work due to a work related injury should contact HRCONNECT.

Non-Work-Related Medical Leave

Employees who are absent from work because of personal injury or illness for more than five (5) consecutive work days must apply for a medical leave-of-absence for all daysout of work after the fifth consecutive work day of absence.

Employees applying for a leave of absence for Short Term Disability (STD) should contact Lincoln Financial (Company Administrator) at 1-800-451-5554.

Lincoln Financial will work with employee and provider to obtain necessary medical support forthe leave of absence.

The employee's job is protected for one year total - STD for 6 months, then LTD for 6 months. If the employee is unable to return to work within that 12- month period, the employee will be moved into an Inactive/Job Not Held status. The employee will remain in the Inactive/Job Not Held status, until he is no longer eligible for LTD benefits, at which point his employment will be terminated.

While receiving LTD benefits, any health/dental/vision deductions will be deducted from the employee's LTD benefit.

All medical leaves will run concurrently with all federal and state leaves.

During medical leaves under the Company medical leave policy, employees are responsible for contributions to all benefit plans as if actively at work. If an employee fails to return to work for reasons other than for a substantiated continued health condition or circumstances beyond his control, the employee may be required to repay the Company for all health premiums paid on the employee's behalf during the leave.

Employees who qualify for medical leave under this policy, upon their return to work will be restored to the same or an equivalent position after the leave, except in certain cases where theperson has been designated as a "key employee" or where the employment would not have continued had the employee not been on leave. Employees returning from leave will be required to supply a "fitness for duty" release from their attending physician if the leave was for their own health condition.

Employees on medical leave of absence are considered unable to perform essential job functions, and as such are not allowed to perform work outside of the Company workplace during an approved leave.

The Company may require employees requesting medical leave or returning to work from medical leave to be examined by a physician designated by the Company. Any such examinations will be paid for by the Company.

4. PROCEDURE:

Employees applying for a medical leave-of-absence must be under the direct care of a physician and must submit medical certification directly to the Company administrator. Employees may be required to undergo a periodic medical examination by a physician designated by the Company in order to ascertain the employee's condition.

For medical leaves, the Company will require medical certification for an employee's own serious health condition prior to the start of the leave unless the condition requiring medical leave is unforeseeable in which case such medical certification must be provided within fifteen (15) days of the request for leave, or as soon as practicable. Upon proper submission of medical documentation in support of a medical leave request, the employee will be placed on medical leave in accordance with the attending physician's instructions. The employees will be advised in writing by the Company administrator of his status including the beginning and ending dates of his medical leave and the procedures for returning to work or extending his medical leave.

Medical leaves of absence which qualify under this policy may be covered by certain insurance programs such as short-term-disability (STD), long-term-disability (LTD), or worker's compensation. When it is not covered by one of these insurance programs,leaves will be unpaid.

PERSONAL LEAVE-OF-ABSENCE

A personal leave-of-absence without pay for a period normally not to exceed sixty (60) days maybe granted by the Company for urgent personal reasons to employees with at least six (6) monthsof continuous employment. Requests for personal leave-of-absence must be made in writing to the employee's supervisor and the unit's senior human resources officer. Each request will be decided on its own merit at the sole discretion of the Company.

LENGTH OF SERVICE

Length of continuous service for the purpose of this policy shall be computed from the original date of hire.

Length of continuous service will be broken by the following:

- Absence from work for more than three (3) consecutive days without notice to the Company;
- Voluntary termination or resignation by the employee;
- Discharge for cause;
- Failure to return to work upon the expiration of an approved leave-of-absence or the extension of an approved leave-of-absence.

APPENDIX F
LNG SHIFT PAY PRACTICE

The Parties agree to create a subcommittee to meet and discuss pay premiums and practices.

1. LNG plant operators when assigned to the twelve (12) hour shift schedule (so-called "on-shift") by the company, will transition to a schedule of four (4) days on "days," four (4) days off, four (4) days on "nights," four (4) day off. Upon completion of this rotation,the operator will repeat from the beginning.

2. Employees will be paid overtime after twelve (12) hours in a workday or forty (40) hours in a workweek. Employees will not be paid meal allowances when working the twelve (12) hour shift schedule.

3. When on the twelve (12) hour shift schedule, but on a short schedule week, i.e., scheduled to work thirty-six (36) hours, any hours worked in excess of such short schedule will be paid at time and one half.

4. No vacations will normally be permitted during winter around the clock coverage. If around the clock coverage is required for non-winter periods, such as a summer liquefaction run, normal vacations will be allowed in accordance with Article VIII. During twelve (12) hour shift periods, employees on their spare week, would continue to be able to take vacation time following approval from their supervisor. Should the employee be scheduled for a twelve (12) hour shift and elect to use vacation or sick time, their remaining balances will be reduced by the amount commensurate to the number of hours scheduled and paid.

5. Saturday & Sunday premiums will be paid for scheduled work on those days. All holidays, jury duty, etc. will be paid as twelve (12) hour days when the employee is on a twelve- (12) hour work schedule. When working a holiday, pay will be at double time for all hours worked. A twelve- (12) hour holiday not worked is to be paid or if not paid,may be taken at another time as a paid holiday. If an employee is not required to work a holiday but is on the twelve (12) hour shift schedule, the employee will be paid twelve (12) hours of holiday pay for such holiday.

6. If an employee does not work two hundred (200) hours in the five (5) week rotation because shift work has been discontinued, the employee will be allowed to work to a schedule to make up the 200 hours normally worked in a five-week rotation.

7. Employees on the twelve (12) hour shift rotation and enrolled in the 401K plan, will continue to contribute to the plan based on the provisions of the plan document.

8. When employees are assigned to Gas Operations to assist the LNG operators on shift, they will be scheduled for a twelve-hour shift.

9. Upon ratification of the 2018 Collective Bargaining Agreement, the Company agrees to backfill the existing Lead Production Mechanic vacancy and fill one (1) additional Lead Production Mechanic position.

10. Upon ratification of the 2018 Collective Bargaining Agreement, the Company agrees to create and fill a “Lead Plant Operator” position to be compensated at labor grade 10

11. Upon ratification of the 2018 Collective Bargaining Agreement, the Company agrees to modify the Plant Operations and Maintenance Assistant from labor grade 7 to labor grade 8. Job posting will be updated to include a MA Hoisting 1C license qualification. All employees currently in the classification who do not possess a MA Hoisting 1C license,will be given six (6) months to obtain the license.

(Attachments A, C, D left blank intentionally)

ATTACHMENT B
Medical Plan Options – 2020

In-Network Highlights	PPO 90	PPO 100	Saver Option
Lifetime Maximum	Unlimited		
Annual Deductible	$250 per person up to a $500 family maximum	None	$1,400 employee only OR $2,800 employee plus one or more dependent(s)
Coinsurance	10%	None	10%
Annual Out-of-Pocket (OOP) Maximum* (Includes deductible)	$1,500 per person up to a $3,000 family maximum (Applies only to certain services)	$750 per person up to a $1,500 family maximum (Applies only to certain services)	$2,500 employee only OR $5,000 employee plus one or more dependent(s) (Applies to all services)
Employer HSA Funding	No	No	$500 employee only OR $1,000 employee plus one or more dependent(s)
Prescription Drug (Retail copays for up to a 34-day supply)	No deductible applies $6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	$6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	Full cost until deductible is met; then copays apply: $0 (generic) $25 (brand) $50 (non-formulary) Express Scripts
Prescription Drug (Mail order and Smart90 copays for up to a 90-day supply)	No deductible applies $12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	$12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	Full cost until deductible is met; then copays apply: $12 (generic) $50 (brand) $97 (non-formulary) Express Scripts
Office Visit (PCP)	$20 copay No deductible applies	$15 copay	

Office Visit (Specialist)	**$35 copay No deductible applies**	**$30 copay**	**10% coinsurance after meeting deductible**
Telehealth Visit	**$10 copay No deductible applies**	**$5 copay No deductible applies**	**10% coinsurance after meeting deductible**
Preventive Care[1]	**100% covered, No deductible applies**	**100% covered**	**100% covered, No deductible applies**

In-Network Highlights	**PPO 90**	**PPO 100**	**Saver Option**
Inpatient Hospital	**10% coinsurance after deductible**	**$150 per day (not to exceed $300 per admission)**	**10% coinsurance after deductible is met**
Outpatient Surgery		**$150 copay**	
Emergency Room	**$100 copay (waived if admitted)**	**$100 copay (waived if admitted)**	
Urgent Care/Walk-In	**$30 copay**	**$30 copay**	
Lab and X-Ray	**10% coinsurance after deductible**	**100% covered**	
Advanced Radiology (MRI, CAT/PET scan)		**$150 copay**	
Infertility Procedures Lifetime	**Plan pays $25,000 lifetime maximum per person for in- and out-of-network combined for procedures related to artificial insemination, in-vitro fertilization, GIFT and ZIFT.**		

[1]Preventive care is determined by your physician. Any non-preventive services provided by an in-network provider as part of a preventive care visit will be considered standard service and any annual deductibles, copays and coinsurance will apply.

Note - OON benefits are available

Attachment B

Elm Summary of Benefits & Programs
Dental Plan Options 2020

Dental Benefit Highlights	Your Costs under Dental1000	Your Costs under Dental1800
Your Annual Deductible	$50 per person to a family maximum of $150	$25 per person
Preventive and Diagnostic Treatment (exams, x-rays and cleanings)	20% after deductible	No cost; no deductible
Restorative and other Basic Services(standard amalgam and composite fillings, dentures, denture repair, simple extractions and root canals)	20% after deductible	20% after deductible
Oral and Periodontal Surgery (not subject to the calendar year maximum) *Please note that Delta Dental of MA is the primary insurancecarrier when submitting oral or periodontal surgery claims.*	20% after deductible	20% after deductible
Prosthodontics and other Services (bridges and crowns; implants allowedonce per 60 months per implant)	50% after deductible	40% after deductible
Temporomandibular Joint (TMJ) Appliance (subject to deductible and calendar year maximum)	50% after deductible	50% after deductible
Maximums Paid by the Plan	**Plan Pays**	**Plan Pays**
Calendar Year Maximum for Covered Services	$1,000 per person* (includes orthodontia)	$1,800 per person*
Lifetime Maximum for Orthodontia (for adults andchildren)	100% up to $750 lifetime maximum*; included in calendaryear maximum; not subject to deductible	100% up to separate $1,800 lifetime maximum* per person;not subject to deductible
*You pay 100 percent of services once calendar and lifetime maximums have been paid by the Plan.		

Attachment B
Elm Summary of Benefits &
ProgramsVision Plan Options 2020

Benefit	Description	Copay	Frequency
Well Vision Exam	**Focuses on your eyes and overall wellness**	**$15**	**Every calendar year**
Prescription Glasses		**$25**	**See frame and lenses**
Frame	**$130 allowance for a wideselection of frames 20% off amount over your allowance**	**Included in Prescription Glasses**	**Every other calendar year**
Lenses	**Single vision, lined bifocal, andlined trifocal lenses Polycarbonate lenses for dependent children**	**Included in Prescription Glasses**	**Every other calendar year**
Lens Options	**Standard progressive lenses- Premium progressive lenses Custom progressive lenses Average 20-25% off other lens options**	**Plan pays $55 (Standard) $95 – $105 (Premium) $150 – $175 (Custom)**	**Every other calendar year**
Contacts (instead of glasses)	**- $335 allowance for contacts (includes fitting and evaluation)**	**$0**	**Every other calendar year**
Diabetic Eye CarePlus Program	**- Services related to type 1 and 2 diabetes; ask your VSP doctor for details**	**$5**	**As needed**
Extra Savings and Discounts	**Glasses and Sunglasses - 20% off additional glasses and sunglasses, including lens options, from any VSPdoctor within 12 months of your last Well Vision Exam**		
	Laser Vision Correction - Average 15% off the regular price or 5% off the promotional price; discountsavailable only from contracted facilities		

Attachment B
Elm Summary of Benefits & Programs

Benefit	Summary
Flexible Spending Accounts, (FSA)	Dependent Care Health Care
Basic Life	2X Base Pay Company Paid
Optional EE Life EE Paid	Available, EE Paid
Dependent Life EE Paid	Available, EE Paid
Basic AD&D Company Paid	2X Base Pay Company Paid
Optional AD&D (EE and Dep)	Available, Employee Paid
Business Travel Accident	Company Paid
Vacation Schedule	Less than 1 year: Start date: 1/1/ to 3/31: 15 days 4/1/ to 6/30: 10 days 7/1/ to 9/1: 5 days 10/1 to 12/31: 0 days 1 – 10 years: 15 days 10 – 20 years: 20 days 20+ years: 25 days
Floating Holidays	2 per year
Holidays	10 per year
Sick Days	10 per year
Short- Term Disability	After 5 sick days: 12 weeks @ 100% and 13 weeks at 67%
LTD Core	50% of base pay
LTD Buy Up	67% of base pay (employee buy-up)
EAP	Company Paid
Tuition Assistance	Up to $5,250 annually
Wellness incentive	Up to $200 Annually
Care@Work Program	Care.com Membership Back up child/adult care at subsidized rates
Gradifi Refi Program	Student Loan Debt Refinancing counseling
Legal Assistance Program	Access to network of attorneys (annual enrollment required). Receive legal advice on wide range of matters (real estate, estate planning, etc).
MetLife Auto & Home	Potential discounts for homeowners / auto insurance. Payroll deduction.
Adoption Assistance	Reimbursement of up to $5,000 of eligible expenses

ATTACHMENT B
Elm Summary of Benefits & Programs

Benefit	
Eversource K-Vantage Plan	Company contribution into K-Vantage account, held within 401(k).Contribution based on age plus YOS: <40 = 2.5% 40 but < 60 = 4.5% >60 = 6.5% Eligible pay = Base pay, incentive, OT at straight-time, premiums
Eversource Med Vantage Plan	For K-Vantage Participants over the age of 40 – a notional $1,000 contribution to a health reimbursement arrangement (HRA) whichcan be accessed for qualified retiree medical expenses
Eversource 401k Plan	Matching contribution of 100% of first 3% of eligible compensation(base pay plus incentive)
Retiree Medical HRA Subsidy	Eligibility: Age 55 with 10 years of service or20 continuous years of service Subsidy not available until age 55 Subsidy under age 65: $6,500 each for EE, spouse, and child, max $19,500. Must be enrolledin a nongroup medical plan. Subsidy age 65+: $2,500 each for EE, Spouse, Child. Must be enrolled in a MSP through ViaBenefits private exchange. No company sponsored medical plans are provided. The benefit is acontribution to a Health Reimbursement Arrangement (HRA).

Information in this document is intended as a summary and does not include all details. All benefits are governed by the official plan documents, summary plan descriptions, insurance contracts, or company policy.
As in the past, the Company will continue to review all of its benefit plans and make changes as they become appropriate, informing the unions of such changes and/or negotiating such changes as required.

ATTACHMENT E
GAS OPERATIONS AGREEMENT

GAS CONSTRUCTION

Gas Construction Department:

Inspectors currently on the roster in Local 12026 will be assigned to the Gas Construction department.

The Rosters will be titled Construction Inspectors.

The Progression will be as follows.

Inspector Trainee (TC)	Six (6) Months	$30.39	(Step 1)
Inspector C	Six (6) Months	$39.09	(Step 2)
Inspector B	Six (6) Months	$41.59	(Step 3)
Inspector A	Twelve (12) Months	$45.76	(Step 4)
Inspector	(See Job Description)	$48.96	

Total Progression is thirty (30) months.

The construction crews and inspection duties will be selected based on daily work assignment. Employees assigned inspection work will perform the duties of an inspector the entire work day schedule. Employees assigned to construction crews will perform construction crew work detailed below.

Construction crews will perform the following work:

1. New growth services
2. New growth mains
3. Service replacements
4. Main connections associated with main replacements performed by construction crews and assigned main connections for external crews.
5. Mark outs associated with assigned work
6. Service replacements associated with main replacements

7. Public work projects

8. System enhancements

9. Affected cast iron encroachments

10. Main & service taps associated with construction crew assignments.

Number of crew members per crew will be determined by the Company.

Inspectors

1. The parties agree to create a new Construction Inspector position. (see job description attached).

   It is understood that the number of Construction Inspectors may be adjusted up based on the number of contractor crews working in an area.

   In the event future legislation, code changes or a DPU order mandates a ratio different than is defined in this Agreement, the Parties agree to meet and negotiate changes to this Inspector Agreement. In the event the Parties are unable to reach agreement, it is understood that the Inspectors will be placed in the Maintenance Department Distribution roster.

2. Inspector to contractor crew ratio is planned at 3:1, however, when unplanned absences occur the Inspectors will back fill each other and expand to a 4:1 ratio. Beyond the 4:1 ratio any additional resources will be requested from the gas construction department. If the gas construction roster can't supply additional resources the gas maintenance (qualified distribution pool) will be utilized. After the 3-day absence period, the Company shall assign additional resources from the gas maintenance group to maintain the 3:1 ratio.

3. If the Company utilizes outside contractors to perform gas pipeline associated work, the contractors will perform all mark-outs associated with said work. If necessary, Company inspectors may assist. The need to utilize Company inspectors in this role will be determined by the Company. If the contractor is unable to access a premise during normal working hours, the contractor will be permitted to perform the mark-out(s) during off hours.

4. If the Company utilizes outside contractors to perform work on Company pipeline, the Contractors will be responsible for scheduling their own work. Company inspectors may assist in this process if necessary. The contractor shall notify the Inspector or meter service personnel who will coordinate the remaining scheduled work.

5. The Contractors will be responsible for all documentation for the projects that they are assigned. Such documentation will be subject to the approval of an Inspector in a timely manner.

6. Construction Inspectors will inspect pipeline contractor crews.

7. Construction Inspectors will be required to perform and document daily job inspections.

8. Construction Inspectors will be qualified to perform procedure supervisor functions.

9. Construction Inspectors will perform procedure supervisor functions when assigned.

Union Represented Job Specification

POSITION:	**Construction Inspector**	**JOB CODE:**
ORGANIZATION:	**Gas Operations**	**EFFECTIVE DATE:**
DEPARTMENT:	**Construction**	**APPROVALS:**
AREA:	**Springfield**	**Department Manager**
		Union Representative
		Employee Relations

NOTE: Statements included in this description are intended to reflect in general the duties of this classification and are not to be interpreted as all inclusive.

I. **JOB SUMMARY: (States the level of Supervision and the general function and purpose ofthe job)**

The title, Construction Inspector, designates employee working in the field of Gas Construction. This will be a full-time position. The Construction Inspector's primary role will be Contractor crew oversight and installation of Company facilities. The Inspector will ensure that Contractor crews are operating in compliance with any and all Eversource safety, construction and maintenance policies standards and procedures, and any other applicable state and federal regulations. When contractors are not on the property, or only present in small numbers, the Inspectors will assist in other tasks in preparation of work outlined below.

II. **ILLUSTRATIVE DUTIES:**

- May perform illustrative duties of lower classifications
- Inspect Gas Contractor crews performing work on Eversource gas system facilities.
- Ensure that Contractor crews are operating in compliance with any and all Eversource safety, construction and maintenance policies, standards and proceduresand any other applicable state and federal regulations.

- Conducts job audits on Gas Contractor construction work.
- Assists with estimating, job packages, field surveys, mark-outs and any and all WAM work management related activities of construction related work reviews and approves Contractor paperwork.
- Assists with work coordination between all departments including Meter Service, Gas Control, Maintenance, I&R and other operating groups.
- When assigned, Construction Inspector will perform procedure supervisor functions.
- When contractors are not on property and no inspection work is available, employees will be assigned to a construction crew.
- Construction Inspectors will be fully qualified as outlined in Eversource Operator Qualification program.

III. **REPORTING RELATIONSHIPS: (the title of the position the incumbent reports to)**

This position reports to Gas Construction.

IV. **WORKING CONDITIONS**

Work in this classification is performed both indoors and outdoors, as is the current practice, dependent on the work assignment. Work is performed on Company and customer premises, in streets, roadways and right of ways.

V. **MINIMUM QUALIFICATIONS**

- Five years time-in-grade (in addition to 2-year progression). This qualification may be waived by mutual agreement to fill vacant positions with the successful completion of other requirements
- Must hold a valid Massachusetts commercial driver's license (A), or be willing to train and qualify for it after assignment to the classification
- Must possess expertise and detailed technical knowledge of Gas Construction and Maintenance policies, work practices, processes, tools and equipment necessary to safely operate, maintain and perform repairs on Company gas distribution systems.
- Must meet all DOT regulations for random Drug & Alcohol testing
- Pass any job-related tests
- OQ qualified to be a Procedure Director and any and all additional OQ requirements at the Company's discretion.

VI. **HOURS/SCHEDULES**

Schedule and report time:

The Construction Inspector will work Monday through Friday 7:30 am to 3:30 pm.

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AGREEMENT

By and Between

EVERSOURCE GAS COMPANY OF MASSACHUSETTS

SPRINGFIELD DIVISION

and

UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL AFL-CIO-CLC

On Behalf of LOCAL UNION NO. 12026

May 15, 2024 to May 15, 2028

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I. INTRODUCTION

1. AGREEMENT

AGREEMENT made and entered into this 15th day of May 2024 by and between EVERSOURCE GAS COMPANY OF MASSACHUSETTS, SPRINGFIELD DIVISION (hereinafter the "Company") and UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL and SERVICE WORKERS INTERNATIONAL UNION, AFL-CIO-CLC (hereinafter called the "Union") on behalf of LOCAL UNION NO. 12026 and, together, with the Company, the "Parties".

2. PURPOSE OF AGREEMENT

WHEREAS the parties hereto have reached an Agreement as a result of collective bargaining for the purpose of facilitating the peaceful adjustment of differences, if any, that may arise from time to time, and to promote harmony and efficiency, the parties hereto contract and agree as follows:

II. RECOGNITION

1. UNION RECOGNITION AND BARGAINING UNIT

The Company agrees and does hereby recognize the Union as the exclusive representative of all employees located at Springfield to whom this Agreement applies for the purpose of bargaining in respect to rates of pay, wages, hours of employment, or other conditions of employment.

The employees to whom this Agreement applies are only those employees located at Springfield, Massachusetts, in the classifications and departments of the Company set forth in Appendix A. This Agreement does not apply to all office employees, guards, professional employees and supervisors as defined in the National Labor Relations Act as amended.

At a time to be determined, but prior to the closing date of the Asset Purchase, the Company will make offers of employment, under the terms set forth in the MOA, to all employees who are members of Local 12026 (the "Springfield Employees"), and who are either: (a) actively employed in good standing by CMA on the closing date; or (b) employed in good standing by CMA on the closing date and on a company-approved leave of absence or disability leave. The Company's initial offers of employment to those Springfield Employees actively employed in good standing by CMA on the closing date shall be for employment effective as of the closing date. The initial offers of employment to Springfield Employees who are on a company-approve leave of absence or disability leave shall be for employment, as set forth in the APA, effective as of the earlier of: (i) the

date such Springfield Employee is scheduled to return to work, and (ii) six (6) months following the closing date or, if later, the expiration of such Springfield Employee's statutory return right under applicable law.

III. RESPONSIBILITY

1. RESPONSIBILITY OF MANAGEMENT

The Union agrees, for itself and its members, not to hinder or interfere with the management of the Company in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work, but in the exercise of these responsibilities in management, the Company agrees that it will not discriminate against any member of the Union. This article shall in no way abrogate any other clause in this Agreement.

The Company retains the right to employ, transfer, promote or discharge employees, regardless of membership or non-membership in the Union.

2. RESPONSIBILITY OF THE LOCAL UNION

In consideration of the commitments assumed by the Company in this Agreement the Local Union agrees that its officers and members will cooperate directly and indirectly with the efforts of the employer to maintain high efficiency, productivity, and competence in the work force and to train employees to improve their skills and abilities.

The Local Union agrees that it will encourage its members to suggest improvements in practices and procedures and to welcome changes introduced to: improve service and performance; reduce costs, waste, damage and accidents; increase individual productivity. The Local Union agrees to support the efforts of management to provide economical and quality services to consumers and to encourage work assignments which fully utilize the skills and time of individual members.

3. RESPONSIBILITY OF EMPLOYEES

a. Employees shall individually and collectively work so as to maximize operating efficiency and individual and group productivity. They shall make every effort to protect the property of the Company and represent the best interest of the Company in their relationships with consumers and the public.

b. Employees shall not engage in work for pay on their own or for another employer when there may be a conflict of interest between the services provided by the Company and the activities of the employee.

4. NO STRIKE - NO LOCKOUT

While this Agreement is in force there shall be no lockout of the employees by the Company and neither the Union nor its members will cause or participate, directly or indirectly, in any strike or stoppage of work.

5. CORRECTIVE PROCEDURE

In further consideration of the mutual commitments contained herein, the parties hereto expressly agree that neither party shall bring, or cause to be brought, any court or other legal or administrative action against the other until the dispute, claim, grievance or complaint shall havebeen brought to the attention of the party against whom it shall be made and the said party, after actual notice of the same, shall within a reasonable time, fail to take steps to correct the cause of circumstances giving rise to such dispute, claim, grievance or complaint.

6. COMPLIANCE WITH LAWS AND REGULATIONS

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction, or by any duly constituted governmental agency of the United States or the Commonwealth of Massachusetts, such decision shall not invalidate the entire Agreement, it being the express intent of the parties hereto that all other provisions not so declared invalid shall remain in full force and effect.

7. NON-DISCRIMINATION

a. The parties to this Collective Bargaining Agreement agree that it shall continue to be their policy to prohibit discrimination of any persons because of pregnancy, race, creed, color, national origin, age, sex, religion, union activity, disability, veteran, disabled veteran, Vietnam Era Veteran, marital status, sexual orientation, sexual identity, genetic information or any other

b. characteristic protected or covered under any applicable law in hiring, lay-off, promotion and all other terms and conditions of employment. All reference as to the masculine gender in this Agreement shall be also construed to refer to the feminine gender where applicable.

8. SIDE AGREEMENTS AND EFFECT OF AGREEMENT

During the term of this Agreement the Union and the Company will review all jointly signed letters or memoranda of agreement or recognized past practices and present such letters, memoranda or practices which it wishes to have continue.

Where the parties agree to continue such memoranda or letters of agreements or past practices they will continue.

Where the parties disagree on such memoranda or letters of agreement or past practices, they will be a subject of bargaining in the succeeding contract; however, they will continue inforce during this Agreement.

Written grievance settlements between the Company and the Union shall continue in fullforce and effect.

IV. UNION MEMBERSHIP

1. UNION SHOP

It is agreed that all employees who are members of the Union as of the effective or execution date of this Agreement and all employees who thereafter have become or may hereafter become members of the Union, shall remain members of the Union in good standing for the duration of this Agreement as a condition of continued employment by the Company; and further that all new employees covered by this Agreement hired after the date of this Agreement shall after thirty (30) days of employment, become members of the Union and remain members in good standing for the duration of this Agreement as a condition of continued employment. Good standing shall mean only the payment of the initiation fee and periodic dues.

2. REGULAR EMPLOYEES

The term “regular employee” means those employees holding positions authorized to be filled by management who are scheduled to work at least 1,000 hours in a calendar year.

3. TEMPORARY EMPLOYEES

The term "Temporary Employee" means those hired and paid directly by the Company to fill temporary jobs such as seasonal construction in the Distribution Department. Temporary Employees will not exceed twenty-five (25) in number. Any such employee who shall have worked six (6) consecutive months for the Company may thereby become a regular employee with seniority as of the date of hire if regular positions are available. Temporary Employees are not covered by the provisions of this Agreement. The Company, within its discretion, may sever the employment of temporary employees.

The Company agrees that when Temporary Employees are used in the Distribution Department, no employees in the bargaining unit will be laid off. If an employee is on layoff from the bargaining unit and still has recall rights, he/she will be recalled in accordance with the contractual recall provisions prior to using temporary employees.

The normal work day shall consist of eight (8) hours and the normal work week shall consist of five (5) days. The normal work week will run Monday thru Friday, except weeks in which a holiday falls. Temporary Employees will be allowed to work up to two (2) hours of incidental overtime per job when the job necessitates it at the end of the shift. Scheduled overtime will be given to Temporary Employees only when all regular Distribution Department workers have been offered the scheduled overtime work.

Neither the Company nor the Union shall use any type of past practice, understanding, or other agreement, in existence prior to the effective date of this Agreement, outside the Collective Bargaining Agreement, to oppose the operation of this Section.

4. PROBATIONARY EMPLOYEES

The term "probationary employee" means those hired on a six (6) months trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory and if the positions are still open, they will become regular employees.

The Company may request to extend the six (6) month period for probationary employees for up to an additional six (6) months provided written notice is given to the Union ten (10) days before the extension and if the Union is not satisfied with the reasons for the extension, it may register its objection and the extension will not be granted.

Probationary employees are covered by the provisions of this Agreement and during the probationary period shall be eligible for all benefits, but the retention of a probationary employee is at the discretion of the Company and termination of employment during the probationary period or extension thereof shall not be subject to review through the grievance and arbitration procedure.

5. CHECKOFF

The Company shall deduct from wages weekly and to remit monthly to UNITED STEEL, PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIALand SERVICE WORKERS INTERNATIONAL UNION, 5 Gateway Center, Pittsburgh, Pennsylvania the membership dues and initiation fees uniformly required of each employee on whose account such deductions are to be made, pursuant to a written assignment on a form approved by the Company. Membership dues shall be as designated by the International Secretary/Treasurer and certified by the UNION to the COMPANY. Such form shall contain such provisions concerning irrevocability, duration, revocation and automatic renewal as the UNION may request but only to the extent that such provisions comply with the applicable requirements of Section 302(C) of the Labor Management Relations Act, 1947, as now or hereafter amended, as said requirements may from time to time be interpreted by appropriate governmental authorities.

The Union shall indemnify and save the Company harmless against any and all claims, including legal fees, which may arise out of or come into being by reason of any action taken or not taken by the Company for the purpose of complying with this dues deduction provision.

The individual written authorization by the employee shall be delivered to the Company on cards similar to the card attached, marked Appendix C and made part hereof.

V. HOURS OF WORK

1. WORKDAY, WORKWEEK

The regularly scheduled working day will consist of not more than eight (8) hours and the regularly scheduled working week will consist of not more than forty (40) hours. For administrative purposes only, it is understood that the workday begins at 12:00 a.m. and the workweek begins Sunday at 12:00 a.m. and the workweek is Sunday through Saturday.

"Straight-eight" work days – the Company will temporarily continue the practice of certain Springfield Employees working "straight-eight" work days where they are working such schedules as of the effective date (September 2, 2020) of this MOA continuously up through the period immediately prior to the closing of the Asset Purchase. The Company and Local 12026 agree, however, that effective November 1, 2021, the Company, unilaterally and at its sole discretion, has the right to change the schedules of all such employees to 8 ½ hour days with a ½ hour unpaid lunch.

2. WORK SCHEDULE

A workday schedule will be posted each Friday and so arranged that the day or days off of each employee will be alternated from week to week so that each employee, insofar as practicable, can receive consecutive days off.

3. WORK SCHEDULE CHANGES - LUNCH PERIOD

A regular place and stated hour for reporting for work will be given each employee. Due notice of not less than twenty-four (24) hours shall be given by the supervisor of any change in place or starting time, except in cases of emergency. The hours of work shall be continuous, except those operations where time is usually taken off for lunch. Such a lunch period shall not be less than nor more than thirty (30) minutes. The time for beginning the lunch period will be within five (5) hours of the starting time. Should an employee be approved to work through his lunch period, he will receive time and one half for work performed.

Employees assigned to work where eight (8) hours of continuous operation is necessary shall be allowed a meal period of twenty (20) minutes with pay. Such meal time to be taken so as not to interfere with continuous operations of service.

4. WASH-UP

Where practicable, the Company will allow up to ten (10) minutes wash-up time at the end of the workday.

5. ATTENDANCE - NOTICE OF ABSENCE

Any employee who expects to be absent from work must notify HRConnect as soon as possible, but in no case less than one-half hour (3 hours in the case of a second or third shift employee) where practicable before his/her regular time for starting work, stating cause of absence and when he expects to be able to return to work. In the event the employee is unable to reach HRConnect, he must contact his immediate Supervisor.

6. ATTENDANCE IMPROVEMENT

Employees shall comply with all reasonable regulations introduced to govern reporting of absence and control of any abuse.

The Union and the Company agree to review periodically the attendance and disability benefit claims made by employees for the purpose of correcting any problems that may occur.

The procedure for improving attendance is included as part of this Agreement (See Appendix D).

7. UNION LEAVE OF ABSENCE

Without loss of seniority rights, employees who are members of the Union when delegated or elected to transact business or matters pertaining to the Union shall be granted such leave of absence as may be approved by an officer of the Company.

Upon request of the President of the International Union or his designated representative, to the appropriate officer of the Company or his designated representative, an employee hired by the International Union on a temporary or regular basis shall be granted a leave of absence without loss of seniority, but without pay, for the period of twenty-four (24) months.

8. PARENTAL LEAVE

Effective May 15, 2024, eligible employees, both birth parent and non-birth parent, who become parents on or after May 15, 2024 will receive six (6) weeks of paid parental leave at 100% of base pay. Parental leave may be taken to bond with a new child during the first year after a birth, adoption or foster placement.

Paid Parental Leave will coordinate and run concurrently with any available state and Company leaves and will be an offset of any benefits paid under those plans. Paid Parental Leave will only be allowed to be used in one 6-week period and must all be used during the twelve (12) month period following eligibility.

For the birth parent, paid parental leave will be available immediately following the disability benefits period. Lincoln Financial will be the administrator of this program.

Health and life insurance shall be continued the duration of each parental leave granted. However, the employee must continue to contribute toward the cost of any benefit plans that require employee contributions during the leave of absence.

Holidays occurring within any disability period are paid under the disability provision of the Labor Agreement.

Holidays occurring within any unpaid leave of absence shall not be paid.

VI. WAGES

Any increase in salary agreed to by the parties will be effective January 1, 2021. The parties further agree that, on or before the second pay day in 2021, each Springfield Employee employed as of that date will be paid a lump sum bonus equal to the percentage increase that is effective January 1, 2021, multiplied by the total gross earned wages for that employee for the time worked from October 1, 2020 (or the date of hire by the Company, if different) through December 31, 2020 (or the last date on which the Springfield Employees are paid through NiSource's payroll system, if different). In the event any employee terminates employment prior to January 1, 2021, he will be paid such lump sum bonus at the same time as stated above and calculated by multiplying the percentage increase that would have been effective January 1, 2021 by the total gross earned wages of that employee from October 1, 2020 (or the date of hire by the Company, if different) through his date of termination.

Effective January 1, 2021, the payday for Springfield Employees will change from Friday to Thursday and will remain weekly.

The parties understand and agree that, for a period of time up to but not to exceed two (2) years from the closing of the Asset Purchase (such two-year anniversary occurring on October 8, 2022), due to payroll and benefits systems transitional issues, the Company may not be able to process payroll, health and welfare benefits, and/or retirement benefits for the Springfield Employees in accordance with the terms of the September 2, 2020 MOA. Accordingly, the parties understand and agree that the Springfield Employees may begin employment with the Company under certain temporary, interim terms and conditions of employment as provided in this paragraph. Such temporary, interim terms and conditions of employment may include the following: (a) health and welfare benefits and retirement benefits will or may be provided by plans that "mirror" all or some of the terms and conditions of certain CMA health and welfare and retirement plans, but that are sponsored and maintained by Eversource Energy Service Company or the Company (the "Mirror Plans"); and (b) payroll services will or may be provided by NiSource Inc. under the payroll practices in effect under the Local 12026 CBAs as of the time of the closing. Notwithstanding the foregoing, the parties understand and agree that the terms and conditions of employment for the Springfield Employees will be as set forth in the September 2, 2020 MOA subsequent to the period described in this paragraph.

1. WAGE LEVELS

Grandfathered employees will receive negotiated general wage increases in future collective bargaining agreements.

It is agreed that effective January 1, 2021, the existing side letters relating to stipend payments for the Maintenance Mechanic, Lead Service Technician, and Senior Lead Distribution Operator shall cease to be in effect.

Wages shall be paid to employees in accordance with Classifications, Job Classifications, and Wage Schedules shown in Appendix A attached hereto and made apart hereof.

a. All present job rates are to be increased effective May 15, 2024, by three percent (3%).

b. All present job rates are to be increased effective May 15, 2025, by three percent (3%).

c. All present job rates are to be increased effective May 15, 2026, by three percent (3%).

d. All present job rates are to be increased effective May 15, 2027, by three percent (3%).

2. DETERMINATION OF RATE OF PAY

Rate of pay shall be determined by job classification. (Wage and Step Increase Schedule Rates of Pay – Appendix A)

3. WAGE RANGES

Wage ranges are established for each job classification. A minimum and maximum rate applies to each job.

4. WAGE DETERMINATION

Wage differentials between jobs are based on differences in responsibilities, skills and duties.

In the event a new job is established, or a substantial change is made in the duties of an existing job, the rate for the new or changed job shall be established by the Company, based on its equitable relationship to other jobs.

During the thirty (30) day period immediately preceding the expected date of the change, the Company shall discuss the appropriate wage classification and rate with the Union. If the Union disagrees it shall have the right for a period of six (6) months thereafter to appeal the Company's decision through the grievance and arbitration procedure, and the final rate determination shall be paid as of the date the job was filled or changed.

5. WAGE ADMINISTRATION

The Company establishes job classifications and the combination of duties that make up a job classification also determines whether or not a classification shall be filled and how many individuals are required in a classification at any time.

Individuals within a classification are required to perform all duties included in the classification.

To be eligible for promotion, employees bidding for posted openings must meet the minimum qualifications established for the job.

To be eligible for promotion within a related series of classifications, employees shall begin in the lowest classification in the series and pass a job-related examination and complete required service in each successive level.

6. WAGE PROGRESSION

Progression to the job maximum rate shall be in intervals of no longer than a maximum of six (6) month service steps from the date of entry into the job.

7. TRANSFER BETWEEN JOBS NOT IN A RELATED JOB SERIES

a. **To a Higher Job Classification**

An employee who bids to a job in a higher paid classification shall be paid the minimum for the job or the step rate next above his present rate, whichever is higher, and continue the established progression for the new job classification.

b. **The Same Wage Job Classification**

An employee who bids to a job in the same classification shall be paid his present rate and continue the established progression, if any, to the maximum job rate.

c. **To a Lower Wage Job Classification**

An employee who bids to a job in a lower classification shall receive the step rate nearest his present rate but not to exceed the maximum job rate for the new job and continue the established progression, if any, for the new job classification.

8. TRANSFER TO AND WITHIN A RELATED JOB SERIES

An employee bidding and entering a related job series shall begin at the step rate next above his present rate but not to exceed the median progression rate for the related job series and shall remain at this rate in the classification and shall then progress as qualified from step as scheduled, provided periodic examination verifies continued eligibility.

9. TEMPORARY ASSIGNMENTS

The Company may temporarily assign employees not in the progression within a related job series, to jobs outside of their classification for up to 180 calendar days. Any transfer exceeding 180 calendar days will be limited to illness/accident, vacation coverage, restricted duty, pending job vacancies and other unforeseen business conditions. Employees temporarily assigned to a job in a higher classification shall receive the top of the rate of pay for the position to which he is assigned.

Employees assigned temporarily to a higher rated job for periods of three (3) hours or less but more than one-half (1/2) hour shall receive the higher rate of pay for actual time worked on the higher rated job that day. Such time shall be calculated on a cumulative basis.

Employees assigned temporarily to a higher rated job for periods of more than three (3) hours shall receive the higher rate of pay for all straight time worked that day.

This shall not apply where employees are learning the duties of the new job. If an employee is awarded a position to which he has been transferred to in the past, they will receive credit for the time spent in said position and the appropriate progression rate will apply.

An employee in progression within a related job series is expected to perform any assignment within the series that is covered by the training received prior to such assignment at his regular rate of pay.

Employees temporarily assigned to a lower rated position shall retain their regular rate of pay.

Selection of employee to be transferred shall be in accordance with Article XV. Seniority.

10. CLASSIFICATION ADDITIONS AND MODIFICATIONS

The Company agrees upon ratification of the September 20, 2020, Memorandum of Agreement to implement the following changes to existing job classifications:

a. A new classification of Service Tech/Fitter will be created. New positions posted in the meter service department will be posted as a Service Tech/Fitter and employees hired into this position will be required to obtain a Massachusetts Gas Fitters License. Current Service Technicians will not be required to obtain this license but may do so voluntarily and move to the Fitter classification. In addition, current CMA employees who had formerly held the Service Technician A (fully qualified) position would also be exempt from the new license requirement. In the event such employees voluntarily choose to obtain this license, they also would be eligible to move to the Fitter classification.

The Company agrees upon ratification of the May 15, 2024 collective bargaining agreement to implement the following changes to existing job classifications:

a. Revise job descriptions for LNG Operator; LNG Maintenance Mechanic; Pressure Regulation Technician.

b. Create Time Merit Progression (TMP) programs for LNG Operator and Pressure Regulation Technician, which are effective upon ratification.

c. The Company agrees to add a Lead Welder position to Appendix A. This position is not considered eligible for an upgrade for the Welder/Distribution Technician. The Company retains the sole discretion on whether to backfill the position when it becomes vacant.

d. The Company and Union agree to meet and discuss creating a job description for the Lead Welder position within 90 days following ratification of the contract.

e. The Company agrees to maintain the Inspector to contractor crew ratio of 3:1 as set forth in Appendix E of the contract.

The Company agrees to meet and discuss upcoming Inspector retirements with the Union.

If the state requirement for Inspector oversight to contractor crew ratio changes, the Company and Union will meet and bargain the impact.

f. The Company and Union agree to form a subcommittee to discuss the duties/compensation of the Working Leader position.

g. Revise Service Technician D, title to: Damage Prevention Technician. Eliminate non-grandfathered rate upon ratification.

h. Revise Stockhandler, job description, including adding Massachusetts 1D hoisting license. Employees holding position will be required to obtain license within 6 months from date of ratification.

VII. EMERGENCY RESPONSE

Emergency response is the highest priority type of work or activity. To improve and ensure maximum emergency response, an "Emergency Responder" rotation process shall be established to respond to all "Gas Leaks, Low pressure/No Gas Orders, and Carbon Monoxide orders" and any other work deemed an emergency by management.

- An example of a non-emergency could be a no gas call in which management coordinates with the customer to resolve the no gas issue at a later date.
- An example of an emergency could be a damaged valve box that jeopardizes public safety.

Effective 5/1/2016, all qualified employees, including but not limited to, distribution, service, and metering shall be required to participate in the Emergency Responder/On-Call/Standby rotation process, with the exception of those who are on twenty-four/seven coverage. Construction crews will be required to participate in Emergency Response/On-Call.

Process

1. An on-call rotation process shall be established for designating Emergency Responders/standby.
2. Emergency responders shall be determined by qualification.
3. Emergency shall be defined as any Gas Leaks, Low Pressure/No Gas Orders, and Carbon Monoxide orders and any other work as determined by management.
4. The Emergency Responder/On-Call standby rotation will be determined on a daily (24 hr.) or weekly basis as determined by management and discussed with the union.

5. The Company will be provided with one (1) contact number for each Emergency Responder that the employee will be available at for emergency response.

6. It is the employee's responsibility, to find coverage prior to starting their on-call assignment should they be unable to work their rotation, with supervisor approval.

7. In the case of a personal emergency, it is the employee's responsibility to directly contact their supervisor or the on-call supervisor.

8. The order in which Emergency Responders/on-call are called shall be determined by management and discussed with the union.

9. Emergency Responders/on call/standby may be required to take a company vehicle home.

10. Emergency Responders will be determined by management and discussed with the union.

Compensation

Emergency Responders on rotation will be paid Emergency Responder pay of $70.00 per day Monday through Friday, and $100.00 per day on Saturdays, Sundays and holidays.

Emergency Responders on rotation shall be entitled to Emergency Responder/On-Call pay, in addition to pay for actual time worked if called.

ASSIGNMENT OUTSIDE REGULAR REPORT AREA

When an employee is required to work outside his normal report area, at the start of the day, the following will apply:

1. Without forty-eight (48) hours' notice, the employee has the option of reporting directly to his re-assigned location or his normal report area. Should an employee choose to report to his normal report area, he will be transported by the Company to and from the re-assigned location. In no case will an employee be required to travel on his own time or provide his own transportation on such an assignment. If an employee elects to report directly to his re-assigned location, he will be compensated in accordance with paragraph 2. outlined below.

2. With forty-eight (48) hours' notice, the employee may be required to report directly to hisre-assigned location. If such is the case, the employee will be required to travel on his own time and provide his own transportation. An employee will receive an allowance equal to one (1) hour of his straight time base rate for each way of the required travel.

3. The Company will solicit for volunteers based on Company seniority. In the event thereare no volunteers, the qualified junior employee will be assigned.

Assignment Outside Regular Report Area

When an employee is required to work outside Regular report area, at the start of the day, (The Company will solicit for volunteers based on company seniority. In the event there are no volunteers, the qualified junior employee will be assigned) the following will apply:

Without 48 hours' notice – Employee may choose one of the following options

Start Work	*End Work*	*Payable*
(A) Normal area	Normal area	No Travel pay; however, the Company provides transportation to and from new assigned area
(B) Other than normal area	Other than normal area	One hour of straight time base rate for each way of required travel

With 48 hours' notice

Start Work	*End Work*	*Payable*
Other than normal area	Other than normal area	One hour of straight time base rate for each way of required travel. Employee may be required to report directly to reassigned area and provide his/her own transportation as well as travel on his/her own time.

An employee is not considered out of area if he/she reports in to work and reports out from work at end of work assignment, both times, at his/her normal work area regardless of where he/she traveled to during the work assignment.

EMERGENCY WORK PREMIUM

When an employee is assigned to work outside his normal report area for a period of more than 24 continuous hours, including travel time, the method of payment will be as follows:

1. The employee so assigned will be paid for working time at the applicable overtime rate, and for rest time at his regular straight time rate.

2. The Rest Period Policy will not apply during this emergency work when employees are being paid under (1), but every effort will be made to give employees adequate rest time.

3. If a holiday occurs during this assignment, working time shall be paid for at the applicable holiday rate and rest time shall be paid at the regular straight time rate.

4. When the assignment is completed and the employees have returned to their own Report Area, the normal method of payment and rest time procedures will be in effect.

5. Employees covered by this Agreement, in like classifications, in the areas to which outside crews have been assigned in excess of 24 continuous hours, will be paid according to the same premium method as the assigned crews covered by this Agreement. The rest period application will be the same beginning at the time the first outside crew arrives in the area and continuing until outside crews have left the area when the normal method of payment and rest procedures will be in effect.

6. If employees in other classifications are assigned and become working participants in thearea of the service interruption for a period in excess of 24 continuous hours including rest time, the above provisions will apply.

7. Employees once assigned under the above conditions will not be reassigned to circumvent this Agreement.

VIII. CALLOUT ACCEPTANCE

The minimum percentage of individual callout overtime acceptance shall be 15%. Individual performance levels will be reviewed quarterly to verify employee's year to date acceptance rates. Failure to maintain the 15% callout acceptance requirement will be viewed by management as a performance issue and addressed accordingly.

All employees will be subject to a quarterly review of their callout performance and theUnion will receive a quarterly list of the entire local.

Callout percentages will be discussed monthly at union management meetings and reviewed quarterly on a case-by-case basis.

IX. RESIDENCY REQUIREMENT

A Residency Requirement ensures that the Company fulfills its obligations as a regulated public utility. These obligations include the safe, reliable and efficient delivery of natural gas and related services to its customers without interruption and to respond timely to outages, leaks, and damage to its facilities and other emergencies. Therefore, all employees, with a hire date on or after May 15, 2018, are required, as a condition of employment, to reside and maintain residence within the Springfield service territory or no more than thirty (30) minutes travel time, under ordinary travel conditions, from the Springfield Operations Center.

X. QUALIFIED AND NON-QUALIFIED EMPLOYEES

1. DUTIES OF QUALIFIED AND NON-QUALIFIED EMPLOYEES

An employee will not be considered "qualified" until such time that both training and management have determined that the employee has completed his required training and isable to work independently.

Prior to being qualified, an employee will be limited to incidental overtime and will not be eligible for overtime, call out and/or emergency response.

After being qualified, employees will be considered for applicable overtime, call out, stand-by, emergency response and any applicable shifts or schedules which are traditionally determined by seniority.

Should the Company be unable to find qualified employees, regardless of from what department, non-qualified employees may be utilized to ensure that work is completed as scheduled.

Upon mutual agreement between the Company and the Union, employees in a classification that requires extended training may be eligible for overtime, prior to being fully qualified, with a fully qualified person present.

2. FAILURE OF OPERATOR CERTIFICATION REQUIREMENTS

The parties agree that effective as of the Asset Purchase closing date (October 8, 2020), the Company has the right to require employees to acquire and maintain their operator qualifications through the Company's OQ program, and that this right includes the right to determine on what date such requirement will begin. Further, Local 12026 agrees to follow the wage and training progression set forth in the Agreement By and Between NSTAR Electric & Gas Corporation d/b/a Eversource Energy and The United Steelworkers, AFL-CIO-CLC on behalf of Local Union No. 12004 The United Steelworkers, AFL-CIO-CLC, which expires March 31, 2024 ("Local 12004 CBA"). The Company agrees to meet with Local 12026 during the period between closing of the Asset Purchase and January 1, 2021 (the "Transition Period") to provide additional details and answer questions regarding the training progression.

If an employee, who is required to be certified under the operator certification qualification requirements, fails to become certified within the time limits required for certification, such employee will be offered in seniority order the following options, provided the employee has the demonstrated ability to perform the available work.

a. If an employee is in a job classification that requires Operator Qualifications and fails three attempts of any given OQ test consecutively, the employee will be locked out from testing for a period defined by the Company OQ plan. During the lockout period, the employee will be assigned to an instructor-led review session prior to testing again, and be considered "not qualified" for the purposes of their callout roster.

b. If an employee fails a required operator qualification task a 4th time after the lockout period following the 3rd failure, the employee will be assigned to an instructor-led review session prior to testing again. The employee will have 90 days to look for a job in any classification that does not require the OQ which they failed a 4th time. During that 90-day period, they may test a 5th time. If they pass the test, they will remain in their job classification. If they fail the test and do not find an open position for which they are qualified at the end of the 90-day period, the Company will find, and place the employee into, an open position that does not require that qualification. The pay rate and progression in the new position will prevail. After the fifth failure, whether the employee bids into the new position or the company places them, they will remain in that position for a period of twelve (12) months.

The Company and Union agree to form a subcommittee to discuss the Operator Qualification program. The Company agrees to meet quarterly unless the parties mutually agree on a different time frame.

3. FAILURE OF TIME MERIT PROGRESSION (TMP) REQUIREMENTS

If a non-probationary employee fails to become qualified on the first step in the time merit progression (TMP) within the first six (6) months of transfer, the employee may be returned to his or her former job in accordance with Article XIV. Section 1. of the contract.

If a non-probationary employee fails to become qualified within any of the timeframes specified in the time merit progression (TMP) for his or her classification, the employee will have thirty (30) days to find another job. The employee may bid on a job within the bargaining unit in accordance with Article XIV. or outside of the bargaining unit. If the employee is not awarded a job or does not bid on a job within those thirty (30) days, the Company shall place him or her in any position within the bargaining unit.

Once an employee has failed to become qualified within the timeframes specified in the TMP, he or she shall not be allowed to bid into that classification in the future.

XI. ALLOWANCES

1. OVERTIME

a. An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees requests and it is agreed to schedule two (2) shifts in one (1) day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours in any one (1) payroll week at one and one-half times his base wage rate.

b. Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

c. An employee who is required to work on the second day of relief in any consecutive 7-day period and having worked one hour of his first day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said second day of relief. If during such scheduled hours of work, such employee is entitled to a paid rest period or is not scheduled to work on a scheduled holiday or floating holiday, or is off for union business, these hours are to be considered as worked for the purpose of the 7-day period. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

2. OVERTIME DISTRIBUTION

Emergency and overtime work shall be distributed equally among the eligible employees insofar as practicable. Overtime work is to be given to the regular employees on the job, if possible.

3. REPORTING FOR WORK

Employees required to report for work at regular starting time are to be allowed a minimum of four (4) hours pay when, in the Company's opinion, conditions prevent work from being performed. If held on duty over four (4) hours, employees will be paid for actual time held.

4. RECALL TO WORK, TRAVEL TIME, AND EARLY CALL IN

a. **Recall to Work**

A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his next scheduled work hours.

If an employee is “Recalled to Work” during non-scheduled hours, such work time plus an allowance of travel time shall be paid as overtime. In no case shall this total be less than five (5) hours.

b. **Travel Time**

Travel time is one (1) hour’s pay, allowed to cover coming to and going from work, and applies only to “Recall to Work”. One half (1/2) hour’s pay will be paid as travel time on an “Early Call in”.

c. **Advance Notice**

The call-out allowance shall not apply when the employee has been given at least twelve (12) hours advance notice of such call-out. When this occurs, the rate and time-and-one-half for hours worked outside of the regular work schedule shall apply.

d. **Early Call In**

An early call in occurs when an employee is called in before his regular scheduled shift and continues working into that shift. "Early call in" will be paid at the overtime rate for time worked prior to regular starting time.

5. SHIFT AND SHIFT DIFFERENTIAL PREMIUMS

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than "day" shift, as scheduled and shall be figured at the rate of two dollars and forty-five cents ($2.45) per hours worked during "afternoon" shift and two dollars and forty-five cents ($2.45) per hours worked during "night" shift.

2. All such shift differentials shall be increased as follows:

   a. Effective May 15, 2024, increased by $.10 to $2.55
   b. Effective May 15, 2025, increased by $.10 to $2.65
   c. Effective May 15, 2026, increased by $.10 to $2.75
   d. Effective May 15, 2027, increased by $.10 to $2.85

3. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

4. "Day," "afternoon," and "night" shifts shall be defined as follows:

   a. "Day" shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   b. "Afternoon" shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   c. "Night" shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00 a.m.

5. If an employee is not entitled to a shift differential during his regularly scheduled hours, he will not receive a shift differential during overtime hours.

6. If an employee works into a shift preceding a succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

6. SUNDAY PREMIUM

A premium of 35% will apply to all regularly scheduled hours of work on scheduled shifts, the majority portion of which shifts falls between 12 midnight Saturday and 12 midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

7. STAND-BY

An employee who, in addition to working her/his normal workweek, is assigned to be Emergency Responder/On-Call must be available to respond immediately to a request to work anywhere in the service area of the Springfield Division shall be paid an allowance as follows:

ALLOWANCE ($550 /week)
$70.00 /day Monday through Friday
$100.00 /day Saturday, Sunday and Holidays

Assignments pursuant to the Emergency Responder/On-Call/stand-by provision shall be determined by the Company and made for a seven (7) day workweek. It is the intent of the Company to distribute on-call stand-by assignments so that the opportunity to enjoy long weekends and holidays may be shared as equitable as is practicable.

8. MEAL ALLOWANCE

a. If the employee is required to work ten (10) consecutive hours or more, he shall receive ameal reimbursement not to exceed ten dollars and fifty cents ($10.50). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed ten dollars and fifty cents ($10.50) to be paid for each additional four (4) hours of continuous overtime work thereafter.

b. If the employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed ten dollars and fifty cents ($10.50).

c. It is agreed that this section does not apply where employees work overtime throughcourtesy to fellow employees.

d. All such meal allowances shall be increased as follows:

a. Effective May 15, 2024, increased by $.25 to $10.75
b. Effective May 15, 2025, increased by $.25 to $11.00
c. Effective May 15, 2026, increased by $.25 to $11.25
d. Effective May 15, 2027, increased by $.25 to $11.50

9. BEREAVEMENT LEAVE

Effective May 15, 2024, when a death in the immediate family or a household member occurs, an employee will be allowed time off, paid for at straight time rates, as follows:

Family Member	Days of Paid Leave
Spouse Child/Stepchild Parent/Stepparent Father/Mother-In-Law Son/Daughter-In-Law Grandchild Grandparent Sibling	Five (5) Days
Brother/Sister-In-Law A person who was a member of and lived in your household	Three (3) Days
Aunt/Uncle	Two (2) Days

An employee seeking leave must notify their supervisor of such death and request such leave.

If a holiday occurs as one of the days in this Bereavement policy, holiday allowance only will be paid for that day in accordance with the regular holiday policy.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee's vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a reassignment of those vacation days that were committed to the necessary funeral services and arrangements.

In the event of a death of a spouse or child, the company will entertain requests for additional time off, and such requests must be directed to Labor Relations.

10. JURY DUTY AND COURT APPEARANCES

Full and part-time employees summoned to serve on a jury or subpoenaed to testify as a witness to which the employee is not a party, will be excused by his or her supervisor.

While serving jury duty, an employee will receive straight time base compensation and will retain all fees and expenses for such duty.

When time off is necessary to serve as a witness on behalf of Eversource or one of its subsidiaries, an employee will receive straight time base compensation and any overtime as applicable. Other time off to serve as a witness will be provided and will be charged as vacation or personal excused absence without pay.

During this period of jury service, he will be deemed to be on a Monday through Friday day schedule. Jury duty makeup pay shall not exceed eight (8) hours' pay in any one day. Part-time employees will be compensated based on their normally scheduled working hours.

11. MILITARY DUTY

Employees who are required to attend mandatory Military Training will be entitled to wage replacement should their Military Wages be less than their Eversource Wages, upon proof of training and wages. Eversource currently provides up to 15 days (Oct- Sept) for training; however, should an employee be required to attend additional training and provides support, Eversource will honor.

Employees who are deployed for Active Duty will be entitled to wage replacements should their Military Wages be less than their Eversource Wages, upon proof of orders and wages. Employees are also entitled to up to 24 months of COBRA at the employee's rate.

If an employee who is required to report for weekend duty training is situated on a shift which includes Saturday and/or Sunday, the Company agrees to temporarily alter the employee's schedule to accommodate his required military training.

12. INCLEMENT WEATHER

If, in the opinion of the Company, weather conditions are such that work cannot reasonably be performed by Street Department employees, the Company will, except where emergency work is required, either permit such employees to seek shelter if available, or will return the employees to the Company for assignment to other work as may be available, so that there will be no loss in base pay (40 hours) for such employees. The decision of the Company as to continuance of work outside is subject to the grievance procedure.

13. REST TIME

1. If an employee is required to work sixteen or more consecutive hours, the employee will be allowed a period of nine hours off before returning to work unless an emergency arise which makes it necessary for the Company to call the employee back to work before the expiration of the nine-hour period. If an employee responds to a call out within four (4) hours immediately following the end of their regularly scheduled shift (including extension of workday), such hours will be counted towards the sixteen (16) consecutive hours (non-worked hours will not be paid).

    - Example may be:
        - An employee who normally works from 7:00 a.m. to 3:30 p.m., continues working extension of the day until 6:30 p.m., the 4-hour timeframe begins at 6:30 p.m.

    Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry the employee to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

2. If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after the original shift has been worked.

14. REST TIME - SHIFT CHANGE

The Company's normal practice is to arrange work schedules so that each workday is separated by at least eight (8) hours. When this is not possible, employees will have the option on the second day of:

1. Working the normal schedule or
2. Working an eight (8) hour shift beginning eight (8) hours after the conclusion of day one or
3. Beginning work eight (8) hours after the conclusion of day one and concluding at the employee's normal shift end.

If the third option is selected, the employee will be paid for hours worked.

During the period November 1 through March 15, only options #1 and #2 above apply.

15. CLOTHING ALLOWANCE

UNIFORMS AND RAINGEAR

Rental uniforms that are supplied by the Company will be cleaned and maintained by the Company.

Replacement rental garments will be issued as needed and upon return of old clothing to the Company.

All employees who receive uniforms or are enrolled in the FR and non-FR program will wear them during Company paid hours.

Employees will not wear uniforms, FR and Non-FR clothing other than on Company business.

One fire resistant coverall will be issued to Maintenance and Construction Department employees as part of their personal protective equipment and maintained by them.

The Company will supply rental uniforms to:

Garage Mechanics
Garage Attendants
Building Maintenance Person
Building Maintenance Mechanic
Building Electrician

The Company will supply raingear to:

Fleet
Meter Services (including SMMT)
Maintenance
Instrument and Regulation

The Company will supply rubber footwear to:

Meter Services
Maintenance
Instrumentation and Regulation

The following classifications will be enrolled in the FR program:

Construction
Damage Prevention
Meter Reading/Field Collections
Meter Services (including SMMT)
Maintenance
Instrumentation and Regulation
LNG Operations

Job Classifications in the following departments will receive an initial $1,750.00 for first year of employment:

Construction
Maintenance

Employees will be responsible for the cleaning of clothing, including fire resistant coveralls.

Each January thereafter the allowance is $800.00 deposited into employee's clothing account. Effective January 1, 2025, and each year thereafter for the term of the contract, the allowance will increase $25.00 each year. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing:

Job Classifications in the following departments will receive an initial $1,450.00, when hired:

Damage Prevention (Locators)
Instrumentation and Regulation
LNG Operations
Meter Services (including SMMT)
Meter Reading/Field Collections

Each January thereafter the allowance is $800.00 deposited into employee's clothing account. Effective January 1, 2025, and each year thereafter for the term of the contract, the allowance will increase $25.00 each year. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.

Job Classifications in the following departments will be enrolled in the Non-FR program and will receive $600.00 for the first year of employment.

Meter Repair
Warehouse

Each January thereafter $450.00 allowance will be deposited into employee's clothing account. Effective January 1, 2025, and each year thereafter for the term of the contract, the allowance will increase $25.00 each year. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.

Safety Footwear

The Company will provide an annual allowance of up to $300.00 each year. Eligible employees may purchase Safety Footwear through Tyndale or submit a receipt after purchase. Employees must purchase Safety Footwear that meets all safety requirements.

Any unused amount of the allowance cannot be used for the following year's acquisition of Safety footwear.

16. TOOLS

a. The Company shall furnish all necessary and proper tools, and shall replace or repair worn or damaged tools.

b. The Company will require that worn or damaged tools be turned into Stores beforereplacement tools are issued.

Individual employees shall be reasonably responsible for tools assigned to their use.

17. SMART PHONE

Company-provided iPhone smart phones assigned to employees – Effective upon hire, and only in the event that the iPhone smart phones currently assigned to (as of September 2, 2020) and used by the Springfield Employees are included in the CMA assets purchased by the Company, the ownership of each iPhone smart phone will be transferred by the Company to the employee to whom it is assigned, the service plan for each such iPhone will be cancelled by the Company, and the employee will be responsible for procuring a service plan and paying the monthly service plan fees if he wishes to continue using the iPhone. Each such employee will thereafter be eligible for monthly reimbursement in the amount of $75.00 under the Company's Smart Phone Reimbursement policy for each month through June 2, 2021. Prior to June 2, 2021,the Company will review the cell phone use of its workforce and determine which, if any, employees require a smart phone in order to perform their job duties. Effective June 2, 2021, the Company will cease reimbursements to any employees who the Company has determined do not so require a smart phone.

18. EMPLOYEES TAKING VEHICLES HOME

The practice of Springfield Employees taking vehicles home will be temporarily continued, as follows. Employees will be permitted to take company vehicles home if they *both* are currently taking such vehicles home at the time this MOA is executed (September 2, 2020) *and* are taking such vehicles home at the time of the closing of the Asset Purchase (October 8, 2020). The Company will have the right to discontinue this practice on or after November 1, 2021, at its discretion. All employees driving such vehicles, as well as all other Company vehicles at any time, will be subject to the Company's Fleet Use Policy, and violations of such policy will result in removal of take-home privileges for the offending employee and/or discipline, up to and including termination. In no event will any employee at any time be permitted to take home company dump trucks, backhoes, or swat/compressor trucks.

XII. VACATIONS

1. VACATION ELIGIBILITY

Effective on October 9, 2020, the date of hire, and assuming such date of hire is prior to January 1, 2021,each Springfield Employee will receive five (5) days of vacation to be used with management approval by December 31, 2020, and which may not be carried over to 2021.

Effective January 1, 2021, the Company's vacation plan will apply to each Springfield Employee. However, in no event will any CMA employee lose any annual vacation allowance for which he had become eligible pursuant to the current CMA vacation allowance schedule (this provision does not apply to "splash weeks," which will not be provided to any employee at any time). Springfield Employees will be eligible for unpaid time off, if needed, for previously approved vacations that fall between their date of hire and December 31, 2020.

Effective January 1, 2025, regular employees continuously employed by the Company, who meet the service requirements indicated below by December 31 of the calendar year, shall be entitled to vacation during the calendar year with pay as follows:

SERVICE REQUIRED	VACATION IN THE ANNIVERSARY YEAR
Less than 1 year	
Start date:	
01/01 to 03/31	15 days
04/01 to 06/30	10 days
07/01 to 09/30	5 days
10/01 to 12/31	0 days
1 to 5 years	15 days per year
6 years	16 days
7 years	17 days
8 years	18 days
9 years	19 days
10 to 19 years	20 days per year
20+ years	25 days per year

In the event an employee is called for Jury Duty during part or all of his vacation time, he shall receive extra vacation days equivalent to the number of days during his vacation for which he qualified for Jury Duty.

2. SELECTION AND LIMITATIONS

a. The Company will annually determine the threshold number of employees who may beapproved for a single day and/or weekly vacation based on the operating needs of the business.

b. Employees will be required to provide a written request to select at least two (2) weeks ofvacation by March 1st each year.

c. Approval and/or denial of vacation requests will be based on union seniority and will be completed on or before March 15th.

d. Vacation will be awarded by union seniority for first two weeks requested.

e. Should business conditions permit, the Company will consider approving additional employee's vacation requests for weeks which are in high demand, i.e., Christmas, Spring Break, etc.

f. Vacation in excess of two (2) weeks will be awarded based on union seniority after theinitial two-week vacation requests have been approved for all employees.

g. The vacation request, if approved, will be signed by management and may not be rescinded by management without the approval of the employee, provided the cancellation is not directly related to a state of emergency, natural disaster or emergency situation beyond the scope of normal duties.

h. Approved vacation will be communicated to each employee and the departmental schedule will be posted once the approval process is completed.

i. Employees who wish to take vacation between January 1st and March 15th will be required to make appropriate arrangements with the respective approver of their vacation, i.e., Integration Center or Supervisor.

j. After March 15th, vacation will be granted on a first-come, first serve basis based on bargaining unit seniority and must be authorized by the appropriate approver of the employee's vacation.

Employees are responsible for managing their personal time off balance. Should an employee exceed his yearly vacation balance, the day will be an unpaid absence, but will not be viewed as a violation of the Attendance policy. Should an employee repeatedly exceed his vacation entitlement, it may result in disciplinary action.

An employee may elect to defer to the following year vacation time earned in excess of two (2) weeks up to a maximum of one (1) deferred week so that an extended vacation may be scheduled to include all of the time deferred. The taking of deferred vacation shall be granted when there are no conflicts and no adverse effects on operations.

Subject to operating requirements, and following minimum of 48 hours advanced notification, an employee may elect to take, within a calendar year, eligible vacation eight (8) hours at a time. Five (5) days of single day vacation may be used in 4-hour increments.

3. ALLOWANCES

Vacation pay shall be based on forty (40) hours at the employee's straight time hourly rate, excluding shift or Sunday allowances for an employee who is and has been regularly assigned to a second or third shift or Sunday work schedule.

When a holiday occurs during an employee's vacation, he shall have the option of receiving payfor the holiday in addition to his regular vacation pay or he will be granted an additional day of vacation at a time mutually convenient to the Company and the employee.

Vacation earned within a calendar year and not taken will be paid to the employee upon termination and the beginning of a layoff, LTD, or to the employee's surviving spouse ordependent.

4. ACCIDENT, ILLNESS OR DISABILITY

Employees on accident, illness or disability who have lost time will continue to accrue vacation as an active employee for up to 26 weeks as defined in Article XII, Section 3.

XIII. HOLIDAYS

1. HOLIDAYS OBSERVED

The following days shall be recognized as holidays on the day which they are observed in Massachusetts, or in the case where the holiday falls on a weekend, it will be observed on Friday if the holiday is on Saturday and Monday if the holiday falls on a Sunday.

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
President's Day	Veterans Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Each Springfield Employee will also receive two floating holidays per year. Springfield Employees will follow the Company's holiday schedule beginning on their first day of employment with the Company.

2. HOURS

For administrative purposes, it is understood that the holiday begins at 12:01 a.m. and continues for twenty-four (24) hours.

3. ELIGIBILITY

To be eligible for unworked holiday pay, the employee, unless otherwise excused in advance by management, must have worked as scheduled the day before and after such holiday. Approval will be granted for pay for the holiday, should the employee present a doctor's excuse for any missed day(s).

With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth herein if such employee is not receiving pay for the payroll week in which the holiday occurs.

4. ALLOWANCES

Employees whose normal work schedules do not include the holiday will be paid an 8-hour allowance and will be able to schedule a day off without pay at a mutually acceptable time.

1. If any employee is required to work on a floating holiday which had been scheduled and approved, said employee shall have the option of being paid according to Article V, Section 6 or paid at straight time and reschedule the floating holiday.

   If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it will be forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid aholiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a. If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b. In a week in which one of the holidays listed above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c. If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d. In the event of a call into work on Christmas Day, the employee will be paid two (2) times his hourly rate for all hours worked.

   * If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½).

4. Any holiday as set forth in this contract which falls on a Saturday will be observed on the preceding Friday.

XIV. OPPORTUNITIES FOR ADVANCEMENT AND RECOGNITION

1. JOB POSTING

When a job is open within the classifications covered by this Agreement, it shall be posted in all departments and shall remain posted for five (5) consecutive workdays with the exception of Saturdays, Sundays and holidays, which shall be excluded in determining the period of posting, but shall not be held to break the continuity thereof. All bids for job openings shall be submitted utilizing the online system of record during the said five (5) day posting period. Such a job bid may be submitted by a Shop Steward on behalf of an employee who is absent because of illness or injury or because he is on vacation, provided that the Shop Steward shall have been requested to do so by such employee. In this case, the Shop Steward should submit the job bid request, including employee name and job requisition number to the Recruiter within the posting period. No such absent employee shall be eligible for such job opening unless such employee shall return to work within thirty (30) calendar days after he has been notified that he is the successful bidder, unless the Company and the Union shall mutually agree to waive this requirement.

In filling such job opening, seniority as defined in Section 1c of Article XI shall be the determining factor, subject to the minimum qualifications and fitness as determined by the Company, on a non-discriminatory basis. The Company agrees to fill all job openings so posted as soon as reasonably practical after the five (5) day posting period, but in any event within fourteen (14) calendar days thereafter.

Employees or their designee will be expected to accept or decline a job opening immediately upon offer. Should an employee be unreachable after a reasonable effort and does not assign a designee nor communicate to Human Resources his/her decision, the Company will continue to offer the position to subsequent bidders in seniority order per the Collective Bargaining Agreement.

If there shall be no bidders or no successful bidders for such a job so posted, then the Company may fill the job from any source. The successful applicant may be returned to his former job by the Company for a valid reason upon completion of a six (6) month period on the job or the successful applicant may be returned to his former job for a valid reason at his own request after the above mentioned six (6) month period and is further restricted during the six (6) month period to bid down unless it is in progression.

Upon mutual agreement between the Company and the Union employees may be returned to or request and be returned to his former position during the six (6) month period.

XV. EMPLOYMENT SECURITY

1. SENIORITY

a. The term "seniority" where used in this Agreement shall mean Company seniority except as noted below. Company seniority shall be defined as the length of service of an employee with the Company, starting with the first day of the employee's last period of continuous employment by the Company. When employees have equal Company seniority, the employment application having the earliest date will have preference.

b. The term "bargaining unit seniority" shall mean the length of continuous time an employee has been assigned to any classification covered by this Agreement and shall apply to job bidding and layoffs.

c. All shift bids shall be awarded based on bargaining unit seniority.

2. TERMINATION OR INTERRUPTION OF SERVICE AS AFFECTING SENIORITY

Employees forfeit all claim to seniority previously established if they:

a. Voluntarily leave or are discharged for cause
b. Are absent from work and fail to notify the Company of reason for absence for three (3) consecutive days except under extenuating circumstances.
c. Are on lay-off status for a period in excess of twenty-four (24) months.
d. Are on lay-off status and fail to accept or apply for re-employment within one (1) week following notice of recall.
e. Are on lay-off and fail to report for work within two (2) weeks following acceptance of re-employment.

Seniority shall continue to accrue under the following conditions:

a. A leave of absence in writing granted by an Officer of the Company not to exceed six (6) months except as defined in Article V, Section 7 of this Agreement.
b. Illness attested by a physician's certificate.
c. Service in military forces of the United States of America.
d. Absence due to lay-off not to exceed twenty-four (24) months.

3. APPLICATION OF ARTICLE

The provisions of this Article shall not apply to managers or supervisors, nor shall these provisions apply to the selection or hiring of managers or supervisors to be appointed by the Company hereafter.

Should an employee accept a position not covered by this Local 12026 Collective Bargaining Agreement, he agrees to forfeit all benefits of Union membership including seniority.

Should an employee who has forfeited the benefits of Union membership, apply for and be awarded a position covered by the Collective Bargaining Unit, he will begin accruing union seniority on the date he is awarded the new position.

Should an employee who has forfeited the benefits of Union membership accept a position within Eversource not covered by this Local 12026 Collective Bargaining Agreement and once again apply for and be awarded a position covered by this Local 12026 Collective Bargaining Agreement, he will retain Company seniority for purposes of benefits.

4. SENIORITY LIST

The Company will furnish the Union a seniority list annually on the anniversary date of the Agreement and post a copy of such list in all departments.

5. REDUCTION IN FORCES

In cases of layoff for lack of work, reduction in the workforce or the elimination of a job, seniority as defined in Article XI, Section 1c will be given first consideration. In the case of an employee so laid off or affected by a reduction in the workforce, or the elimination of a job, said employee shall have the right to replace another employee within the Company who has less seniority than said employee, provided that said employee shall have the minimum qualification and fitness to fill the job as determined by the Company on a non-discriminatory basis.

An employee so laid off or affected by a reduction in the workforce or the elimination of a job shall have the right to exercise his seniority to bump laterally or downward subject to the above-mentioned requirement of minimum qualifications and fitness. Any such employee shall not have the right to exercise his seniority to replace an employee in the Company who occupies a higher rated job unless said employee has previously held such higher rated job and has the above-mentioned minimum qualifications and fitness to return to that job. The Company shall give at least fourteen (14) calendar days' notice to the Union of any such intended layoff for lack of work, reduction in the workforce or elimination of a job.

Such laid off employees shall be recalled to openings in jobs in the Company for which they have minimum qualifications and fitness as determined by the Company on a non-discriminatory basis in reverse order from that in which they were laid off. The Company shall notify such employee or employees by certified mail sent to their last known address that such work is available and if the employee shall fail to accept such re-employment or fail to apply therefor within one (1) week of the receipt of such notice then such employee shall lose all of his seniority rights previously established and continuity of employment shall be forfeited. In the event that said notice of recall is returned to the Company or cannot be delivered for any reason, the Company shall notify the Union of the recall opportunity and the employee to be recalled shall have one (1) week from the date of such notification to the Union to accept such reemployment or apply for it. In the event that such employee does not do so, he shall lose all his seniority rights previously established and his continuity of employment shall be forfeited. It shall be the duty of the employee to keep the Company advised in writing of his current address. Any employee accepting reemployment shall report for work within fourteen (14) calendar days of such acceptance. No employee shall be entitled to be recalled under the terms hereof more than twenty-four (24) months after the date of his layoff.

6. LAYOFFS

The Company agrees that no employee on the active payroll of the Company, on May 15, 2024, will be involuntarily laid-off. However, this provision shall not apply to employees terminated for cause and employees hired after that date. Union Officers and Stewards elected by the membership shall, for the purposes of layoff, be placed at the top of the seniority list for their designated term of office unless they resign or are removed by the Union for cause. The Company may, during the term of this Agreement, should the need arise, to reduce the workforce, and after providing notice to the Union, offer early retirement and or “buyout” programs in which employees may voluntarily participate.

7. SEVERANCE ALLOWANCE

The Company will pay severance allowance to eligible employees as follows:

a. Regular employees after one (1) year of service shall be given an opportunity to accept a severance allowance of one (1) week’s base pay for each full year of continuous service at the time of layoff unless they choose to accept layoff and be eligible for recall.

b. Severance allowance shall be in addition to any earned vacation benefits for which theseparated employee is eligible.

An employee shall not be required to accept severance pay. Such employee shall have the option, effective up to ninety (90) days following the date he received notice of layoff from the Company to accept or not to accept severance pay. In case such employee elects not to accept severance pay, he shall not lose his re-employment rights, but shall retain all re-employment or other privileges which the contract between the Company and the Union, or which the practice of the Company provides.

8. DISCHARGE

If an employee is discharged, the Company will furnish such employee, upon request made within three (3) days from the date of his discharge the reason for discharge, and thereafter, upon his request for a hearing made within three (3) days after he has been furnished with a reason for his discharge as above, the Company will grant a hearing to such employee, at which hearing the employee may be present with his representative. If, as a result of such hearing, it is found that the employee was unjustly discharged, they shall be reinstated and shall be paid for any time lost as may be determined at the hearing.

Upon mutual agreement between the Company and the Union, discharges may be advanced directly to a third step grievance meeting.

9. SUSPENSIONS

Within seven (7) days from the date on which an employee has been suspended, the Company shall, upon written request of the Union, grant a hearing to the employee involved and his Union representative. The Company will inform the Union of the reason for the suspension at this hearing and within twenty-four (24) hours after this hearing advise the Union of its findings.

XVI. PERSONAL SECURITY

This provision for continuing earnings during periods of personal disability is not intended as an annual entitlement to cover absence for any personal reason, but is solely for the protection of a regular employee temporarily and legitimately disabled and usually under the care of a physician.

1. OCCUPATIONAL DISABILITY

Industrial/Occupational accident benefits, for injured employees entitled to compensation under the Massachusetts Workmen's Compensation Act who elect to proceed against the Company's insurer for compensation, shall be governed by the following rules:

1. While the incapacity for work resulting from the injury is total, the Company will pay to the employee [subject to paragraphs 3, 4 and 8 below] the difference between their base pay at the time of the injury and the statutory workers' compensation amount made by the Company's insurer under the Act. Payments from the Company will be for a period of up to 26 weeks total for employees hired after 1/1/2016. Employees hired prior to 1/1/2016, will receive the offset for up to 50 weeks total.

2. While the incapacity for work resulting from the injury is partial, the Company will pay to the employee [subject to paragraphs 3, 4 and 8 below] the excess of the difference between the base pay at the time of injury and the combination of the workers' compensation payments made by the Company's insurer under the Act, and any wages earned. No company supplement payments will be made under this paragraph to an employee who refuses to accept a position which is offered to him by the Company. Workers' compensation payments will follow the statutory regulations. Payments from the Company will be for a period of up to 26 weeks total for employees hired after 1/1/2016. Employees hired prior to 1/1/2016, will receive the offset for up to 50 weeks total.

3. If payments made by the Company's insurer under the Act are reduced due to a third-party settlement, the Company will not be required to compensate the employee for said reduction in benefits under the Act.

4. If the employee shall accept lump sum payments from the Company's insurer in lieu, in whole or in part, of compensation from the insurer, further payments of benefits under this Plan shall cease.

5. Benefits shall cease when an employee is retired or when his/her employment is otherwise terminated.

6. While receiving industrial accident benefits employees will not receive a general wage increase until they return to work

7. Employees shall not be entitled to receive time or compensation for vacations or holidays while receiving industrial accident benefits.

8. If the present Massachusetts Workmen's Compensation Act is changed, or if other Federal or State legislation is enacted that provides or requires the provision of benefits payable to the Company's employees with respect to its liability for industrial accidents, the parties will meet and bargain the impact of such changes or new legislation.

9. The administration of the Plan shall be under the direction of the Senior Vice President of Human Resources of the Company.

10. The Company can require employees to be evaluated at a Company approved clinic and the workers' compensation carrier may require an exam by an independent physician. In both cases, the clinic and the independent examiner shall make the final determination on an employee's work capacity for purposes of the workers' compensation supplement and/or job offer. No company supplement payments will be made under this paragraph to an employee who refuses to accept a position which is offered to him by the Company. Workers' compensation payments will follow the statutory regulations.

11. If the Company determines, based upon its own, the workers' comp insurer's, or the employee's treating physician that an employee is unable to perform his or her regular duties, the Company may assign the employee to a position that the employee is capable of performing, based upon the medical restrictions provided by the physician upon which the Company relied in making its determination.

12. Employees who have recovered from an occupational injury and are medically certified by the insurance company's doctor as qualified for work will be guaranteed employment with the Company. However, the employment rights of an employee as provided in the Basic Agreement shall not be enlarged, diminished or otherwise affected by reason of this provision.

2. ILLNESS, NON-OCCUPATIONAL DISABILITY, SHORT-TERM, AND LONG-TERM DISABILITY (See Attachment B)

ILLNESS:

All employees will be eligible for up to 10 sick days per year at 100 percent of pay for absences from work due to non-occupational illness or injury. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination. Following the first 40 hours of sick time, employees may use sick time in less than 8-hour increments for their remaining 40 hours for medical appointments for themselves with at least 48 hours prior notice and accompanied by a doctor's note.

SHORT-TERM DISABILITY:

Effective on the date of hire, Springfield Employees will be eligible for non-occupational short-term disability and long-term disability leave and pay as summarized in Attachment B of the Parties' MOA, specifically, in the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short-term disability ("STD") benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive work days. The first five consecutive working days of an extended absence is considered an "elimination period." Employees must use available sick time to satisfy the elimination period. If an employee has exhausted their sick time, vacation/floating holidays can be used toward the elimination period or time is unpaid. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefits will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67 percent of base pay.

Employees are covered under Eversource's Short Term Disability Policy day one of employment.

Short Term Disability is a maximum of 26 weeks total per injury/illness:

1. 1-week sick time; if sick time is unavailable, use of vacation time, floating holidays can be used towards the elimination period or time is unpaid
2. 12 weeks 100% base pay under STD
3. 13 weeks 67% base pay under STD
4. There is a 45-day appeal period should at any time your STD is denied
5. There is a 6-month re-occurrence (look back) should your medical provider indicate you are out for same condition as previous disability leave
6. Exclusions to the plan:
    - You are not under the care of a licensed health care provider
    - Your disability is the result of your participation in a felony, crime, or riot
    - Your disability is intentionally self-inflicted
    - Your disability is the result of declared or undeclared war or any act of war
    - You have any physical or mental condition that cannot be verified by the use of clinical and laboratory diagnostic techniques
    - You are retired from Eversource
    - You are injured while on active duty in the military

After the five-day elimination period, employees are not allowed to substitute or off set any vacation time to make them whole while out under Eversource's STD Plan.

Eversource pays STD benefits via normal payroll cycles, once approved by vendor.

LONG-TERM DISABILITY

Upon exhaustion of STD, an employee who qualifies will move to Long-Term Disability ("LTD"). LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

All employees who receive an LTD benefit and participate in the Company Employee health and welfare benefit plans will have payments deducted from their LTD check rather than be billed for participation in said benefit plan.

1. Soft transfer from STD over to LTD should you max STD benefit at 26 weeks
2. LTD is a Fully Insured Benefit
3. Employer covers 50%, employee has option to buy up to 67% (upon hire OR at Open Enrollment Annually)
4. Buy Up Option has exclusion period
5. 180-day appeal period should LTD be closed/denied
6. 6-month re-occurrence (look back) should your medical provider disable you for same condition.

3. HOSPITALIZATION - SURGICAL - MEDICAL BENEFITS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Medical and Prescription Drug, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Retiree Medical

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Retiree Medical Plan as is outlined in Attachment B to this Agreement.

If an active employee dies and is eligible for retiree medical on his or her date of death:

Continue (current practice) to provide coverage for surviving dependents on the active group plan, at active rates (spouse until Medicare eligible, child up to age 26, etc.) Upon the surviving spouse reaching Medicare eligibility, allow the surviving spouse to begin participating in the Eversource Group Health & Welfare Benefits Plan for Retirees - HRA subsidy. Any eligible dependent children will also be eligible to participate in the HRA subsidy, until age 26. Note, upon the surviving spouse's transition to the retiree plan, any enrolled dependents will also transition to the retiree plan at the same time, if applicable.

The following provision is for reference only and it is understood that the following benefit is provided by NiSource, Eversource has no financial obligations under this provision, and Eversource has no control over the continuance of this benefit under this provision.

Grandfathered employees may be eligible for the following NiSource benefit:

The Company will provide employees who are covered under A, B or C above with pre- Medicare and post-Medicare (when eligible) retiree medical coverage (with applicable Massachusetts regional based HMO for pre-65 coverage) when they retire provided they meetall of the following requirements:

1. Retire under the provisions of the Company Pension Plan.
2. Receive a pension benefit under the Company Pension Plan
3. Forty-five (45) years of age on January 1, 1993
4. Age fifty-five (55) with ten (10) years of service.

For employees hired prior to May 14, 1999 and employees who had not attained age forty-five by January 1, 1993, the Company contribution for retiree medical expense will be limited to the following:

For the period when the retiree is under 65:	$1100 per month
For the period when the retiree is 65 or older:	$225 per month

Post-65 medical supplement (medical only, no prescription coverage) will be effective for retirees who are eligible for retiree medical coverage with a last day worked of January 1, 2014,or after.

Employees hired after May 14, 1999, are not entitled to retiree benefits.

The Company will utilize a Voluntary Employee Benefit Association Trust to fund retiree medical benefits.

A new employee assigned to a regular position who is covered by a similar plan at the time of employment shall become eligible for options A or B as a transferee and such employee will be so transferred and will pay the full working rate or premium of the plan they have elected.

End of NiSource Retire Medical Reference

4. DENTAL (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dental Plans, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

5. **LIFE INSURANCE (See Attachment B)**

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Basic Group Life Plan, the Supplemental Life Plan, and Dependent Life Plan, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. In addition, each regular employee shall be provided life insurance by the Company in an amount equal to two (2) times his base pay.

6. ACCIDENTAL DEATH AND DISMEMBERMENT (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Accidental Death and Dismemberment ("AD&D") Plan as is listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

7. PENSION AND 401(k) (See Attachment B)

As included in the August 20, 2020 MOA between Local 12026 and Eversource:

Effective on the date of hire with Eversource, Springfield Employees currently participating in a NiSource/CMA Defined Benefit Pension Plan will continue to participate in their current NiSource/CMA Defined Benefit Pension Plan under the same terms and conditions, as the plan will become part of the Eversource Pension Plan.

Effective January 1, 2021, these employees will also be eligible for a Company matching contribution equal to fifty percent (50%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first eight percent (8%) of eligible compensation.

Pension plans as agreed upon between the Union and the Company shall continue for the life of this Agreement and succeeding agreements, subject to such modification as may be mutually agreed upon by the parties hereto.

All covered employees who take normal retirement during the term of this Agreement shall receive a pension benefit as included in the Eversource Pension Plan Document.

The below information is for historical reference only and is governed by the Eversource Pension Plan of which the Bay State Union Pension Plan is part of. If there are any discrepancies, the applicable plan documents will govern.

Effective May 15, 1999, the pension plan formula shall be changed to a final average pay formula. The final average pay pension plan shall be calculated using an average of the highest three (3) years' base pay in the last ten (10) years up to a maximum of Effective May 15, 2004, the base pay cap will be increased to sixty-five thousand dollars ($65,000). Effective May 15, 2008, the base pay cap will be increased to seventy thousand dollars ($70,000). Effective May 15, 2012, the base pay cap will be increased to seventy-five thousand dollars ($75,000)] using a multiplier of one and one quarter percent (1.25%) of such final average pay times the years of service up to a maximum of forty-five (45) years.

An employee is vested after three (3) years of service. For vested employees there is a lump-sum option to cash out of the pension plan available at any time when the employee terminates for any reason.

All employees hired before 1/1/2014 will be converted from their current Pension Plan into Account Balance II Plan effective 1/1/2014.

Account Balance Pension Plans – Eligible Earnings –Base pay, performance-based pay (i.e., annual incentive, if applicable).

Account Balance II

Age + Service Points
Less than 50 = 4% of Eligible Earnings
50-69 = 5%
70+ = 6%

Additional 1% x pay in excess of ½ Social Security Wage Base

All other provisions the same as Account Balance

Any employee newly hired or rehired after 1/1/2014 will not be eligible for pension.

Early Retirement

As of 1/1/14, the below Early Retirement section is no longer in effect.

Employees who have attained age 55 and who have completed 10 or more years of Credited Service, as defined in the plan document for the Pension Plan for Operating Employees of Bay State Gas Company, may retire on the first of any month thereafter.

An employee will be entitled to receive an unreduced retirement benefit at age 60 if the employee has at least 25 years of service with the Company. In the event an employee decides to retire prior to age 60, the retirement benefit would be calculated as follows:

If the employee has 25 or more years of service with the Company, the retirement benefit would be reduced by 3/10% for each calendar month between the date the employee actually begins to receive the retirement benefit and age 60.

If the employee has less than 25 years of service, the retirement benefit would be reduced by 3/10ths % for each calendar month between the date the employee actually begins to receive the retirement benefit and age 65.

There is a Social security supplement (bridge) for employees who retire between the ages of sixty (60) and sixty-two (62), payable during that period.

End of historical reference

8. K-VANTAGE/401(k) (See Attachment B)

Effective January 1, 2021, any Springfield Employee hired after January 1, 2014, will beplaced in the Company's K-Vantage plan. Each employee's years of service with CMA will be combined with his or her service with the Company for purposes of calculating the Company's contribution to such employee's K-Vantage account.
These employees will also be eligible for a Company matching contribution equal to one hundred percent (100%) of the Participant's Pre-Tax and/or Roth 401(k) Plan contributions up to the first three percent (3%) of eligible compensation.
From the date of hire through December 31, 2020, employees who participate in the NiSource/CMA 401(k) plan will continue to participate under the same terms and conditions as existed during their employment with CMA, except that the plan sponsor will be an Eversource Company and the investment choices in the plan will or may be changed.

9. OPTIONAL BENEFITS (See Attachment B)

Effective January 1, 2021, eligible Springfield Employees are their eligible dependents may participate in the Vision Plans, Business Travel Accident Plan, Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan, a summary of which plans is in Attachment B of the Parties' MOA.

10. SAFETY EYEGLASSES

The Company will pay an annual allowance of ninety ($90.00) towards the cost of safety eyeglasses purchased through the Company for an employee's own use. An employee may purchase eyeglasses any place, provided they are the type required and proof of purchase is provided.

11. SUBROGATED RIGHTS

Payments made under the provisions of this Article will be reimbursed to the Company to the extent that any amounts recovered on account of the accident or sickness on a claim against a third party exceed Workmen's Compensation or any payments required by law.

12. DUPLICATION

Amounts required to be paid by the Company under any law providing benefits similar to the benefits provided for in this Article shall reduce to the extent the amounts the Company shall be required to pay under this Article and appropriate adjustments shall be made in the benefits provided for in this Article to the end of eliminating duplication of benefits under this Article and benefits required by law.

13. MEDICAL RECORDS

In accordance with existing laws, the Union must have a release form signed by the employee before the Company will discuss or release any medical information pertaining to or about any employee.

14. DRUG TESTING AND DOT PHYSICALS

The Company will institute a split sample element to its existing DOT drug testing program.

Should an employee test positive for drug and/or alcohol under the random/reasonable suspicion DOT testing, the following will apply:

1st offense: 5-day unpaid suspension with Last Chance Notice; 5-day elimination period; then STD plan for duration of treatment that the SAP (substance abuse professional) recommends.

2nd offense: Termination

15. DEPENDENT CARE & HEALTH CARE SPENDING ACCOUNTS (See Attachment B)

Effective January 1, 2021, the eligible Springfield Employees and their eligible dependents may participate in the Company's Dependent Care Plan, Flexible Spending Account, and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

16. ADOPTION AND SURROGACY ASSISTANCE

The Company will provide an increased adoption assistance benefit and the addition of a surrogacy assistance benefit:

The adoption and surrogacy assistance benefit provides a combined annual maximum reimbursement of up to $15,950 of eligible expenses for the adoption or surrogacy of each child under the age of 18. Employees may be reimbursed for either adoption or surrogacy eligible expenses per year, but not both. Only the expenses employees actually incur are eligible for reimbursement.

For adoptions, the benefit is payable when the adoption is final (when a decree of adoption is entered by the court). For surrogacy, employees may be reimbursed for qualifying expenses incurred resulting in a fully completed and Valid Surrogacy Contract through a bona fide agency.

1. A Valid Surrogacy Contract is one that is legal in the state in which the parties enter into it and is between the party who has agreed to become impregnated, carry and give birth to a child and the intended parent(s) of such child.

2. A completed Valid Surrogacy Contract is one that results in an eligible employee being recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or other court order recognizing the eligible employee's parental rights under applicable law.

i. Note: A surrogacy contract that fails to result in a live birth, or results in a live birth but the eligible employee is not recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or order recognizing the eligible employee's parental rights under applicable law, shall not be a Valid Surrogacy Contract and no reimbursement benefits will be paid under this Program.

The adoption and surrogacy assistance benefit applies to expenses incurred on or after May 15, 2024. Eligible expenses include adoption or surrogacy agency fees, placement fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

If an employee or the employee's spouse (or partner/the other parent) both work at Eversource, only one employee is eligible to submit expenses for reimbursement.

17. EMPLOYEE ASSISTANCE PROGRAM

Eligible employees may receive Company-paid Employee Assistance, as set forth in the policy, and as summarized in Attachment B of the Parties' MOA.

18. TUITION REIMBURSEMENT

Effective May 15, 2024, employees are eligible for reimbursement under the Company's Tuition Assistance Program as outlined on HR Connect. The highlights of the program are below:

- Employees working less than forty hours per week but more than twenty hours per week will be eligible for reimbursement at 100% up to $5,000 ($2,650 non-taxable and $2,350 taxable) for successful completion of pre-approved courses.

- Employees working forty hours per week will be eligible for reimbursement for the net applicable costs up to $10,000 annually ($5,250 non-taxable and $4,750 taxable) for successful completion of pre-approved courses.

- Reimbursable expenses include tuition, registration fees, lab fees, technology, online, matriculation, resource and required graduation fees for degree programs.
- Employees receiving other assistance, such as Veteran's benefits, must deduct the amount of that assistance from the total of the applicable costs.

- Fees that are excluded from reimbursement include books, computer software, tools, license fees, withdrawal, deferred payments, late fees, parking, meals, travel, room and student activity fees.

- Only work or business related undergraduate and graduate courses and degree programs taken at fully accredited colleges and universities are eligible for reimbursement.

- Where courses taken are graded, the employee must receive a grade of no less than a C for undergraduate courses or a grade of B or better for master's program courses to be reimbursed.

- Employees must be active employees prior to the start of class and upon completion of the class.

- To be eligible for reimbursement, employees must follow the tuition process as outlined on HRConnect and get the appropriate approvals prior to the start of the program.

The Tuition Assistance Program is subject to revision or cancellation as determined by the Company.

XVII. RESTRICTIONS - COMMITMENTS

1. INSTALLATION OF APPLIANCES

All appliances sold to the ultimate consumer exclusively through the initiative and efforts of the Company's salesmen will be installed by Company employees insofar as is practicable to do so with existing installation crews.

2. METER REPAIR

Inspection, replacement recall and repair of meter indexes in the field will be allowed. All other meter repair work is to be performed by Company employees in the Company's repair shop.

3. OUTSIDE CONTRACTORS

As long as appropriate equipment and qualified employees are available to do work customarily performed by the bargaining group within the time required for completion, the Company will not, insofar as is practicable, contract out work normally performed by such employees when contracting out would result in less than 46 distribution employees. The Company agrees that the work ordinarily and customarily performed by its own employees, throughout the bargaining unit, will not be contracted out if such contracting out would result inthe layoff of its employees, or a reduction of their normal workweek.

Bargaining unit work can be performed by contractors during any week if the Company meets the following obligations.

The Company will offer a sixth day of work, in the following week, to distribution department employees when a distribution contractor crews (consisting of one or more) working on live gas main line or services and/or installing main line and service perform work for the Company on a Saturday.

For this purpose of administering this provision, the Company will canvas the roster of the Distribution department (street department) employees if necessary, in order to satisfy its obligations hereunder. The offering of overtime to distribution department (street work).

Neither the Company nor the Union shall use any type of past practice, understanding, or other agreement in existence prior to the effective date of this Agreement outside of the Collective Bargaining Agreement to oppose the operation of this section.

During the term of this Agreement, bargaining unit employees will perform live gas work on main tie-ins (i.e., bypass, purging and stopping). Contractors may perform live gas work on main tie-ins (i.e., bypass, purging, and stopping) up to 4" main line. Contractors shall install new and replacement mains and will be responsible for providing offsets and full tees. Live gas tie-in's on main extensions may be performed by contractors.

The Construction crew will consist of 9 bargaining unit employees to comprise 3 separate, 3 person crews. (A crew will consist of a Crew Leader, Operator, and Distribution Tech). Crews are to be assigned all the tie-ins/construction tasks and the Union crews will have priority over all contractors performing tie-ins/construction work, regardless of day of work. When no tie-in/construction work is planned these crews will be utilized for any Maintenance work. The Distribution Maintenance crews inclusive of the Construction crews will comprise 46 employees.

When Construction employees are on emergency response rotation and/or standby rotation, the Company shall backfill Construction employees with remaining Distribution employees.

Random services identified with leaks will be replaced by bargaining unit employees.

Service abandonments and the installation of new and replacement services up to the lock cock, including tapping, shall be completed by contractors.

Service inserts where meters cannot be relocated outside will be done by the bargaining unit.

Service installation and maintenance on high pressure system (greater than 99 psi) to be done by bargaining unit.

The Company agrees to phase out the use of outside contractor inspections services as follows:

2019 – no more than 5 contract inspectors for Construction Services
2020 – no more than 4 contract inspectors for Constructions Services
2021 – no more than 3 contract inspectors for Construction Services
2022 – no more than 2 contract inspectors for Construction Services
2023 – no contract inspectors for Construction Services

Should business needs arise outside of ordinary scope which impacts the Company's ability to perform required work, the Company will inform the Union of the need to utilize additional contractors to supplement the current compliment.

Post the May 15, 2024 ratification, the Company and Union will meet and discuss to set up a process for assignment of the Construction crews within the Maintenance Department

4. BULLETIN BOARDS

The Company will provide reasonable bulletin board space in its various departments for the posting of Union notices to its members. Such notices shall be signed by a responsible Local Union official.

5. MONSON/PALMER

The parties agree that effective July 19, 1993, the Monson/Palmer area will become part of the work assignment for Local 12026 bargaining unit.

6. CURB COCKS

Collectors will be required to shut off curb cocks.

7. HEALTH CARE ARRANGEMENT

The parties recognize that rising health care costs are a problem, but that affordable quality care must be maintained for its members and employees. The parties agree to combine their efforts to assist in providing a health care program that puts in proper balance quality of care and containment of rising health care costs.

Toward this end, the parties have developed a health care choice (HCC). The parties recognize that the success of a quality HCC depends upon the full cooperation of the Company, the Union and its members. Therefore, the parties shall make every good-faith effort to resolve possible differences or difficulties.

The parties shall implement this letter of understanding through a joint implementation and utilization review committee. The parties shall have proportional representation on the committee, the purpose of which is to develop, introduce, promote and monitor all of the various elements of the HCC. Union representatives on the committee shall report to their respective parties. Union representatives shall be paid wages and incidental expenses by the Company for attendance at joint health care meetings. The joint committee shall be responsible for approving and overseeing a comprehensive health care plan education program. This program will include concepts such as work site meetings, distribution of summary plan descriptions and other written materials, and access to individual health care counseling. Materials will be developed by the insurance administrator under the direction of the committee. The education program will begin no later than October 1, 1993 and will be a continuing program.

All health care carriers shall prepare a comprehensive utilization report each six (6) months and this report will be provided to and reviewed by the joint committee.

8. NEW ENERGY TECHNOLOGY

The parties agree that with the introduction of new techniques and technologies, including but not limited to: Geothermal; Hydrogen; RNG, any new Energies, and delivery of such energies, it is important that advance planning be made to anticipate skills, needs and training required. Prior to implementation of new technologies, the Company shall meet with the Union to discuss potential work opportunities.

The Company and Union shall meet to discuss the creation of a New Energy Technology Committee.

XVIII. UNION-MANAGEMENT COMMITTEES

1. SAFETY COMMITTEE

There shall be a committee of five (5) Union members selected by the Union will meet with the General Safety Committee at such time and place as meetings are scheduled to discuss matters pertaining to safety. Of the members designated by the Union, one shall be from the Service Department, one shall be from the Street Department, one shall be from the Plant Department, and one from any of the several remaining departments. Of the members designated by the Union, one shall be assigned to be Co-Chair of the Safety Committee.

2. GRIEVANCE COMMITTEE

The Union shall appoint a five (5) member Union Committee, the members of which shall have continuous service of at least six (6) months. The Company shall deal with the Union Committee in the matter of grievances as provided in the grievance procedure.

3. NEGOTIATING COMMITTEE

The Union shall appoint a Negotiating Committee composed of seven (7) bargaining unit employees for the purpose of negotiating new Agreements.

XIX. COMPLAINTS AND GRIEVANCES

1. GRIEVANCE PROCEDURES

a. The Company Committee and the Grievance Committee may meet at the request of either party, at a time mutually agreed upon, as required to discuss disputes arising out of this Agreement. The notice of such meetings will contain necessary information on the subject matter of the meeting.

b. During the term of this Agreement, should any dispute arise between the Company and the Union as to the true interpretation and application of this Agreement, there shall be no suspension of work, but the same shall be treated as a grievance and every reasonable effort shall be made to settle such grievance in the following manner, except in the case of a general grievance raised by the Union, in which case the grievance shall be a written one originated by the aggrieved party at Step 3 below:

c. *A grievance shall be filed within sixty (60) calendar days of the incident causing it **or** calendar days when the incident should have been reasonably been known by a member of the Grievance Committee.

*Effective December 1, 1993

The grievance steps shall be as follows:

1. The aggrieved employee(s) and his Steward shall discuss the grievance with the immediate supervisor and attempt to settle the grievance. If the Shop Steward is not available, the employee(s) may be represented by a member of the Grievance Committee. If a satisfactory settlement is not reached within seven (7) calendar days then

2. Within seven (7) calendar days of the time that the grievance was answered at Step 1. The Union Committee shall reduce the grievance to writing on a form mutually agreed to by the Company and the Union and forward the written grievance to the Department Manager or his designate. The Department Manager or his designate shall discuss the grievance with three members of the Grievance Committee (*Union President or his designate, Recording Secretary and appropriate Shop Steward) and shall reply in writing within seven (7) calendar days and if a satisfactory settlement is not reached, then

3. Within seven (7) calendar days of the receipt of the written reply, the grievance shall be referred for settlement to the Vice President of the Company, Union committee and a representative of the International Union or their designated representatives. The Company and the Union shall have fourteen (14) calendar days to resolve the grievance at this step. If the grievance is not resolved at this step in a manner satisfactory to both parties, then the Union has the right and authority to submit the grievance or dispute to arbitration in the manner provided under this Article. The Union must notify the American Arbitration Association to schedule the arbitration within thirty (30) calendar days of the expiration of the aforementioned fourteen (14) day period. If the time limits in the grievance procedure are not observed, a grievance shall be considered waived unless an extension of time is mutually agreed to in writing.

2. ARBITRATION

If a grievance involving the interpretation or application of this Agreement is not satisfactorily resolved in the grievance procedure, the Union may request the American Arbitration Association or the Federal Mediation and Conciliation Service, or the Labor Relations Connection to provide a panel of arbitrators from which the parties will select an arbitrator to hear the grievance. The arbitrator so selected shall have no power to add to, subtract from or otherwise modify the terms of this Agreement. The decision of the arbitrator shall be final and binding on both parties and shall have the same force and effect as a judgement of law. His or her fee and expense shall be shared equally by the parties.

3. UNION REPRESENTATION

An employee, at his request, may have a Union Steward of his choice from his department or one designated by the Local President if there is no department steward present at an interview where it is possible that a written reprimand, disciplinary suspension or discharge involving the employee may result.

XX. AGREEMENT

1. TERM OF AGREEMENT

This Agreement shall be effective upon execution and shall continue in full force and effect until midnight May 15, 2028.

During the term of this Agreement, should any provision or part thereof become illegal, the rest of the Agreement shall continue in full force and effect.

This Agreement shall bind and inure to the benefit of the parties hereto and to their respective successors and assigns and the words “Company” and “Union” respectively shall be construed to include their respective successors and assigns.

Either party may terminate the Agreement by giving notice in writing to the other party at least sixty (60) calendar days prior to the expiration date of the Agreement. Whenever notice to terminate this Agreement as herein provided is given, the parties agree that at least thirty (30) calendar days prior to the expiration date, joint conferences will be held for the purpose of negotiating another agreement.

2. ASSIGNMENT

This Agreement shall be binding upon the parties hereto, their successors and assignees.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

FOR UNITED STEEL, PAPER AND FORESTRY, RUBBER, MANUFACTURING, ENERGY, ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL, AFL-CIO-CLC

David McCall
President

Myles Sullivan
International Secretary-Treasurer

Emil Ramirez, Vice President,
Administration

Kevin Mapp, Vice President, Human Affairs

David Wasiura, Director, District 4

John Buonopane, Sub-District Director

Benito Rocca, President, LU12026

FOR EVERSOURCE GAS COMPANY OF MASSACHUSETTS

Christopher L. Hall, Vice President,
Employee and Labor Relations

Brooke Sherer, Director,
Labor Relations

Maggie Cousineau, Director,
Technical Services

STEELWORKERS LOCAL UNION 12026 COMMITTEE

Matthew Bogacz

Andrew Grassetti

Edward Kopyscinski

Christopher Lenkowski

Joseph Woodbury

LETTERS OF UNDERSTANDING

1. NATIONAL HEALTH

In the event a National Health Program is established and this program has an impact onthe availability, legal status or tax status of the negotiated program, the parties will meet to explore and discuss and negotiate its effect and any agreement will be made by mutual consent.The parties agree that this language will not be used to reduce the Company's commitment to provide the health benefit package or its substantial equivalent that is currently provided under this contract.

2. SAFETY AND HEALTH

During the term of the current contract, the parties agree to meet and work out the details of a comprehensive safety and health manual, including hearing conservation programs and an asbestos protection and abatement program.

The dates of such programs will be put into effect by mutual agreement.

During the development of the Safety and Health Manual any programs which are required by Federal and State law or regulations will be implemented as soon as practicable, but may continue to be refined which may lead to change of the initial program upon implementation of Safety and Health Programs.

3. NEUTRALITY

The Company agrees to a position of neutrality in the event that a Union seeks to represent Temporary Employees of the Company.

Neutrality means that the Company shall neither help nor hinder the Union, in an organizing campaign, nor shall it comment upon the Union's motives, integrity, character or performance during a campaign. Also, the Company shall not provide any support or assistance of any kind to any person or group opposed to the Union Organization.

Where neutrality applies, the Company reserves the right to respond to employees' inquiries relating to the issue of Union organization and engage in normal communications withemployees concerning their employment.

4. OFFICIAL SIGNING OF AGREEMENT

Parties agree to do this after the proofreading is completed on Company time.

5. SEXUAL HARASSMENT

Sexual Harassment as defined under Title VII of the Civil Rights Act of 1964, is an unlawful employment practice and is a violation of this Agreement. An employee who believes he or she is the victim of such harassment may file a complaint with the Equal Employment Opportunity Commission. An employee may also file a complaint with the state's applicable human rights agency covering the employee's place of employment and/or file a grievance as outlined in this Agreement.

6. SUCCESSORSHIP

This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns and the words "Company" and "Union" respectively shall be construed to include their respective successors and assigns.

7. ISSUANCE AND REMOVAL OF NON-ATTENDANCE DISCIPLINARY WARNING NOTICES

Verbal warnings and written warnings will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Suspensions will become inactive after two (2) years from the date of violation provided there is no intervening discipline.Intervening discipline within the one (1) or two (2) year periods keeps all prior discipline active until the expiration of the most recently issued disciplinary notice.

Effective on the date each Springfield Employee commenced employment with the Company and pursuant to the terms of September 2, 2020 MOA regarding the asset purchase of NiSource to Eversource, his discipline files were expunged.

8. VACANT MAINTENANCE DEPARTMENT POSITIONS

The Union reserves its rights under the old and new agreements to grieve the Company's failure to fill the positions of Maintenance Chief and Utility Worker in the Maintenance Department. Should it be necessary to reduce the number of jobs in the Service Department, the Company will consider filling the above-mentioned maintenance positions with excess employees from the Service Department.

9. AWARDING OF OVERTIME

This Agreement is to address issues related to the proper awarding of overtime opportunities raised during 2013 collective bargaining negotiations. The Company recognizes the Union's concern regarding situations where the incorrect employee is called out for an emergency response, overtime situation. The Company's current resolution is to offer the employee scheduled overtime, commensurate to the hours the employee missed, to make the employee whole. The Company continues to investigate the issue and is dedicated to working with the Union and develop and implement a process to ensure employees are contacted in the appropriate order for overtime. This Agreement shall be on a "no precedent" basis and shall not be cited or relied upon in any other proceeding except one involving the interpretation or application of this Agreement.

10. PAST PRACTICE

This Agreement is being made in lieu of the elimination of all past practices proposed bythe Company during 2013 collective bargaining negotiations. The Company and the Union recognize that practices be identified which may impact the efficient operation of the business. Should such a past practice be identified, the Company and Union agree to meet with the HumanResources Manager and Operations Center Manager as soon as is practicable to discuss the past practice in issue. In the event that the Company and Union are unable to reach agreement on a process, the Company reserves the right to implement a procedure to eliminate the past practice and the Union reserves its right to the grievance process. This Agreement shall be on a "noprecedent" basis and will be enforced and in effect for the duration of the Collective Bargaining Agreement.

APPENDIX A
STEELWORKERS 12026 PHYSICAL

WAGE AND STEP INCREASE SCHEDULE
May 15, 2024 to May 15, 2027

CONSTRUCTION						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Inspector		**Prob Period Trainee**	**6 Mos Emp C**	**12 Mos Emp B**	**24 Mos Emp A**	**30 Mos Emp**
	5/15/2024	$34.20	$44.00	$46.82	$51.50	$55.10
	5/15/2025	$35.23	$45.32	$48.22	$53.04	$56.76
	5/15/2026	$36.29	$46.67	$49.67	$54.63	$58.46
	5/15/2027	$37.37	$48.08	$51.16	$56.27	$60.21

FLEET OPERATIONS						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Mechanic (Short Progression)		**Prob Period Trainee**	**6 Mos Emp Trainee**	**15 Mos Emp C**	**24 Mos Emp B**	**30 Mos Emp A**
	5/15/2024	$34.20	$38.68	$42.19	$45.05	$51.54
	5/15/2025	$35.23	$39.84	$43.45	$46.40	$53.08
	5/15/2026	$36.29	$41.03	$44.76	$47.79	$54.68
	5/15/2027	$37.37	$42.26	$46.10	$49.22	$56.32

(Progression above requires all items of Qualifications)

FLEET (continued)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Mechanic (Long Progression)		**Prob Per Trainee**	**6 Mos Emp Trainee**	**18 Mos Emp C**	**30 Mos Emp B**	**42 Mos Emp A**
	5/15/2024	$34.20	$38.68	$42.19	$45.05	$51.54
	5/15/2025	$35.23	$39.84	$43.45	$46.40	$53.08
	5/15/2026	$36.29	$41.03	$44.76	$47.79	$54.68
	5/15/2027	$37.37	$42.26	$46.10	$49.22	$56.32

(Progression above requires items 1, 2, 3 and 4 of the Qualifications. This Progression requires the successful completion of three years of night school in a course approved by the Company.)

Job Classification	Effective Date	Wage and Step Increase Schedule	
Working Foreperson – Transportation		**Entry**	
	5/15/2024	$55.07	
	5/15/2025	$56.72	
	5/15/2026	$58.43	
	5/15/2027	$60.18	

INSTRUMENTATION AND REGULATION						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Pressure Regulation Technician**		**Prob Per Trainee**	**6 Mos Emp C**	**12 Mos Emp B**	**18 Mos Emp A**	**24 Mos Emp**
	5/15/2024	$42.96	$49.03	$52.47	$55.69	$58.21
	5/15/2025	$44.25	$50.50	$54.04	$57.36	$59.95
	5/15/2026	$45.58	$52.02	$55.67	$59.08	$61.75
	5/15/2027	$46.94	$53.58	$57.34	$60.85	$63.60

** Progression steps provide for increases at six-month intervals to employees who make satisfactory progress in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of six months if they become fully qualified in the respective step as determined by the Company.

LNG OPERATIONS

Job Classification	Effective Date	Wage and Step Increase Schedule			
Building Maintenance Mechanic/Electrician		**Entry Emp C**	**6 Mos Emp B**	**12 Mos Emp A**	
	5/15/2024	$48.23	$49.12	$53.31	
	5/15/2025	$49.68	$50.59	$54.91	
	5/15/2026	$51.17	$52.11	$56.56	
	5/15/2027	$52.70	$53.67	$58.25	

Job Classification	Effective Date	Wage and Step Increase Schedule				
LNG Maintenance Mechanic		**Prob Per Trainee**	**6 Mos Emp C**	**12 Mos Emp B**	**18 Mos Emp A**	
	5/15/2024	$42.43	$44.55	$46.77	$49.11	
	5/15/2025	$44.37	$46.59	$48.91	$51.36	
	5/15/2026	$46.36	$48.68	$51.11	$53.67	
	5/15/2027	$48.49	$50.91	$53.46	$56.14	

Job Classification	Effective Date	Wage and Step Increase Schedule				
LNG Operator* TMP		**Prob Per Trainee**	**6 Mos Emp 3**	**24 Mos Emp 2**	**36 Mos Emp**	
	5/15/2024	$45.27	$47.53	$49.91	$52.41	
	5/15/2025	$47.52	$49.90	$52.40	$55.01	
	5/15/2026	$49.83	$52.32	$54.94	$57.69	
	5/15/2027	$52.21	$54.83	$57.57	$60.45	

*Progression steps provide for increases at varying intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps if they become fully qualified for the respective process as determined by the Company.

LNG (continued)

Job Classification	Effective Date	Wage and Step Increase Schedule
Lead Production Mechanic Grandfathered Rate		**Rate**
	5/15/2024	$51.38
	5/15/2025	$52.92
	5/15/2026	$54.51
	5/15/2027	$56.14

DAMAGE PREVENTION						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Damage Prevention Technician		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**	**18 Mos Emp**	
	5/15/2024	$41.77	$43.88	$46.04	$48.33	
	5/15/2025	$43.02	$45.19	$47.42	$49.78	
	5/15/2026	$44.31	$46.55	$48.84	$51.27	
	5/15/2027	$45.64	$47.95	$50.31	$52.81	

MAINTENANCE						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Backhoe Operator		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**	**24 Mos Emp**	**36 Mos Emp**
	5/15/2024	$34.70	$39.96	$44.36	$48.66	$52.47
	5/15/2025	$35.74	$41.16	$45.69	$50.12	$54.05
	5/15/2026	$36.82	$42.40	$47.06	$51.63	$55.67
	5/15/2027	$37.92	$43.67	$48.48	$53.18	$57.34

MAINTENANCE (continued)

Job Classification	Effective Date	Wage and Step Increase Schedule				
Distribution Technician		**Prob Per Trainee**	**6 Mos Emp Trainee**	**12 Mos Emp C**	**24 Mos Emp B**	**36 Mos Emp A**
	5/15/2024	$34.20	$39.96	$44.00	$46.81	$51.50
	5/15/2025	$35.23	$41.16	$45.32	$48.22	$53.05
	5/15/2026	$36.29	$42.40	$46.67	$49.66	$54.64
	5/15/2027	$37.37	$43.67	$48.08	$51.15	$56.28

Job Classification	Effective Date	Wage and Step Increase Schedule	
Distribution Technician P/T		**Prob Per Trainee**	**6 Mos Emp Trainee**
	5/15/2024	$34.20	$39.96
	5/15/2025	$35.23	$41.16
	5/15/2026	$36.29	$42.40
	5/15/2027	$37.37	$43.67

Job Classification	Effective Date	Wage and Step Increase Schedule
Distribution Training Coordinator		**Entry**
	5/15/2024	$58.51
	5/15/2025	$60.26
	5/15/2026	$62.07
	5/15/2027	$63.93

Job Classification	Effective Date	Wage and Step Increase Schedule
Lead Welder		**Entry**
	5/15/2024	$58.95
	5/15/2025	$60.72
	5/15/2026	$62.54
	5/15/2027	$64.42

MAINTENANCE (Continued)

Job Classification	Effective Date	Wage and Step Increase Schedule			
Tool Technician		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**	
	5/15/2024	$34.20	$44.00	$51.50	
	5/15/2025	$35.23	$45.32	$53.05	
	5/15/2026	$36.29	$46.67	$54.64	
	5/15/2027	$37.37	$48.08	$56.28	

Job Classification	Effective Date	Wage and Step Increase Schedule				
Welder/Distribution Technician		**Prob Per Trainee**	**6 Mos Emp Trainee**	**12 Mos Emp C**	**24 Mos Emp B**	**36 Mos Emp A**
	5/15/2024	$34.20	$39.96	$44.00	$46.81	$55.09
	5/15/2025	$35.23	$41.16	$45.32	$48.22	$56.75
	5/15/2026	$36.29	$42.40	$46.67	$49.66	$58.45
	5/15/2027	$37.37	$43.67	$48.08	$51.15	$60.20

Job Classification	Effective Date	Wage and Step Increase Schedule	
Working Leader - Distribution		**Entry**	
	5/15/2024	$55.10	
	5/15/2025	$56.76	
	5/15/2026	$58.46	
	5/15/2027	$60.21	

Job Classification	Effective Date	Wage and Step Increase Schedule	
Working Leader - Distribution Backhoe*		**Rate**	
	5/15/2024	$56.09	
	5/15/2025	$57.78	
***For upgrade purposes only**	5/15/2026	$59.51	
	5/15/2027	$61.30	

MATERIALS LOGISTICS

Job Classification	Effective Date	Wage and Step Increase Schedule				
Stockhandler		**Prob Per Trainee**	**6 Mos Emp C**	**12 Mos Emp B**	**24 Mos Emp A**	
	5/15/2024	$34.20	$42.58	$44.52	$47.25	
	5/15/2025	$35.23	$43.86	$45.85	$48.66	
	5/15/2026	$36.29	$45.17	$47.23	$50.12	
	5/15/2027	$37.37	$46.53	$48.64	$51.63	

Job Classification	Effective Date	Wage and Step Increase Schedule	
Working Foreperson - Stores		**Entry**	
	5/15/2024	$51.00	
	5/15/2025	$52.53	
	5/15/2026	$54.10	
	5/15/2027	$55.73	

METER READING AND FIELD OPERATIONS					
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**			
Field Service Meter Reader		**Prob Per**	**6 Mos Emp**	**12 Mos Emp**	
	5/15/2024	$41.06	$42.32	$43.50	
	5/15/2025	$42.29	$43.59	$44.80	
	5/15/2026	$43.56	$44.90	$46.15	
	5/15/2027	$44.86	$46.25	$47.53	

Grandfathered Rate	Effective Date	Rate	
	5/15/2024	$45.02	
	5/15/2025	$46.37	
	5/15/2026	$47.76	
	5/15/2027	$49.20	

METER SHOP						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Meter Repair Technician		**Prob Per Trainee**	**6 Mos Emp C**	**18 Mos Emp B**	**30 Mos Emp A**	
	5/15/2024	$34.20	$41.84	$44.37	$48.22	
	5/15/2025	$35.23	$43.09	$45.70	$49.67	
	5/15/2026	$36.29	$44.39	$47.07	$51.16	
	5/15/2027	$37.37	$45.72	$48.49	$52.70	

Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Special Meter Maintenance Technician (SMMT)		**Prob Per Trainee**	**6 Mos Emp C**	**18 Mos Emp B**	**24 Mos Emp A**	
	5/15/2024	$34.20	$43.02	$43.58	$49.40	
	5/15/2025	$35.23	$44.31	$44.89	$50.88	
	5/15/2026	$36.29	$45.64	$46.24	$52.40	
	5/15/2027	$37.37	$47.01	$47.62	$53.98	

METER SERVICE						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Service Technician* ***Current and former Service Tech A employees**		**Prob Per Trainee**	**6 Mos Emp Trainee**	**15 Mos Emp C**	**30 Mos Emp B**	
	5/15/2024	$34.87	$43.00	$49.16	$50.07	
	5/15/2025	$35.91	$44.29	$50.64	$51.58	
	5/15/2026	$36.99	$45.62	$52.16	$53.12	
	5/15/2027	$38.10	$46.99	$53.72	$54.72	

METER SERVICE (continued)						
Job Classification	**Effective Date**	**Wage and Step Increase Schedule**				
Service Technician/Fitter		**Prob Per Trainee**	**6 Mos Emp Trainee**	**15 Mos Emp C**	**30 Mos Emp B**	**42 Mos Emp A**
	5/15/2024	$34.87	$43.00	$49.16	$50.07	$55.67
	5/15/2025	$35.91	$44.29	$50.64	$51.58	$57.34
	5/15/2026	$36.99	$45.62	$52.16	$53.12	$59.06
	5/15/2027	$38.10	$46.99	$53.72	$54.72	$60.83

Job Classification	**Effective Date**	**Wage and Step Increase Schedule**	
Working Leader/ Training Coordinator		**Entry**	
	5/15/2024	$59.57	
	5/15/2025	$61.36	
	5/15/2026	$63.20	
	5/15/2027	$65.09	

APPENDIX B
FOR REFERENCE PURPOSES ONLY
CLASSIFICATIONS BY WAGE GRADE

GRADE 1
None

GRADE 2
Custodian
Distribution Operator C
Distribution Operator C/Storekeeper
Electrician Helper
Garage Attendant
Operator/Driver C

GRADE 3
Equipment Operator C
Governor Maintenance C
Meter Reader/Collector B
Meter Repair C
Operator/Driver/Corrosion Maintenance C
Production Mechanic C
Service Technician C

GRADE 4
Fitter Helper
Meter Reader
Stores Attendant
Utility Worker, Gas Operations

GRADE 5
Governor Maintenance B
Meter Repair B
Welders Helper
Meter Repair Helper

GRADE 6
Distribution Operator B
Distribution Operator B/Corrosion Maintenance
Distribution Operator B/Storekeeper
Equipment Operator B
Gas Utility Worker
Lead Utility Worker
Meter Reader/Collector A
Operator/Driver B
Production Mechanic B
Service Technician B
Equipment Op B/Piper
Storekeeper

GRADE 7
Governor Maintenance A
Lead Storekeeper
Maintenance Assistant
Meter Repair A

GRADE 8
Lead Metscan Installer
Auto Mechanic
Equipment Operator A
Operator/Driver/Corrosion Maintenance A
Production Assistant
Production Mechanic A Propane Plant Operator
Service Technician A Locate/Leakage Technician
Plant Operations Maintenance Assistant
Sr. Meter Repair A

GRADE 9
Lead Maintenance Mechanic
Service Technician A A/C Welder
Equipment Op/Piper
LNG Plant Operator

GRADE 10
Lead Auto Mechanic
Lead Distribution Operator
Lead Electrician
Lead Governor Maintenance Mechanic
Lead Production Mechanic
Lead Service Technician
Lead Pipefitter
Lead WelderLead Fitter
Lead Service Technician
Lead LNG Plant Operator
Inspector

APPENDIX C
CHECK-OFF AUTHORIZATION
UNITED STEELWORKERS OF AMERICA,
PAPER and FORESTRY, RUBBER, MANUFACTURING, ENERGY,
ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL
AFL-CIO-CLC

Pursuant to this authorization and assignment, please deduct from my pay each month, while I am in employment within the collective bargaining unit in the Company, monthly dues, assessments and (if owing by me) an initiation fee each as designated by the International Secretary-Treasurer of the Union, as my membership dues in said Union.

The aforesaid membership dues shall be remitted promptly by you to Walter J. Burke, or his successor, International Secretary Treasurer of the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International, or its successor, 5 Gateway Center, Pittsburgh, Pennsylvania 15222.

This assignment and authorization shall be effective and cannot be canceled for a period of one (1) year from the date appearing above or until the termination date of the current collective bargaining agreement between the Company and the Union, whichever occurs sooner.

I hereby voluntarily authorize you to continue the above authorization and assignment in effect after the expiration of the shorter of the periods above specified, for further successive periods of one (1) year from such date. I agree that this authorization and assignment shall become effective and cannot be canceled by me during any of such years, but that I may cancel and revoke by giving to the appropriate management representative of the Plant in which I am employed, an individual written notice signed by me and which shall be postmarked or received by the Company within fifteen (15) days following the expiration of any such year or within fifteen (15) days following the termination date of any collective bargaining agreement between the Company and the Union covering my employment if such date shall occur within one of such annual periods. Such notice of revocation shall become effective respecting the dues for the month following the month in which such written notice is given; A copy of any such notice will be given by me to the Financial Secretary of the Local Union.

Signature: _____ Clock No: _____

Address: _____

Employed By: _____

Social Security No.: _____ Date: _____

APPENDIX D

ATTENDANCE IMPROVEMENT PROGRAM

The efficient operation of the Company requires that employees consistently maintain satisfactory attendance.

The most important single rule employees should remember is that they must notify the Integration Center or their supervisor as soon as they know they will be absent from work. Notice does not excuse the absence. It does, however, permit the supervisor to schedule work around the absence and will be considered a less serious infraction than absence without notice.

Attendance records are evaluated on the number of days absent from work.

All days taken out of work, including excused and unexcused absences, are used in determining total days out of work. However, excluded from this total are days on FMLA approved leave of absence, FMLA approved intermittent leave of absence, jury duty, union business, leave pursuant to Massachusetts General Laws, bereavement, vacation and holidays.

In determining "excessive" absenteeism, all days absent from work are added together. If the total number of days for that employee in any rolling three (3) month period equals three (3) days or more in the period for that employee, that is considered excessive absenteeism under these guidelines. For purposes of this program, a day is equal to the number of hours in an employee's regularly scheduled shift. The first forty (40) hours annually that an employee is absent will be excused pursuant to Massachusetts Earned Sick Leave Law.

Under this program when an employee's record indicates excessive absenteeism in accordance with the guidelines above, the goal of the Company is to restore that employee's attendance to satisfactory level. The Company will implement a plan of progressive discipline, as outlined below, to ensure the successful attainment of this goal.

Disciplinary action may be issued should an employee be absent for three (3) days of absences within a rolling three (3) month period and for each absence that occurs within the next three (3) months. Following a three (3) month period with no absences, should an employee who has an active step of discipline reach three (3) days within a rolling three (3) month period and less than one (1) year from his last disciplinary step being issued, it will result in the appropriate next step of progressive discipline being issued.

Should an employee exhibit a pattern of excessive absenteeism but does not meet the guidelines above, the Union and management will meet to discuss entering the employee into the attendance program and begin the plan of progressive discipline as outlined below. Employees will only receive one consultation in a rolling twelve (12) month period.

Consultation

The Company recognized that typically, excessive absenteeism is a symptom of a personal problem the employee is experiencing which is affecting that employee's attendance. The supervisor will consult with the employee and help will be offered. The Employee Assistance program (EAP) is available free of charge to assist employees with personal, marital, financial, substance abuse or other problems which affect the employee's attendance at work. A written record of this meeting will be provided to the employee and a copy provided to the Union Steward or appropriate Union Officer.

Verbal Warning

If an employee's attendance record continues to be unsatisfactory following or within a rolling three (3) month period of the time following the consultation, the employee will be warned that formal written discipline will follow unless that employee's attendance shows an immediate, substantial and sustained improvement. The employee will be made aware once again of the Employee Assistance Program and urged to take advantage of it if necessary.

Written Warning

After a verbal warning, if an employee's attendance record continues to be unsatisfactory following or within a rolling three (3) month period of time, and the employee's absence record continues to equal or exceeds the three (3) days, he or she will be given a written warning. The employee will be warned that further disciplinary action up to and including termination of employment will follow unless attendance shows immediate, substantial and sustained improvement. The employee will once again be made aware of the Employee Assistance Program and urged to take advantage of it if necessary.

Suspension (1) Day

After a written warning, if an employee's attendance record continues to be unsatisfactory following or within a rolling three (3) month period of time, and the employee's absence record continues to equal or exceeds the three (3) days, he or she will be given a one (1) day unpaid suspension. The employee will be warned that further disciplinary action up to and including termination will follow unless immediate, substantial and sustained improvement. The employee will once again be made aware of the EAP and urged to take advantage of it if necessary.

Termination of Employment

After the one (1) day unpaid disciplinary suspension, a monthly review will take place. If the employee's attendance record continues to equal or exceeds one (1) day absent based on the standards described above, such employee will be suspended pending a decision to terminate employment. The decision to terminate an employee's employment will be made within seven (7) calendar days following such suspension.

Job Abandonment

Any employee who fails to report to work and fails to provide notice of such absence for a periodof three (3) consecutive work days shall be considered to have voluntarily abandoned his or her position. In addition, if an employee fails to return to work after the expiration of a leave-of- absence, that employee will be considered to have voluntarily abandoned his or her position.

ISSUANCE AND REMOVAL
OF ATTENDANCE WARNING NOTICES

Documented verbal warnings, written warnings, and suspensions will become inactive after one (1) year from the date of the violation provided there is no intervening discipline. Intervening discipline within the one (1) year period keeps all prior discipline active.

APPENDIX E
MEDICAL AND PERSONAL LEAVE OF ABSENCE POLICY

1. PURPOSE:

The purpose of this policy is to specify medical and personal leave-of-absence provisions to which employees may be entitled. Medical leaves are available in accordance with this policy for the employee's own serious health condition which renders the employee unable to perform the essential functions of his job.

2. SCOPE:

This policy extends to Local 12026.

3. POLICY & PRACTICE:

I**ndustrial Accident Leave**

Employees who are absent from work due to a work-related injury should contact HRCONNECT.

Non-Work-Related Medical Leave

Employees who are absent from work because of personal injury or illness for more than five (5) consecutive work days must apply for a medical leave-of-absence for all days out of work after the fifth consecutive work day of absence.

Employees applying for a leave of absence for Short Term Disability (STD) should contact Lincoln Financial (Company Administrator) at 1-800-451-5554. Lincoln Financial will work with employee and provider to obtain necessary medical support forthe leave of absence.

The employee's job is protected for one year total - STD for 6 months, then LTD for 6 months. If the employee is unable to return to work within that 12- month period, the employee will be moved into an Inactive/Job Not Held status. The employee will remain in the Inactive/Job Not Held status, until he is no longer eligible for LTD benefits, at which point his employment will be terminated.

While receiving LTD benefits, any health/dental/vision deductions will be deducted from the employee's LTD benefit.

All medical leaves will run concurrently with all federal and state leaves.

During medical leaves under the Company medical leave policy, employees are responsible for contributions to all benefit plans as if actively at work. If an employee fails to return to work for reasons other than for a substantiated continued health condition or circumstances beyond his control, the employee may be required to repay the Company for all health premiums paid on the employee's behalf during the leave.

Employees who qualify for medical leave under this policy, upon their return to work will be restored to the same or an equivalent position after the leave, except in certain cases where the person has been designated as a "key employee" or where the employment would not have continued had the employee not been on leave.

Employees returning from leave will be required to supply a "fitness for duty" release from their attending physician if the leave was for their own health condition.

Employees on medical leave of absence are considered unable to perform essential job functions, and as such are not allowed to perform work outside of the Company workplace during an approved leave.

The Company may require employees requesting medical leave or returning to work from medical leave to be examined by a physician designated by the Company. Any such examinations will be paid for by the Company.

4. PROCEDURE:

Employees applying for a medical leave-of-absence must be under the direct care of a physician and must submit medical certification directly to the Company administrator. Employees may be required to undergo a periodic medical examination by a physician designated by the Company in order to ascertain the employee's condition.

For medical leaves, the Company will require medical certification for an employee's own serious health condition prior to the start of the leave unless the condition requiring medical leave is unforeseeable in which case such medical certification must be provided within fifteen (15) days of the request for leave, or as soon as practicable. Upon proper submission of medical documentation in support of a medical leave request, the employee will be placed on medical leave in accordance with the attending physician's instructions. The employees will be advised in writing by the Company administrator of his status including the beginning and ending dates of his medical leave and the procedures for returning to work or extending his medical leave.

Medical leaves of absence which qualify under this policy may be covered by certain insurance programs such as short-term-disability (STD), long-term-disability (LTD), or worker's compensation. When it is not covered by one of these insurance programs, leaves will be unpaid.

PERSONAL LEAVE-OF-ABSENCE

A personal leave-of-absence without pay for a period normally not to exceed sixty (60) days maybe granted by the Company for urgent personal reasons to employees with at least six (6) months of continuous employment. Requests for personal leave-of-absence must be made in writing to the employee's supervisor and the unit's senior human resources officer. Each request will be decided on its own merit at the sole discretion of the Company.

LENGTH OF SERVICE

Length of continuous service for the purpose of this policy shall be computed from the original date of hire.

Length of continuous service will be broken by the following:

- Absence from work for more than three (3) consecutive days without notice to the Company;
- Voluntary termination or resignation by the employee;
- Discharge for cause;
- Failure to return to work upon the expiration of an approved leave-of-absence or the extension of an approved leave-of-absence.

APPENDIX F
LNG SHIFT PAY PRACTICE FOR LNG OPERATORS

The following pay practices shall apply to LNG Operators:

1. Overtime:

Employees will be paid at one and one-half straight time rates for all hours worked outside of an employee's regularly scheduled shift or in excess of forty (40) hours in a workweek except when other overtime rates, premium rates or holiday rates are applicable as provided below. Employees will not be paid meal allowances when working the twelve (12) hour shift schedule.

2. Vacation:

No vacations will normally be permitted during winter around the clock coverage. If around the clock coverage is required for non-winter periods, such as a summer liquefaction run, normal vacations will be allowed in accordance with Article VIII. During twelve (12) hour shift periods, employees on their spare week, would continue to be able to take vacation time following approval from their supervisor. Should the employee be scheduled for a twelve (12) hour shift and elect to use vacation or need to use sick time, their remaining balances will be reduced by the amount commensurate to the number of hours scheduled and paid.

3. Sunday Premium:

A premium of twenty five percent of the basic straight time rate per hour will be added to the basic straight time rates for time worked on Sundays when those hours are part of the employee's normal schedule. This Sunday premium will not be applicable to time worked at double straight time rates under the provisions of paragraph 4 below.

4. Sunday or Second Day Off:

Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

a. Employees will be paid double the straight time rate for all hours worked on Sunday outside of the employee's normal schedule.

5. **Holiday Pay:**

All holidays, jury duty, etc. will be paid as twelve (12) hour days when the employee is on a twelve- (12) hour work schedule. A twelve- (12) hour holiday not worked is to be paid or if not paid, may be taken at another time as a paid holiday (holiday in lieu). If an employee is not required to work a holiday but is on the twelve (12) hour shift schedule, the employee will be paid twelve (12) hours of holiday pay for such holiday. Recognized holidays and the premiums associated with working holidays are from midnight to midnight.

a. When an employee is required to work on a recognized holiday falling on a day within the employee's normal schedule, in addition to holiday pay at basic straight time rates, one- and one-half straight time rates will be paid for time worked within the employee's normally scheduled hours and double straight time rates will be paid for time worked outside the employee's normally scheduled hours.

b. When an employee is required to work on a recognized holiday falling on a day outside the employee's normal schedule, in addition to either holiday pay at basic straight time rates or holiday in lieu time as described above, one- and one-half straight time rates will be paid for time worked up to eight hours and double straight time rates will be paid for time worked in excess of eight hours.

6. Shift Premium:

When an employee is assigned to work on an afternoon or night schedule of normal work coverage, a premium of 7% of the employee's basic straight-time rate or $2.00, whichever is greater, will be added to the employee's basic straight-time rate for all hours worked within that schedule and including all hours worked contiguous to that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m. or following 7:00 p.m.

7. Rest Time:

If an employee is required to work outside of the normal schedule for more than one hour during the eight-hour period immediately preceding the starting time of the employee's next normal daytime schedule, (starting between 6 a.m. and 10 a.m.), the employee will, whenever possible, be allowed rest time during that normal schedule without loss of normal wages (rest time taken). When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates (rest time worked).

a. If an employee is called out to perform work outside of the normal schedule for more than one hour during the eight-hour period immediately preceding the starting time of a daytime prearranged overtime period, (starting between 6 a.m. and 10 a.m.), the employee will, whenever possible, be allowed rest time during that prearranged overtime period for which the employee will be paid straight-time rates (rest time taken). When service requirements will not permit allowing all of the earned rest time off, that part worked will, except for holidays, be paid for at double and one-half straight-time rates (rest time worked).

8. **Work Over 16 Hours**:

If an employee is required to work beyond sixteen consecutive hours, the employee will, whenever possible, be allowed a period of eight hours' time off before returning to work. Any part of such time off which extends into the employee's normal work schedule will be paid for at straight time rates (rest time taken). When service requirements will not permit allowing as earned rest time off that part which may extend into normal schedule, that part worked during normal schedule will, except for holidays, be paid for at double straight time rates (rest time worked).

a. If an employee is required to work beyond sixteen consecutive hours, the employee will be paid at double the employee's straight time rate for those hours worked beyond sixteen until the employee is allowed eight consecutive hours off.

9. Call Out:

Employees who are called out to perform other than prearranged overtime work will be paid at a minimum of two hours at the applicable rate for each time called out except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 a.m. and 6:00 a.m. Such pay shall be computed from the time the employee reports to work to the time of completion of the employee's work, to which time shall be added one-half hour for travel to work and one-half hour for travel from work. However, if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid for the call out only for actual time worked and the half hour travel time to work.

10. When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

11. **Meal Allowance:**

If an employee is required to work overtime and is thereby put to additional expense to obtain a meal under Article XI. Section 8, the employee will be paid a meal allowance of $10.00 for meals between midnight and 3:59 p.m. (meal day/minor) and $20.00 for meals between 4:00 p.m. and 11:59 p.m. (meal evening/major).

12. If an employee does not work two hundred (200) hours in the five (5) week rotation because shift work has been discontinued, the employee will be allowed to work to aschedule to make up the 200 hours normally worked in a five-week rotation.

13. Employees on the twelve (12) hour shift rotation and enrolled in the 401K plan, will continue to contribute to the plan based on the provisions of the plan document.

APPENDIX G

Classification and Addition Modifications

The Company agrees upon ratification of the September 2, 2020 memorandum of agreement to implement the following changes to existing job classifications:

- The Locate/Leakage Technician will be retitled "Service Technician D" and will retain all duties of the Locate/Leakage Technician. Wages will be based on the Service Technician D classification.

- The Company agrees to conduct a transfer bid, limited to employees currently holding the "Utility Worker General" position to be moved into the "Service Technician A" classification. All job tasks and responsibilities currently associated with the "Utility Worker General" classification will be merged with the job duties assigned to the "Service Technician A" classification. In addition to the duties described in the current job description, the "Service Technician A" job classification will include the responsibilities listed below:

  Use of company approved gauges and leak detection equipment to test service and house lines.
  Grade and pre-mark gas leaks.
  Complete any job assessment form required.

  Upon approval from the appropriate governing body, "Service Technician A," will be permitted to repair leaks on jurisdictional pipe and adjust, repair or replace domestic regulators.

  The successful bidder will be placed at the appropriate wage grade/step in the labor grade 8 "Service Technician A" classification.

  Throughout the term of the agreement, any "Service Technician A" who achieves a gas fitters license, and who communicates his desire to be promoted, will be permitted to progress into the "Lead Fitter" classification with appropriate wage progression.

- Meter Reader/Collectors will be paid at a rate of $40.00 per hour as of September 2, 2020, for all individuals listed in Attachment A of the MOA. Once WorkForce mapping has been complete, future hires into this position will be hired into the position of Local 369 Field Service Representative.

- The Parties agree to meet during the Transition Period to discuss the need for a Lead Welder position.*****

- Maintenance Mechanic M&R - As of September 2, 2020, employees in the Maintenance Mechanic M&R position identified in Attachment A of the MOA will be paid at a rate of $51.72 per hour. These employees will then be grandfathered for the duration of their employment at this rate. New employees hired into this role will be hired as Local 12004 General Technician A positions (refer to wage table Appendix A). The parties agree to meet and discuss the job specifications and duties of the existing M&R positions during the Transition Period.*****

- Inspector - Effective January 1, 2021, Inspectors will operate pursuant to the procedure attached as Attachment E of the MOA and Attachment E of this Agreement. It is understood that Inspectors will be selected by seniority provided they are trained and qualified to operate as Inspectors (See Attachment E).

- LNG Plant Operators and Plant Operations and Maintenance Assistant - Local 12026 agrees, with respect to the LNG facility, that the workforce will be split between Operators and Maintenance workers, but that any employee currently in a Plant Operations Maintenance Assistant position will be grandfathered with his duties as of the closing of the Asset Purchase and will be paid according to Attachment A of the MOA. Local 12026 further agrees that during the Transition Period, it will meet with the Company's representatives to discuss a Time Merit Progression ("TMP") program which future Operator and Maintenance employees will be required to complete in order to remain in their Operator and Maintenance positions. Existing employees will be required to train and qualify pursuant to the TMP program, but will not be subject to removal if not able to successfully complete the TMP. New employees hired into these classifications prior to May 15, 2021 will be hired at the rate of $45.65/hour for LNG Operators and $42.94/hour for LNG Maintenance Mechanic.*****

- Lead Distribution Operators will be mapped to a 12004 Working Leader Distribution. Working Leaders who operate a backhoe for more than four hours per shift will be upgraded to Working Leader/Backhoe Operator at a rate of $49.84. It is understood that the existing roster of Equipment Operators will be polled for 14 Backhoe Operator positions at $46.62/hour. The remainder of the CMA roster will become Distribution A positions at $45.76/hour.

- The Lead Meter Repair position will receive a 3% increase on rate of pay as of September 2, 2020 and will then be grandfathered for the duration of their employment at this increased rate. Future employees hired into this position will be hired as a Local 12004 Meter Repair Technician.

- The Instrumentation/Service Tech will receive a 3% increase on their rate of pay of September 2, 2020 and will then be grandfathered for the duration of their employment at this increased rate. Future employees hired into this position will be hired as a Local 12004 SMMT position.

- Should a Lead Storekeeper position be posted, it is agreed that the position will be paid the rate for a Working Foreperson Store in the Local 12004 CBA, $45.31 per hour.

- The position of Senior Lead Distribution Operator will become Training Coordinator/Distribution. This position will be posted under the Local 12004 CBA job specifications and agreement regarding the Training Coordinator/Distribution position. Employees must meet the minimum qualifications for the Distribution Department in order to be considered.

- Each current employee (2) scheduled to be hired into the existing Patch Operator position will be classified as a Distribution Tech PT as described in the Local 12004 CBA, at a rate of $30.39 per hour. The Company agrees that it will not, insofar as is practicable, contract out work normally performed by distribution employees when contracting out would result in fewer than 37 distribution employees.

*For Reference only

(Attachments A, C, D left blank intentionally)

ATTACHMENT B
Medical Plan Options – 2024

In-Network Highlights	PPO 90	PPO 100	Saver Option
Employee Medical Contribution %	20%	22%	10%
Lifetime Maximum	Unlimited		
Annual Deductible	$250 per person up to a $500 family maximum	None	$1,600 employee only OR $3,200 employee plus one ormore dependent(s)* *Per IRS Regulations: Deductible may change annually to maintain qualification as a High Deductible Health Plan (HDHP) per IRS.
Coinsurance	10%	None	10%
Annual Out-of-Pocket(OOP) Maximum* (Includes deductible)	$1,500 per person up to a $3,000 family maximum (Applies only to certain services)	$750 per person up to a $1,500 family maximum (Applies only to certain services)	$2,500 employee only OR $5,000 employee plus one ormore dependent(s) (Applies to all services)
Employer HSA Funding	No	No	$500 employee only OR $1,000 employee plus one or more dependent(s)
Prescription Drug (Retail copays for up to a 34-day supply)	No deductible applies $6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary) Express Scripts	$6 (generic) $25 (brand) 50% of cost up to $1,000 (non-formulary)Express Scripts	Full cost until deductible ismet; then copays apply: $0 (generic) $25 (brand) $50 (non-formulary) Express Scripts
Prescription Drug (Mail order and Smart90 copays for up to a 90-day supply)	No deductible applies $12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	$12 (generic) $50 (brand) $97 (non-formulary) Express Scripts	Full cost until deductible ismet; then copays apply: $12 (generic) $50 (brand) $97 (non-formulary)

			Express Scripts
Office Visit (PCP)	**$20 copay No deductible applies**	**$15 copay**	**10% coinsurance after meeting deductible**
Office Visit (Specialist)	**$35 copay No deductible applies**	**$30 copay**	
Telehealth Visit	**$10 copay No deductible applies**	**$5 copay No deductible applies**	**10% coinsurance after meeting deductible**
Preventive Care[1]	**100% covered, No deductible applies**	**100% covered**	**100% covered, No deductible applies**

In-Network Highlights	PPO 90	PPO 100	Saver Option
Inpatient Hospital	**10% coinsurance after deductible**	**$150 per day (not to exceed $300 per admission)**	**10% coinsurance after deductible is met**
Outpatient Surgery		**$150 copay**	
Emergency Room	**$100 copay (waived if admitted)**	**$100 copay (waived if admitted)**	
Urgent Care/Walk-In	**$30 copay**	**$30 copay**	
Lab and X-Ray	**10% coinsurance after deductible**	**100% covered**	
Advanced Radiology (MRI, CAT/PET scan)		**$150 copay**	
Infertility Procedures	Plan provides coverage for specific infertility procedures (after deductible and coinsurance). Prior authorization is required for certain services.		
Hearing Aid Device	Plan provides up to $2000 per ear, every 36 months for hearing aid device. You must meet the annual deductible in the Saver Plan before the benefit is provided.		

[1]Preventive care is determined by your physician. Any non-preventive services provided by an in-network provider as part of a preventive care visit will be considered standard service and any annual deductibles, copays and coinsurance will apply.

Note - OON benefits are available

Attachment B

Elm Summary of Benefits & Programs
Dental Plan Options 2024

Dental Benefit Highlights	Your Costs under Dental 1000	Your Costs under Dental1800
Your Annual Deductible	$50 per person to a family maximum of $150	$25 per person
Preventive and Diagnostic Treatment (exams, x-rays and cleanings)	20% after deductible	No cost; no deductible
Restorative and other Basic Services(standard amalgam and composite fillings, dentures, denture repair, simple extractions and root canals)	20% after deductible	20% after deductible
Oral and Periodontal Surgery (not subject to the calendar year maximum) *Please note that Delta Dental of MA is the primary insurancecarrier when submitting oral or periodontal surgery claims.*	20% after deductible	20% after deductible
Prosthodontics and other Services (bridges and crowns; implants allowedonce per 60 months per implant)	50% after deductible	40% after deductible
Temporomandibular Joint (TMJ) Appliance (subject to deductible and calendar year maximum)	50% after deductible	50% after deductible
Maximums Paid by the Plan	**Plan Pays**	**Plan Pays**
Calendar Year Maximum for Covered Services	$1,000 per person* (includes orthodontia)	$1,800 per person*
Lifetime Maximum for Orthodontia (for adults and children)	100% up to $750 lifetime maximum*; included in calendar year maximum; not subject to deductible	100% up to separate $1,800 lifetime maximum* per person; not subject to deductible
*You pay 100 percent of services once calendar and lifetime maximums have been paid by the Plan.		

Attachment B
Elm Summary of Benefits & ProgramsVision Plan Options 2024

Benefit	Description	Copay	Frequency
Well Vision Exam	Focuses on your eyes and overall wellness	$15	Every calendar year
Prescription Glasses		$25	See frame and lenses
Frame	$130 allowance for a wide selection of frames 20% off amount over your Allowance	Included in PrescriptionGlasses	Every other calendar year
Lenses	Single vision, lined bifocal, and lined trifocal lenses Polycarbonate lenses for dependent children	Included in Prescription Glasses	Every other calendar year
Lens Options	Standard progressive lenses- Premium progressive lenses Custom progressive lenses Average 20-25% off other lens Options	Plan pays $55 (Standard) $95 – $105 (Premium) $150 – $175 (Custom)	Every other calendar year
Contacts (instead of glasses)	$335 allowance for contacts (includes fitting and evaluation)	$0	Every other calendar year
Diabetic Eye Care Plus Program	Services related to type 1 and 2 diabetes; ask your VSP doctor for Details	$5	As needed
Extra Savings and Discounts	Glasses and Sunglasses 20% off additional glasses and sunglasses, including lens options, from any VSPdoctor within 12 months of your last Well Vision Exam		
	Laser Vision Correction Average 15% off the regular price or 5% off the promotional price; discounts available only from contracted facilities		

Attachment B
Elm Summary of Benefits & Programs

Benefit	Summary
Flexible Spending Accounts, (FSA)	Dependent Care Health Care
Basic Life	2X Base Pay Company Paid
Optional EE Life EE Paid	Available, EE Paid
Dependent Life EE Paid	Available, EE Paid
Basic AD&D Company Paid	2X Base Pay Company Paid
Optional AD&D (EE and Dep)	Available, Employee Paid
Business Travel Accident	Company Paid
Vacation Schedule	See Page 37
Floating Holidays	2 per year
Holidays	10 per year
Sick Days	10 per year
Short- Term Disability	After 5 sick days: 12 weeks @ 100% and 13 weeks at 67%
LTD Core	50% of base pay
LTD Buy Up	67% of base pay (employee buy-up)
EAP	Company Paid
Tuition Assistance	See page 57
Wellness Incentive	Up to $200 Annually
Care@Work Program	Care.com Membership Back up child/adult care at subsidized rates, care specialists available for child and elder care assistance.
Legal Assistance Program	Access to network of attorneys (annual enrollment required). Receive legaladvice on wide range of matters (real estate, estate planning, etc).
Eversource Discount Marketplace	Potential discounts for homeowners, auto and pet insurance as well as identity protection. Payroll deduction.
Surrogacy and Adoption Assistance	See page 56

ATTACHMENT B
Elm Summary of Benefits & Programs

Benefit	
Eversource K-Vantage Plan	Company contribution into K-Vantage account, held within 401(k).Contribution based on age plus YOS: <40 = 2.5% 40 but < 60 = 4.5% >60 = 6.5% Eligible pay = Base pay, incentive, OT at straight-time, premiums
Eversource Med Vantage Plan	For K-Vantage Participants over the age of 40 – a notional $1,000 contribution to a health reimbursement arrangement (HRA) whichcan be accessed for qualified retiree medical expenses
Eversource 401k Plan	Matching contribution of 100% of first 3% of eligible compensation (base pay plus incentive)
Retiree Medical HRA Subsidy	Eligibility: Age 55 with 10 years of service or 20 continuous years of service Subsidy not available until age 55 Subsidy under age 65: $6,500 each for EE, spouse, and child, max $19,500. Must be enrolled in a non-group medical plan. Subsidy age 65+: $2,500 each for EE, Spouse, Child. Must be enrolled in a MSP through ViaBenefits private exchange. No company sponsored medical plans are provided. The benefit is a contribution to a Health Reimbursement Arrangement (HRA).

Information in this document is intended as a summary and does not include all details. All benefits are governed by the official plan documents, summary plan descriptions, insurance contracts, or company policy.
As in the past, the Company will continue to review all of its benefit plans and make changes as they become appropriate, informing the unions of such changes and/or negotiating such changes as required.

ATTACHMENT E

GAS OPERATIONS AGREEMENT

GAS CONSTRUCTION

Gas Construction Department:

Inspectors currently on the roster in Local 12026 will be assigned to the Gas Construction department.

The Rosters will be titled Construction Inspectors.

The Progression will be as follows.

Inspector Trainee (TC)	Six (6) Months	$30.39	(Step 1)
Inspector C	Six (6) Months	$39.09	(Step 2)
Inspector B	Six (6) Months	$41.59	(Step 3)
Inspector A	Twelve (12) Months	$45.76	(Step 4)
Inspector	(See Job Description)	$48.96	

Total Progression is thirty (30) months.

The construction crews and inspection duties will be selected based on daily work assignment. Employees assigned inspection work will perform the duties of an inspector the entire work day schedule. Employees assigned to construction crews will perform construction crew work detailed below.

Construction crews will perform the following work:

1. New growth services

2. New growth mains

3. Service replacements

4. Main connections associated with main replacements performed by construction crews and assigned main connections for external crews.

5. Mark outs associated with assigned work

6. Service replacements associated with main replacements

7. Public work projects

8. System enhancements

9. Affected cast iron encroachments

10. Main & service taps associated with construction crew assignments.

Number of crew members per crew will be determined by the Company.

Inspectors

1. The parties agree to create a new Construction Inspector position. (see job description attached).

It is understood that the number of Construction Inspectors may be adjusted up based on the number of contractor crews working in an area.

In the event future legislation, code changes or a DPU order mandates a ratio different than is defined in this Agreement, the Parties agree to meet and negotiate changes to this Inspector Agreement. In the event the Parties are unable to reach agreement, it is understood that the Inspectors will be placed in the Maintenance Department Distribution roster.

2. Inspector to contractor crew ratio is planned at 3:1, however, when unplanned absences occur the Inspectors will back fill each other and expand to a 4:1 ratio. Beyond the 4:1 ratio any additional resources will be requested from the gas construction department. If the gas construction roster can't supply additional resources the gas maintenance (qualified distribution pool) will be utilized. After the 3-day absence period, the Company shall assign additional resources from the gas maintenance group to maintain the 3:1 ratio.

3. If the Company utilizes outside contractors to perform gas pipeline associated work, thecontractors will perform all mark-outs associated with said work. If necessary, Companyinspectors may assist. The need to utilize Company inspectors in this role will be determined by the Company. If the contractor is unable to access a premise during normal working hours, the contractor will be permitted to perform the mark-out(s) during off hours.

4. If the Company utilizes outside contractors to perform work on Company pipeline, the Contractors will be responsible for scheduling their own work. Company inspectors may assist in this process if necessary. The contractor shall notify the Inspector or meter service personnel who will coordinate the remaining scheduled work.

5. The Contractors will be responsible for all documentation for the projects that they are assigned. Such documentation will be subject to the approval of an Inspector in a timelymanner.

6. Construction Inspectors will inspect pipeline contractor crews.

7. Construction Inspectors will be required to perform and document daily job inspections.

8. Construction Inspectors will be qualified to perform procedure supervisor functions.

9. Construction Inspectors will perform procedure supervisor functions when assigned.

As agreed on May 15, 2024:

The Company agrees to meet and discuss upcoming Inspector retirements with the Union.

If the state requirement for Inspector oversight to contractor crew ratio changes, the Company and Union will meet and bargain the impact.

Union Represented Job Specification

POSITION:	Construction Inspector	JOB CODE:
ORGANIZATION:	Gas Operations	EFFECTIVE DATE:
DEPARTMENT:	Construction	APPROVALS:
AREA:	Springfield	Department Manager
		Union Representative
		Employee Relations

NOTE: Statements included in this description are intended to reflect in general the duties of this classification and are not to be interpreted as all inclusive.

I. **JOB SUMMARY: (States the level of Supervision and the general function and purpose ofthe job)**

The title, Construction Inspector, designates employee working in the field of Gas Construction.This will be a full-time position. The Construction Inspector's primary role will be Contractor crew oversight and installation of Company facilities. The Inspector will ensure that Contractor crews are operating in compliance with any and all Eversource safety, construction and maintenance policies standards and procedures, and any other applicable state and federal regulations. When contractors are not on the property, or only present in small numbers, the Inspectors will assist in other tasks in preparation of work outlined below.

II. **ILLUSTRATIVE DUTIES:**

- May perform illustrative duties of lower classifications
- Inspect Gas Contractor crews performing work on Eversource gas system facilities.
- Ensure that Contractor crews are operating in compliance with any and all Eversource safety, construction and maintenance policies, standards and proceduresand any other applicable state and federal regulations.
- Conducts job audits on Gas Contractor construction work.
- Assists with estimating, job packages, field surveys, mark-outs and any and all WAM work management related activities of construction related work reviews and approves Contractor paperwork.
- Assists with work coordination between all departments including Meter Service, Gas Control, Maintenance, I&R and other operating groups.

- When assigned, Construction Inspector will perform procedure supervisor functions.
- When contractors are not on property and no inspection work is available, employees will be assigned to a construction crew.
- Construction Inspectors will be fully qualified as outlined in Eversource Operator Qualification program.

III. **REPORTING RELATIONSHIPS: (the title of the position the incumbent reports to)**

This position reports to Gas Construction.

IV. **WORKING CONDITIONS**

Work in this classification is performed both indoors and outdoors, as is the current practice, dependent on the work assignment. Work is performed on Company and customer premises, instreets, roadways and right of ways.

V. **MINIMUM QUALIFICATIONS**

- Five years time-in-grade (in addition to 2-year progression). This qualification may be waived by mutual agreement to fill vacant positions with the successful completion of other requirements
- Must hold a valid Massachusetts commercial driver's license (A), or be willing to train and qualify for it after assignment to the classification
- Must possess expertise and detailed technical knowledge of Gas Construction and Maintenance policies, work practices, processes, tools and equipment necessary to safely operate, maintain and perform repairs on Company gas distribution systems.
- Must meet all DOT regulations for random Drug & Alcohol testing
- Pass any job-related tests
- OQ qualified to be a Procedure Director and any and all additional OQ requirements at the Company's discretion.

VI. **HOURS/SCHEDULES**

Schedule and report time:

The Construction Inspector will work Monday through Friday 7:30 a.m. to 3:30 p.m.

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NSTAR ELECTRIC COMPANY

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 455

A G R E E M E N T

October 1, 2020

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AGREEMENT made as of the first day of October **2020**, by and between **NSTAR** ELECTRIC COMPANY (hereinafter referred to as "the Employer") and LOCAL UNION 455 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO), (hereinafter referred to as "the Union").

It is mutually agreed between the parties as follows:

SECTION I
Purpose of Agreement

Both parties desire to promote harmony and efficiency among the employees of the Employer so that the employees and the Employer may obtain mutual economic advantages consistent with the duty of the Employer as a public utility at all times to provide adequate and uninterrupted electric service in the territory and communities which it serves. Both parties are signing this agreement in good faith and pledging themselves to keep its spirit and letter. This Agreement shall be binding on any and all successors and assigns of the Employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The Employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

SECTION II
Definitions

All Districts including the Cummington and Lee Satellites:

(a) employee: The terms "employee" and "employees" as used in this agreement shall mean (1) all employees of the Employer in its overhead, underground, distribution departments, stock department, streetlight department, transportation department, maintenance department, and janitors including line mechanics and line helpers, response specialists, specialized mobile equipment operators, cable splicers and helpers, garage mechanics, electricians and helpers, area stockhandlers and stockhandlers (2) all meter readers, meter and service representatives, meter service installers, building maintenance mechanics and janitors, (3) all Field Technicians and GIS Technicians, (4) Test Technicians.

The provisions of this agreement do not apply to executives, superintendents, supervisors, office and clerical employees, guards, professional employees, and laboratory employees.

(b) Continuous Employment: The term "continuous employment" as used in this agreement shall mean an uninterrupted period of employment of the employee by the Employer and by any predecessor Company of the Employer. The period of employment of a regular employee shall be considered uninterrupted even though an interruption shall occur by reason of the employee serving in the Armed Forces of the United States.

(c) Regular employee: The term "regular employee" as used in this agreement shall mean any employee who has been employed by the Employer continuously for a period of six (6) months in one or more of the departments of the Employer named in paragraph (a) of this Section.

(d) Probationary employee: The term "probationary employee" as used in this agreement shall mean any employee who has not been employed by the Employer for such six (6) month period in one or more of said departments. Such probationary period may be extended by mutual agreement between the Union and the Employer. If a probationary employee is discharged by the Employer, such employee will be entitled to a meeting with the Employer as outlined in Section XVII to discuss the discharge, but neither the Union nor the employee will have the right to arbitrate the propriety of the discharge.

(e) Temporary employee: The term "temporary employee" as used in this agreement shall mean any employee who is employed by the Employer in one or more of said departments for a job that has a definite termination point.

(f) Long-Term Temporary employee: The term "Long-Term Temporary employee" as used in this agreement shall mean an employee hired with an expected termination date of six (6) months or more from the date of hire. Long-term temporary employees will be eligible for life insurance and medical benefits after twelve (12) months of continuous employment. Long-term temporary employees will be given a two-week notice of termination of employment. This termination will not be subject to Section XVI or Section XVII of the agreement by the employee or Union.

(g) Hourly-Paid employee: The term "hourly-paid employee" as used in this agreement shall mean any employee who is paid by the Employer on an hourly basis.

(h) Employed in Shift Operations: An employee (unless hired prior to October 1, 1994) is “employed in shift operations” within the meaning of this agreement when the employee’s regular hours of employment are consistently or periodically other than *first shift between Monday through Saturday per Section XXIII of the Collective Bargaining Agreement.*

(i) Day: The term "day" or "days" as used in this agreement shall mean a calendar day or days unless otherwise stated.

(j) Emergency: An "emergency," as referred to in this agreement, shall mean a circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operations.

SECTION III
Recognition of Union by Employer and
Requirements of Union Membership

(a) The Employer agrees to recognize the Union as sole bargaining agent for the employees with regard to wages, hours of employment, or other conditions of employment.

(b) All employees who are members of the Union on the effective date of this agreement which is **October 1, 2020**, or who may thereafter become members of the Union shall remain members of the Union during the term of this agreement as a condition of their employment by the Employer in a position covered by this agreement. New employees (persons first hired by the employer during the term of this agreement and in a position covered by this agreement) shall be required to apply for membership in the Union at the end of thirty (30) days of continuous employment. Employees hired for temporary summer employment are excluded from this requirement for an additional 60-day period in that summer and in any subsequent

summers from their first day of hire.

(c) The Employer agrees that during the term of this agreement it will make a single deduction for the required initiation fee upon receipt of individual written authorization and assignment and in addition will deduct Union membership dues from the wages of each employee who authorized it to do so in writing in the form attached hereto and marked Appendix "B," in such amounts as shall be stated in said form. Provided, however, that in the event such amounts are changed in accordance with the Constitution and Bylaws of the Union and upon receipt of written notice signed by the Business Manager, Financial Secretary, President, and Recording Secretary of the Union at least thirty (30) days in advance of the effective date of such change, the Company will implement such new or changed amounts. The total amount so deducted shall be paid each month upon receipt therefor in the name of the Union signed by the financial secretary of the Union, to said financial secretary or to such other officer thereof as shall be designated in writing by the Union, within the ten (10) working days next following the date upon which the last deduction for the month is made.

SECTION IV
Pledge of Union and Employer

(a) The Union agrees that its members or representatives will not solicit membership in the Union during the hours of employment either of the solicitor or of any employee; and that there shall be no dues collected or other Union business or activities engaged in during the hours of employment, except as follows:

> The Business Manager, Assistant Business Manager, or Steward will have reasonable freedom of movement to discuss differences which may arise in interpretation of this agreement, investigation of grievances, or jurisdictional disputes involving the Employer. The Business Manager, Assistant Business Manager, or Steward will notify the employee's supervisor and the supervisor of any other employee involved as far in advance as possible of the time that the employee will be absent from work. Such freedom of movement shall not unduly interfere with Employer operations.

(b) The Union agrees that it will not authorize during the term of this agreement any strike, stoppage, or slowdown of work for any reason or cause whatever. Each employee agrees that during the term of this agreement they will not engage in or induce others to engage in any strike, stoppage, or slowdown of work. The Union further agrees that it will take every reasonable means which are within its power to induce employees engaged in any strike, stoppage, or slowdown of work in violation of this agreement to return to work and that it will post a notice on the bulletin boards of the Employer used for notices to the employees, within twenty-four (24) hours after receiving written notification from the Employer of such violation, that the action of the employees was not authorized by the Union and directing the employees to return promptly to their jobs and cease any further violation of this agreement. The Employer agrees that in consideration of the performance by the Union of its undertaking with respect to the termination of any strike, stoppage, or slowdown of work, there shall be no responsibility on the part of the Union, its officers or official representatives for any strike, stoppage, or slowdown of work which has not been authorized or approved by the Union.

(c) The Union further agrees that the Employer has the right to take disciplinary action, including discharge, against any employee who engages in any strike, stoppage, or slowdown of work in violation of this agreement. Whether or not an employee has engaged in any strike, stoppage, or slowdown of work may be the subject of a grievance, but if the arbitrator

determines an employee has engaged in any strike or stoppage, the Arbitrator shall not reduce or otherwise modify the penalty imposed by the Employer. If the arbitrator determines an employee has not violated the provisions of this Paragraph (b), the employee shall be reinstated with compensation for loss of any wages.

(d) The Employer agrees that during the term of this agreement there shall be no lockout by the Employer.

(e) The Union agrees, for itself and the employees, not to hinder or interfere with the management of the Employer in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work or for other good and sufficient cause, but in the exercise of these responsibilities in management the Employer agrees that it will not discriminate against any member of the Union.

(f) Nothing in paragraph (e) shall be held to be paramount to any other provision in this agreement which may be claimed to be in conflict with it, but all parts of this agreement shall be held to be of equal importance and shall be subject equally to the provisions of Section XVI hereof.

(g) It is agreed that the Union may have reasonable use of a bulletin board for the purpose of posting notices pertaining to the Union and its members. All such Union notices shall be signed by the Business Manager of the Union. If requested by the department supervisor, copies of all such notices posted will be placed on the department supervisor's desk prior to posting. It is understood that such notices shall contain nothing political, controversial or reflecting upon the Employer, any of its employees, or any labor organization among its employees. The Union or the Employer may remove from the bulletin board any notice posted thereon which does not comply with the provisions of this paragraph.

(h) The Employer will pay basic straight-time wages to not more than eleven (11) employees for time lost from their normal basic work schedules for meaningful negotiation meetings with representatives of the Employer for the amendment of this Agreement.

(i) It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this Agreement because of race, color, religion, age, sex, national origin, ancestry, marital status, sexual orientation, disability, military status, veteran status or genetic information.

SECTION V
Hours of Employment

(a) The regular hours of employment for all employees shall be up to ten (10) hours per day and forty (40) hours per week. A day may be a calendar day or any twenty-four (24) hour period and a week may be a calendar week.

(b) The normal workweek for all employees, excepting employees who are employed in shift operations, shall be scheduled between Monday and Saturday inclusive, between the hours of 6:00 a.m. and 6:00 p.m. Late schedule will be assigned by rotation or on a volunteer basis. The Employer may change such workweek if required by federal or state authorities or to meet conditions due to a serious emergency or disaster or to fill a temporary vacancy, but upon the termination of such conditions or vacancy, the Employer shall reinstate

such workweek for each employee whose workweek was changed in accordance with this provision. Work schedules, within the normal workweek, will be determined by the Company and posted and may include a straight eight-hour shift without a designated lunch period.

(c) At the option of the Company, summer hours will be available between the period beginning the first Sunday in April to the last Saturday in October, or any portion of this seasonal period. The assignment of summer hours to a day worker will not cause such employee to be designated as employed in a shift operation. All hours in the Agreement which are based on an 8:00 a.m. to 4:30 p.m. daytime schedule will be adjusted to conform with summer hours.

(d) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION VI
Overtime Pay

(a) An overtime rate of one and one-half (1 1/2) times the hourly rate of a regular and probationary employee will be paid to such employee for all hours of work performed by such employee (1) outside the employee's regular hours of employment or (2) beyond forty (40) hours in any one week, with the exception of hours of work performed on a holiday which are covered by the provisions of Section 8 of this agreement and which shall be paid for in accordance with such provisions.

(b) An overtime rate of one and one-half (1 1/2) times the hourly rate of a part-time employee shall be paid to such employee for all hours of work performed by such employee beyond forty (40) hours in any one week.

(c) An overtime rate of one and one-half (1 1/2) times the hourly rate of a temporary employee shall be paid to such employee for all hours of work performed by such employee beyond forty (40) hours in any one week. A temporary employee shall be paid such overtime rate for all hours of work performed by the employee outside the employee's regular hours of employment only after the employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

(d) An employee who has Sunday as a regularly scheduled day off in a calendar week shall receive an overtime rate of two (2) times the employee's hourly rate for all hours of work performed on such Sunday.

(e) An employee who is employed in a shift job requiring twenty-four (24) hour coverage shall receive an overtime rate of two (2) times the employee's hourly rate for all hours of work performed on the employee's second regularly scheduled day off in such calendar week.

(f) An employee who is employed in a twenty-four (24) hour shift job and has Sunday as a regularly scheduled day off shall receive double time on the employee's second regularly scheduled day off in such calendar week.

(g) When an employee's regular work schedule is changed with less than forty-eight (48) hours advance notice, any time worked within such new regular schedule, which was not regular work time under the old schedule, will be paid for at time and one-half rates until the advance-notice period has expired, except when other rates are applicable, and excepted further when an employee's regular work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight (48) hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous regular schedule without forty-eight (48) hours' advance notice after serving a relief coverage assignment as described herein.

(h) All hours for travel time or work time paid at straight-time rates under the terms of this agreement will be paid at double straight-time rates, when employees are assigned to emergency work for other utilities in locations or upon facilities other than those owned or operated by Eversource.

(i) An employee shall not be paid both daily and weekly overtime for the same hours so worked either under the provisions of this Section, or of Section 7, or Section 8 hereof; and in no case shall overtime compensation provided for by these three sections be duplicated or pyramided.

(j) If an employee is required to work beyond sixteen consecutive hours, (or responds to a call-out within three hours of their quitting time, such hours will be counted towards the sixteen consecutive hours [non-worked hours will not be paid]), the employee will be paid at double the straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours. Any part of such eight consecutive hours off which extends into the employee's normal work schedule will be paid for at straight-time rates. When service requirements will not permit allowing as earned rest time off that part which may extend into the normal schedule, such rest time worked will be paid for at double straight-time rates. Triple time will not be paid.

(k) Insofar as practicable, scheduled overtime work will be equitably distributed over the calendar year among the employees within the department, giving preference to the employees whose normal duties include such work. Excused overtime for scheduled overtime work will be counted only when an employee has been given a twenty-four (24) hour advance notice of the scheduled overtime work. Insofar as practicable, emergency overtime will be equitably distributed over the calendar year by calling the low employee on the overtime list based upon qualifications and familiarity with the particular job. *Overtime lists will be combined into one list within a district. There will be no planned overtime lists in any area*. When an employee is scheduled for planned overtime, their name will be removed from the overtime list for any call-outs prior to the planned overtime. When an employee transfers or bids to a new classification, the employee will carry their overtime hours with them. A newly hired employee will be assigned overtime hours equal to that of the employee with the lowest number of overtime hours in the job classification.

(l) Response To Overtime:

1. Because of the nature of our business, and our need to provide 24-hour a day service to our customers, it is necessary that employees work overtime when the need exists - planned and unplanned.

2. Employees shall furnish an acceptable means of off-hour contact by telephone.

*3. The response rate standard for the Overhead Lines, Underground and Substation/EM departments is **20%** for all offerings. **On-call responses to be included as part of ARCOS response rate.***

4. For this purpose, the measure is calculated as the percent of calls made which result in a report to work. Overtime hours resulting from an out of town storm restoration assignment to a non-Eversource affiliated company will not be counted towards the department average of total overtime hours worked. This standard is to be measured annually (year-end) on a going-forward basis. Employees who do not respond to a call will be charged with an instance for lack of response on the automated call-out system list. Employees who have worked the department average of total overtime hours in the preceding calendar year will be deemed to have met the standard regardless of acceptance rate to call outs. Employees who do not meet the minimum response level (See #3 above) will not be eligible for assignments at other utilities in locations or upon facilities other than those owned or operated by Eversource or voluntary planned overtime in the following year. Employees who do not meet the minimum response level (See Section VI (l)3) will be eligible in the following year for assignments at "sister" Eversource companies only after all other fellow department employees who have met the requirements have been asked first.

(m) A Crew Supervisor in the overhead lines, underground lines, and electric stations departments may utilize the Supervisor's own crew to perform overtime work without regard for the overtime list one hour prior to the start of the scheduled shift on a regularly scheduled workday.

(n) For purposes of equalization of unscheduled overtime, Response Specialists are to be considered as outside the overhead line department.

(o) Employees scheduled for planned overtime assignments **of four hours or more** (non-regular scheduled days only) shall be for a minimum of four (4) hours at the applicable rate **if a job is canceled after the end of the scheduled workday on the day prior to the planned overtime assignment or if the employee works the planned overtime assignment. If the planned overtime assignment is less than four hours (non-regular days only) employees scheduled for the assignment shall be paid a minimum of two hours at the applicable rate if the job is canceled after the end of the scheduled workday on the day prior to the planned overtime assignment or if the employee works the planned overtime assignment.** The Company reserves the right to cancel the planned overtime assignment by **the end of the scheduled workday** on the day prior to the planned overtime assignment. **All assignments will have a beginning and a planned end time established.**

SECTION VII
On Call/Call-Out Pay

I. On-Call

(a) Employees who are assigned by the Company to take trouble calls outside their normal schedule hours will be paid:

(1) one and one-half (1½) hours at basic straight-time rates for each such day assigned - Monday through Friday,

(2) three hours (3) at basic straight-time rates for each Saturday, Sunday, or recognized holiday so-assigned.

(3) **on-call assignment to be in 12 hour blocks that can go past midnight as determined by management (e.g., 4p to a Friday to Saturday). On-call payment determined by higher of on-call period rates when more than one rate applies to the 12 hour block.**

(4) **employees are subject to unlimited on-call.**

(b)(1) Employees transferred after October 1, 2001 whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour.

(b)(2) Employees placed on-call will be considered to be on-call for the entire district, e.g., Pittsfield/South County employees will be considered on-call for both areas; Hadley/Cummington/Montague employees will be considered to be on-call for all three areas.

Note: Selection process for being placed “on-call”:

1) If the Company determines that Pittsfield/South County Work Centers needs to place two or more line crews on-call or Hadley/Cummington/Montague Work Centers need to place three or more crews on call then: a) volunteers will be asked by utilizing the weekly overtime list for each respective district/satellite. If this process does not satisfactorily fill the on-call need then the actual hours worked list for each respective district/satellite for the current year will be used and the employee with the lowest number of actual hours list will be selected. If an additional person is needed then the employee with the next lowest number of actual hours worked will be selected. This process will continue until the need is fulfilled.

2) If the Company determines that Pittsfield/South County Work Center needs to place one line crew on-call or Hadley/Cummington/Montague Work Centers need to place one or two line crews on call then: a) volunteers will be asked by utilizing the weekly overtime list for the combined district. If this process does not satisfactorily fill the on-call need then the actual hours worked list for each respective combined district for the current year will be used and the employee with the lowest number of actual hours list will be selected. If an additional person is needed then the employee with the next lowest number of actual hours worked will be selected. This process will continue until the need is fulfilled.

II. Call-Out

(a) Each time an employee is called out from the employee’s home at times other than the employee’s regular hours of employment, the employee shall be paid for a minimum of two and one-half (2-1/2) hours' work at the applicable overtime rate, computed in accordance with Section 6, except that when the employee is so called out between the hours of 12:00 midnight and 5:00 a.m., the employee shall be paid for a minimum of three (3) hours' work at such overtime rate. The foregoing minimum payments shall not apply to an employee who is so

called out within two (2) hours of the start of the employee's regular hours of employment and works to the employee's regular starting time, but the employee shall be paid only for the actual time worked by the employee.

(b) In computing overtime pay of an employee so called out, working time shall begin immediately upon the employee's arrival at the employee's station and end upon the employee's return to such station; provided, however, the employee shall be credited with one-half hour travel time.

(c) If an employee is required to work outside of the employee's normal schedule for fifteen (15) minutes (except for more than two hours for prearranged overtime when such overtime immediately precedes the start of the normal workday) during the eight (8) hour period immediately preceding the starting time of the employee's next normal schedule, the employee will, whenever possible, be allowed rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight (8) hour period, except that eight hours rest time will be provided if an employee is required to work six consecutive hours, or, if the employee is working a ten (10) hour day, ten (10) hours rest time will be provided if an employee is required to work eight (8) consecutive hours, for employees working a 12 hour shift, 12 hours rest time will be allowed if required to work ten (10) consecutive hours. Time allowed off for meals will be counted in determining beyond fifteen (15) minutes. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates. Rest time shall be granted in accordance with this paragraph on an employee's day of relief when the employee has been scheduled to work on that day.

This language supersedes the rest-time/eight consecutive hours off letter dated October 8, 1998.

(d) When an employee continues work into the employee's scheduled period of work, the employee shall be given rest time when the work is completed, but not going beyond such scheduled period of work.

(e) The employee shall be paid on the straight hourly basis for any portion of such rest period so taken by the employee, which occurs during the scheduled period of work.

(f) An employee called out at times other than the employee's regular hours of employment shall return to the station upon completion of the assigned work; and unless further calls have been received or further trouble is reasonably expected from current potential storm warnings, flood warnings, or other acts of God, the employee will not be required to remain on the job to fill out the minimum call-out time.

(g) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION VIII
Holidays

(a) The term "holiday" or "holidays" as used in Sections 6 and 8 of the agreement includes the following days:

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern.

(b) A regular employee will receive as holiday pay eight (8) hours' pay at the employee's straight hourly rate for a holiday, subject to the provisions of Section 12 (d), even though no work is performed by such employee.

Work performed on a holiday by such employee shall be paid for as follows:

(1) Such employee, except when employed in shift operations, shall be paid for work performed on such holiday which falls within the employee's scheduled workweek, in addition to eight hours of work on such holiday, at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for up to eight hours during the employee's regular schedule on such holiday and at the straight-time rate for any additional regular scheduled hours within the employee's scheduled day. The employee shall be paid at the overtime rate of two (2) times the employee's straight hourly rate for any hours of work performed by the employee outside the employee's regular schedule on such holiday.

(2) Such employee, except when employed in shift operations, shall be paid for work performed by the employee on such holiday which falls outside the employee's scheduled workweek, in addition to said holiday pay, at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for any hours of work performed by the employee on such holiday.

(3) Such employee when employed in shift operations shall be paid for work performed by the employee on such holiday, which falls on the employee's scheduled day of work, in addition to eight hours of work on such holiday, at the rate of one and one-half (1½) times the employee's straight hourly rate ~~**for all**~~ regular scheduled hours within the employee's scheduled day. The employee shall be paid at the overtime rate of two (2) times the employee's straight hourly rate for any hours of work outside the employee's regular schedule on such holiday.

(4) Such employee when employed in shift operations shall be paid for work performed by the employee on such holiday which falls outside the employee's scheduled workweek, in addition to said holiday pay, at the rate of one and

one-half (1½) times the employee's straight hourly rate for any hours of work performed by the employee on such holiday.

(c) An employee on scheduled vacation leave which includes a holiday shall receive an extra day's pay for such holiday if it is determined by the Employer that it is not practical to schedule an additional day of vacation. If it is determined that an additional day of vacation can be scheduled, whenever practicable the additional vacation day will be scheduled to immediately precede or follow the vacation period during which the holiday occurs.

(d) Only employees when employed in shift operations will have the option of receiving holiday pay or receiving a day off in lieu of holiday pay. Such day off will be requested by the employee during the week of the holiday worked. If the employee does not request such day off at that time then the employee shall be paid in the following paycheck for the holiday worked.

(e) When a holiday falls on a Saturday, the preceding Friday will be the day observed in place of the Saturday holiday and holiday pay and the above rates for work on the holiday will be effective for such Friday.

(f) When a holiday falls on a Sunday, the following Monday will be the day observed in place of the Sunday holiday and holiday pay and the above rates for work on the holiday will be effective for such Monday.

(g) The preceding two paragraphs shall not apply to employees employed in shift operations.

SECTION IX
Time Off for Death in Family

(a) Time off with pay, which may be one, two, or three working days, will be granted to any regular and probationary employee upon notification to the employee's supervisor of the death of a member of the employee's immediate family and only when the employee is in actual attendance at the funeral. The immediate family, referred to herein, shall include a father, mother, husband, wife, brother, sister, son, daughter, grandfather, grandmother, grandchild, father-in-law, mother-in-law or step-relative in the above classifications.

(b) In addition, one working day off with pay, not extending beyond the day of the funeral and only when the employee is in actual attendance at the funeral, will be granted in the case of the death of a brother-in-law, sister-in-law, uncle, aunt, nephew or niece.

(c) In cases of death in the family not included in the above, time off may be granted, with due consideration to be given, according to the circumstances in each individual case.

(d) Duration of the time off with pay will depend upon the circumstances in each case, but shall in no case exceed three (3) working days and shall not extend beyond the date of the funeral except if extraordinary circumstances require an additional day beyond the day of the funeral for travel purposes, such day may be allowed as part of the three (3) day working day period.

(e) If death occurs to a member of an employee's immediate family, as defined in paragraph (a) above, during the employee's scheduled vacation period, that portion of the

employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three (3) days. The vacation will be rescheduled at the option of the Employer to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first four months of the following calendar year.

(f) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION X

Jury Duty and Military Leave of Absence

(a) Whenever a regular employee is required to be absent from the employee's regular duties because of Jury Duty and receives compensation from the appropriate governmental authority for reporting for said Jury Duty, the Employer will make up the difference between (1) the wages for the hours which the employee normally would have worked on the day or days of Jury Duty computed at the employee's straight hourly rate and (2) the amount which the employee receives from the appropriate governmental authority for Jury Duty for such day or days.

(b) In the event that the employee has an opportunity to perform some of the employee's regular duties for the Employer, the employee shall be paid the regular hourly rate for the hours worked which will be in addition to any money received from the appropriate governmental authority for Jury Duty.

(c) If the sum of the employee's compensations for Jury Duty and the amount received for work actually performed does not equal the wages for the total hours which the employee normally would have worked on the day or days of Jury Duty, the difference will be made up by the Employer. If such sum is equal to or greater than such wages, no additional payment will be made by the Employer.

(d) Holiday pay which such employee would have received if not on Jury Duty shall be paid to the employee without deduction for pay received from the appropriate governmental authority for work on such holiday.

(e) It is expected that, if an employee is relieved of Jury Duty before noon, the employee shall report back to the employee's supervisor for work assignment; if relieved after noon, the employee shall not be required to report back for work.

(f) *The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The benefits provided by the Company will be those set forth in the "Leave of Absence for Military Service" section of NUP 15 – Leaves of Absence, which may be amended at any time at the sole discretion of the Company.*

(g) The provisions of this Section do not apply to a part-time or probationary employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION XI
Vacations

(a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

1)
- For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.
- For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.
- For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.
- For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

2) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

3) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

4) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

5) During the year in which an employee reaches their 63rd birthday, the employee will be entitled to an additional week of vacation pay in that calendar year and every calendar year thereafter. This additional week of vacation applies only to those employees who have reached their 63rd birthday by December 31, 2016 and were hired prior to that date.

(b) Vacations shall not be cumulative from year to year. Employees entitled to vacations will take them in accordance with a schedule to be prepared by the Department Superintendent of the Employer. Consistent with the Employer's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Employees may express to the Superintendent as early as possible any desire for specific vacation dates and such expressions will be given consideration in making up the vacation schedule with seniority to govern in case of conflict.

(c) One (1) of the three (3) weeks of vacation for those employees who are eligible for a three (3) weeks' vacation, two (2) of the four (4) weeks of vacation for those employees who are eligible for a four (4) weeks' vacation, three (3) of the five (5) weeks of vacation for those employees who are eligible for a five (5) weeks' vacation and four (4) of the six (6) weeks of vacation for those employees who are eligible for a six (6) weeks' vacation may be scheduled by the Employer at any time during the calendar year.

(d) Any employee eligible for one (1) or more weeks' vacation may split one week into two parts and one week into up to five parts provided a one-week notice is given where practicable, except in case of an emergency. A split vacation shall not have preference over a first or second week's vacation or a previously scheduled vacation of an employee. Seniority shall govern in case of conflict of choice of split vacations among the employees. The second part of an employee's split vacation shall not have preference over any other employee's vacation.

(e) Within the meaning of this Section, vacation pay for a week for an employee is a sum equal to forty (40) times the straight hourly rate of such employee as of the time the employee's vacation is taken, subject to the provisions of Section 12 (d).

(f) *If an employee fails to perform any work, quits or is discharged during a calendar year, they will be paid the prorated vacation amount that they have earned.*

(g) An eligible employee who leaves the service of the Employer to enter the military service of the United States or is laid off for lack of work or quits after giving two (2) weeks' notice, and who has not then received vacation for such calendar year, shall receive vacation pay for such calendar year as follows:

The employee shall be paid that proportion of one (1), two (2), three (3), four (4), five (5), or six (6) weeks' vacation pay [the number being determined in accordance with paragraph (a) hereof except that the date on which the employee ceases work shall be used in place of December 3l as the number of full months worked by the employee during such calendar year bears to twelve (12)]. For this purpose, if the date of cessation of work occurs on or after the 15th calendar day of the month, the period of work in such month shall be counted as a full month, but if it occurs prior to the 15th calendar day of the month, the period of work in such month shall not be counted.

(h) The provisions of this Section do not apply to temporary employees, probationary employees, or part-time employees.

SECTION XII
Wages

(a) Schedule A attached hereto shows a list of the classifications covered by this agreement and the wage rate ranges applicable to each classification effective **September 27, 2020, September 26, 2021, and October 2, 2022**. All employees in a classification shall be paid at a rate of pay that comes within the rate range applicable to such classification. If any general wage adjustment is made by the Employer, any employee then receiving a rate in excess of the maximum rate for the job classification in which the employee is employed shall receive as a general wage adjustment a sum equal to the amount of the general wage adjustment as applied to the maximum rate of pay of such job classification.

(b) The progress of an employee within the rate range for the job classification shall be based on merit *and the provisions set forth in the Company/Union Time Merit Progression (TMP) Letter of Agreement dated March 22, 1989 found in Section XXV*. Merit includes the employee's effort and initiative, *safety on the job,* progress and experience in and knowledge of the requirements of the job classification, and it shall be the responsibility of the Employer to determine the same.

(c) Each employee whose rate of pay is from time to time below the maximum for their job classification shall be reviewed for a merit increase on wages once each six (6) months. Merit increases will be for thirty (30) cents per hour or more, subject to the limitation of the maximum rate for the job. Following each such review, the Employer will notify the employee if the employee has not been granted a merit increase and the reasons therefore. Employees at the top rate of their classification shall receive Performance Appraisal Reviews at six (6) month intervals until they reach the Journeyman level. Any complaint as to the Employer's action may be processed as a grievance through the grievance procedure established in Section XVI of this agreement.

(d) When an employee is temporarily assigned by their authorized supervisor, in advance of performance, to perform higher classes of work and actually performs said work for a period of two (2) hours or more, the employee shall be compensated for such work at the minimum of the rate range for such higher classification or at the hourly rate of pay increased by fifteen (15) cents per hour, whichever is the higher, but not in excess of the maximum of such rate range. If the temporary assignment is to perform work in a supervisory classification, the hourly rate of pay of the employee shall be increased by **2.50** dollars per hour. After an employee has worked continuously for four (4) weeks on a temporary upgraded job, thereafter, so long as the employee continues to work at such job, the temporary upgraded rate shall apply to holiday pay, accident pay, vacation pay, and sickness disability payments. *In the event an employee is to be upgraded or promoted within a department and a relative of that employee (as defined by NUP64) works within the same department, the relative employees may not be assigned to the same work crew unless under emergency situations.*

(e) Whenever an employee not employed in a shift operation is assigned temporarily to perform work of an employee in a shift operation, the employee shall be entitled to overtime pay for hours worked by the employee on such temporary assignment outside of the employee's regular hours of employment unless the temporary assignment is for a period of forty (40) hours or more to work in a shift operation in which case the employee shall be considered as a person employed in a shift operation for the duration of such temporary assignment.

(f) The Employer shall advise the Union, in advance, of employees being transferred temporarily from one area to another or employees being transferred temporarily from one Occupational Group to another. Except for emergencies, as much advance notice as reasonably possible will be given.

(g) The Employer agrees that any employee selected on or after the date of this Agreement, to fill a vacancy as a Specialized Mobile Equipment Apprentice, will be promoted to Specialized Mobile Equipment Operator, respectively, not later than upon the completion of six (6) months service in such apprentice classification, provided the employee qualifies for such promotion. employees who are selected to fill an apprentice vacancy, and who have two (2) or more years of continuous service with the Employer on the date of such selection shall receive the rate of forty (40) cents per hour above the single rate established for the apprentice classification.

(h) Employees who are selected to fill an apprentice vacancy and who have ten (10) or more years of continuous service with the Employer on the date of such selection shall receive a rate equal to the minimum rate of Specialized Mobile Equipment Operator, except where such rate is in excess of the employee's current rate, the employee will continue to receive the employee's current rate.

SECTION XIII
Seniority

(a) The Employer shall make the selection of regular or probationary employees for promotion based upon the following factors:

(A) Length of continuous employment
(B) Training
(C) Ability
(D) Efficiency
(E) Physical fitness

Whenever there is no substantial difference with respect to factors (B), (C), (D), or (E), length of continuous employment as defined in Section 2 (d) shall govern, except as otherwise expressly provided in subparagraph (b) of this Section.

(b) When a promotion is to be made within an Occupational Group as hereinafter defined, and as shown on Appendix "C" which is attached hereto, the following requirements as to preference shall be met:

(1) First opportunity to fill a vacancy shall be given employees within the Occupational Group in which the vacancy exists. The employee in a particular job classification within the Occupational Group who has the necessary ability and qualifications shall be eligible to advance to the next higher job classification within the employee's Occupational Group, provided that whenever there is no substantial difference with respect to factors (B), (C), (D), or (E),

All Districts:

The employee with the greatest occupational seniority shall be selected. An employee must remain in a job classification for at least one (1) year before the employee is eligible to advance to the next higher job classification within the employee's Occupational Group.

(2) Vacancies in a job classification which is above the lowest step in an Occupational Group for which no qualified eligible employee within such Occupational Group is available, shall be filled by mutual agreement between the Employer and the Union. Mutual agreement shall not be unreasonably withheld.

(3) When necessary to determine the qualifications of applicants, the Employer shall determine the same in a reasonable manner consistent with the requirements of the job vacancy. An employee who formerly held the job classification shall be presumed to be qualified. In the event tests are used to determine the qualifications, such tests will be jointly administered by the Employer and the

Union. Any disagreement concerning use of such tests shall be subject to the provisions of Section XVI.

(4) The Terms:

"Occupational Group" shall mean a sequence of related jobs rated from the highest to the lowest job classification, as shown in Appendix "C." "Occupational Seniority" shall mean the length of employment in an Occupational Group. Employment in an Occupational Group shall be considered for the purpose of determining length of service to commence on the date that an employee is scheduled to begin a job within the Occupational Group irrespective of the hour or day on which the employee commences the employee's duties.

(c) Training received while working on temporary assignment to a job will not be considered in making the selection on a promotion to such job.

(d) The provisions of this Section shall not apply to the selection or hiring of any employees who are excluded by the provisions of Section 2 from the terms "employee" and "employees," or any employees in any department not coming within the scope of this agreement. Any employee transferred to a supervisory or other job outside the bargaining unit shall retain such seniority as accumulated prior to such transfer, and no seniority shall accumulate while such employee has been or shall be employed outside the bargaining unit, except that where an employee is transferred to a position in the first level of supervision, such employee shall accumulate seniority for the first ninety (90) days while occupying such position. If any employee has been or is transferred to a supervisory or other position so as to be excluded from the coverage of this agreement, such employee shall retain seniority plus that accumulated in the higher position to a maximum of ninety (90) days, and in the event such employee shall be retransferred to a job classification within the unit, shall retain all accumulated seniority as provided in the preceding sentence.

(e) When there is an increase in the work force after a layoff, employees who had been laid off for less than five (5) years because of lack of work, shall, if then available, be given preference over persons not formerly in the employ of the Employer, and with respect to former employees, the selection among them shall be based upon the factors set forth in subsection (a) of the Section. Such employee will retain seniority rights, but seniority will not accumulate during the period of layoff.

(f) The Employer shall maintain an up-to-date seniority list by Occupational Groups of all employees in jobs covered by the Union agreement. Such a list shall be made available to the Business Manager of the Union on December 1 of each year. The Employer shall send to the Business Manager of the Union on June 1 of each year, a letter outlining all changes which have been made to the seniority list issued the preceding December. If exception is not taken to the list or letter within thirty (30) days from the date of submission of such list or letter to the Union, the list or letter shall be considered as correct and no change will be made thereafter except by mutual agreement between the Employer and the Union.

(g) The provisions of this Section do not apply to part-time or temporary employees. However, when any temporary employee is transferred to regular status and becomes a regular employee, the length of continuous employment shall be measured from the date on which the continuous uninterrupted period of employment started, last prior to the employee's transfer to regular status.

(h) Company seniority under this Agreement shall be defined as length of service in a classification included in the bargaining unit. Effective July 1, 1984, employees transferred or reassigned from outside the bargaining unit to a classification included under this Agreement will not carry nonbargaining unit seniority with them.

SECTION XIV

Furlough of employees

(a) Whenever, because of a reduction or change in the work force in a job classification covered by this agreement, there is a surplus of employees in such job classification, then the employee in such job classification who has the least length of Company seniority with the Employer shall be selected by the Employer for reassignment (Such displaced employee shall successfully pass the applicable aptitude test for the entry level position in the job classification bumping to. This applies only to employees hired or transferred into bargaining unit positions upon ratification of this Collective Bargaining Agreement.) or furloughing in accordance with the following:

The Employer will offer such employee a job ...

first: in the same job classification at any location within the employee's Occupational Group as stated on the List of Occupational Groups set forth at the end of this Section;

second: in a previously held (within the last five (5) years) job classification or in any lower rated job classification within the employee's Occupational Group as stated on said List;

third: in any job classification in the employee's or any other Occupational Group in the employee's Department which is shown on said List with the symbol (f) before it, and for T.M.P. classifications this would include up to S-3, provided that such job classification has a maximum rate of pay lower than the maximum rate of pay of the employee's present job classification; and

fourth: in a job classification in another Department which as stated on said List is a starting job in such Department; provided the employee has the ability and qualifications (including license, if required) to perform the work in the offered job and has longer length of continuous employment with the Employer than another employee in such job classification. If the Employer cannot offer a job to the employee, the employee shall be furloughed. If the employee refuses to take the job offered to the employee, the employee shall then be furloughed.

(b) If a surplus is created in a job classification as a result of such offer of a job, the Employer will displace the employee then in such job classification who has the least length of continuous employment with the Employer. In turn the Employer shall offer to the displaced employee a job in the same manner followed in the first instance. If the Employer cannot offer a job to such employee, the employee shall be furloughed. If such employee refuses to take the job so offered to the employee, the employee shall be furloughed. The Employer shall repeat

the above procedure until the last displaced employee or employees are furloughed. An employee to be furloughed shall be given two (2) weeks' notice prior to being separated from employment with the Employer.

If an employee has completed one or more years of continuous service, is not offered a job, the employee shall be given an allowance of 80 hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company with a minimum of two weeks pay up to a maximum of 52 weeks pay. Any furloughed employee or employee identified to be furloughed, who obtains employment with any of the system companies and Connecticut Yankee Power Company or any successor company will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish any other rights, other than vested rights, under this Agreement and will not be eligible for recall.

Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease with this Company, or with the purchaser or lessor, shall not be eligible for severance pay.

(c) The employee involved in this movement shall be given a seventy-two (72) hour notice before the change is made. In the employee's new job classification, the employee shall be paid at the maximum rate of pay of such job classification except, if the new job classification is covered by a TMP, the new pay rate will be at the third step of the rate progression. If it is a job classification requiring a license, the employee shall be paid in accordance with the maximum rate of pay provided for the license which the employee holds or at a rate of pay to be determined in accordance with the Schedule in Section 20 of this agreement, whichever is greater, provided, however, that the employee shall not receive in the new job classification more than the rate of pay which the employee was being paid in the job classification from which the employee has been selected or displaced.

(d) Employees with twenty (20) or more years of continuous service with the Employer, whose jobs are eliminated by automation or a permanent reduction in forces, shall be placed in other jobs without a reduction in their wages. The Employer and the Union will attempt to agree to place employees whose jobs are so eliminated in jobs for which they are best qualified.

(e) Employees hired prior to July 1, 1979, with five (5) or more years of continuous service with the Employer shall not be laid off because of a reduction or change in the work force. Such an employee who cannot be placed under the steps outlined in the Plan, will be offered a job in any job classification having a maximum rate of pay lower than the maximum rate of pay of the employee's present job classification, for which the employee is qualified (including license, if required) and in which there is an employee with less than five (5) years' service with the Employer, and in so doing the Employer will try to place such employee in a job having a maximum rate of pay below, but as near as possible to, the employee's rate of pay. The employee who is displaced by this procedure shall be subject to the steps outlined in this Plan.

(f) Whenever a vacancy occurs in a position from which an employee has been displaced, such vacancy will be filled by the displaced employee without the requirements of job posting and when more than one employee has been displaced, the employee having the longest length of service with the Employer shall be given the job vacancy. Such employee returning to the employee's former classification shall receive the rate of pay which the

employee was receiving in such classification just prior to the employee's displacement. In order to qualify as a displaced employee, such employee must have worked in the position from which displaced at least thirty (30) days immediately prior to such displacement.

(g) The Company will not contract out work regularly performed by employees covered under this Agreement if it would result in the layoff or demotion of its regular employees.

OCCUPATIONAL GROUPS

Springfield District

Commercial Department

C-1

(1) Meter Service Specialist
Meter/Service Rep.
(f) * Meter/Service Helper
Meter/Service Installer
(f) * Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Lead Building Maint. Mechanic
Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-3

Distribution Construction Mechanic
Distribution Construction Worker
(f) * Distribution Construction Helper

D-4

Specialized Mobile Equip. Oper. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Area Operator
Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Senior Streetlight Inspector
Streetlight Line Mechanic

D-8

Field Technician A-1
Field Technician A-2/C-1

(f) * Streetlight Inspector

(f) * Field Technician C-2/C-3

D-9

Senior GIS Technician
GIS Technician A-1/B-2
(f) * GIS Technician B-3/C-2

TD-10

Test Technician

Dispatch Center

DC-1

Dispatcher
Assistant Dispatcher
(f) * Dispatch Center Trainee

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Distribution Construction Helper
Line Mechanic Helper
Specialized Mobile Equipment Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-3/C-2
GIS Technician C-2/B-3

Franklin Area

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.

Distribution Department

TD-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

TD-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

TD-3

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. Oper. App.

TD-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

TD-6

Lead Electrician
Electrician
(f) * Electrician Helper

TD-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper

Distribution Department:

Splicer Helper
Line Helper
Specialized Mobile Equip. Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Hampshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Assistant
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Line Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Berkshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Mechanic Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-4

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Opr.
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Janitor
Meter/Service Installer Helper

Distribution Department:	Splicer Helper Line Mechanic Helper Specialized Mobile Equip. Apprentice Garage Mechanic Helper Electrician Helper Utility Maintenance Worker Field Technician C-2/C-3

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* Positions to be posted
(f) See Step 3 Section XIV - Furlough of employees
*** Classification to be deleted - incumbents grandfathered
(1) For upgrading only

SECTION XV
Reemployment of Veterans

Both parties agree that reemployment of former employees upon their release from the Armed Forces of the United States shall be in accordance with the laws of the United States of America and of the Commonwealth of Massachusetts and any duly authorized rules and regulations issued thereunder.

SECTION XVI
Grievance Procedure and Arbitration

(a) A representative of the Employer and the Business Manager of the Union shall meet from time to time at the request of either party for the purpose of discussing any common problems. All such meetings shall be held at the Employer's office at the convenience of both parties, if possible.

(b) During the term of this agreement, should any difference, dispute or grievance arise between the Employer and the Union regarding hours, wages, or working conditions or the interpretation or application of any of the provisions of the Agreement, there shall be no suspension of work and the following procedure shall be followed:

First - The aggrieved employee or employees within fifteen (15) working days after the grievance arises shall present the grievance verbally to the foreman or immediate supervisor. The foreman or immediate supervisor will endeavor to settle it by giving an answer as promptly as possible, and within five (5) working days of the date of presentation. Nothing contained in this provision shall be interpreted as preventing the Union from being present at any meeting at which any grievance is adjusted and the Union will be notified in advance of such meetings by the Company. If an answer is given and accepted by the Union in this step, the grievance shall be considered closed. If the answer is not given, or is not acceptable to the Union, the grievance may be taken to the second step within ten (10) working days from the date the answer was given or due.

Second - The Business Manager, Assistant Business Manager or Steward shall forward the grievance in writing to the Manager or Superintendent concerned stating its nature and giving a brief description of the circumstances causing it. Reference shall be made to the provision(s) of the Agreement on which it may be based. The Manager or Superintendent concerned or their designated representative will investigate the grievance and the answer will be given by the Manager or Superintendent in writing within five (5) working days. If a meeting is held at this step, the answer is to be given by the Manager or Superintendent in writing five (5) working days from the date of the meeting. If the answer is not acceptable to the Union or is not received within such five (5) working days, the grievance may be taken to the third step within ten (10) working days from the date that the answer was received or due. The Union may initiate the grievance at this step at any time within a period not in excess of fifteen (15) working days from the date of the alleged violation.

Third - The Business Manager, Assistant Business Manager, or Steward of the Union shall forward a copy of such written grievance to Labor Relations. A meeting between the Labor Relations and the Business Manager or their mutually agreed to designated representative, shall be held at a time and place as agreed to by the parties. An International Representative of the I.B.E.W. may be present at this step, only to assist the local Union. The answer is to be

given in writing by the Regional Personnel Manager within ten (10) working days from the date of the meeting.

Fourth - In the event that any such difference, dispute, or grievance shall not have been satisfactorily settled in the manner hereinbefore provided within thirty (30) working days after the date of the third-step answer, the Union shall immediately notify the Employer, in writing, that the same shall be referred for settlement to an impartial arbitrator who shall not be financially interested in the Employer, to be appointed by mutual agreement of the Employer and the Union. No matter shall be submitted to an impartial arbitrator after 65 days from the date of the incident. If the Employer and the Union cannot agree on the arbitrator within fifteen (15) calendar days then, within thirty (30) calendar days after the fifteenth day, the American Arbitration Association shall be requested by either party to administer the arbitration pursuant to the American Arbitration's Voluntary Labor Arbitration Rules. The arbitrator's decision or award shall be in writing and shall be final and binding on all parties. The expenses and fees incident to the services of the arbitrator shall be paid jointly by the Employer and by the Union.

(c) The impartial arbitrator shall render a decision on any difference, dispute, or grievance on the basis of the evidence, the data, and the facts properly placed before the employee regarding such difference, dispute, or grievance.

(d) Except as specifically provided herein this agreement shall not be changed or added to by arbitration and all awards shall be consistent with the terms hereof.

(e) The arbitrator shall render a written decision and/or written opinion within thirty (30) days following the close of hearings.

(f) At such times as are mutually agreeable, an aggrieved employee and the Business Manager or Assistant Business Manager or Steward of the Union will be allowed time to discuss grievances with the Employer in the first, second and third step of this procedure without loss of pay for normal-schedule work hours providing overtime replacement is not required.

SECTION XVII
Discharge of employees

The Employer shall notify the Union within two (2) working days of the suspension or termination of an employee and the Union shall have seven (7) working days to request a meeting to discuss such suspension or discharge. Such meeting shall be held within fifteen (15) days of the Union's request. Upon receipt of the foregoing request, the Employer will inform the Union of the reason for the suspension or discharge, and, upon receipt of a request from the Employer, the Union will state the reasons for believing the suspension or discharge to be improper. The Employer will state its determination within two (2) working days subsequent to the conference. If subsequent to such conference the Employer determines that the employee was not properly suspended or discharged, the employee will be reinstated without prejudice and may be compensated by the Employer for loss of wages as hereinafter stated. If the employee is not satisfied with the determination of the Employer rendered subsequent to such conference, the Union may in writing, delivered to the Employer, request within five (5) working days after such determination that the matter of the discharge or suspension of such employee be referred for settlement to an arbitrator under the provisions of Section l6 hereof. The arbitrator shall render a decision within two (2) working days after the close of the hearing. The arbitrator shall have the power to make a decision determining whether or not the discharge or

suspension was proper hereunder, and if improper, whether or not to order the employee to be reinstated with back pay. An award of back pay made either by the representative of the Employer or by the arbitrator shall charge the Employer with the number of hours of back pay computed on an eight (8) hour day at normal rates, that the employee would have worked had the employee been employed, and in no event with a greater number of hours of back pay than the hours the employee would have worked had the employee been employed for a period beginning with the date of discharge or suspension and not exceeding twenty (20) working days of eight (8) hours each, next following the date of the close of the arbitration hearing.

SECTION XVIII
Safety and Health Regulations

(a) The present safety regulations (Employee Safety & Health Handbook) of the Employer are hereby incorporated in this agreement by reference. A joint committee, comprised of the Business Manager of the Union and two assistant Business Managers of the Union or their designated representatives and three (3) representatives of the Employer, shall be established to promulgate safe work practices. The Committee shall meet from time to time at the request of either party to discuss matters pertaining to safe work practices.

(b) Before adopting barehand practices for work on energized transmission facilities, the Union and Employer Safety Committee will first thoroughly investigate by any means necessary that this practice is not injurious to the health of the employees in any way.

(c) The Employer agrees to submit to the Business Managers drafts of the proposed revisions of the Safety Rules (Employee Safety & Health Handbook) and to meet on or about June 9, 1967, (and on later dates as may be necessary) to review and discuss such revisions. It is understood that suggestions made by the Union will be given careful consideration before final rules are adopted by the Employer. It is further understood that future new or changed Safety rules (Employee Safety & Health Handbook) will be similarly submitted and discussed before adoption by the Employer. Once the Company has made a decision on any such change in a safety regulation, the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonable in making such change.

(d) Both parties agree that they and the employees will each and all comply with the regulations made by the Employer and will respectively provide and use the protective devices, wearing apparel and other equipment to be provided by the Employer in accordance with the present practice of the Employer for protection from injury.

(e) Supervisor, Safety Administrator and/or Union Business Manager may report in writing a violation of such regulation by any employee to the department superintendent.

(f) If an employee is charged with a chargeable automobile accident, the employee and the Union are to be notified in writing within ten (l0) working days.

(g) An employee sent out on a trouble call may at the employee's discretion and without prejudice request assistance if the trouble is beyond the employee's ability to repair safely and adequately alone.

(h) Except in cases of necessity or emergency, employees shall not be required to do outdoor work when heat, cold, rain, snow, humidity, or other inclement weather conditions make such work unsafe in the Employer's judgment. employees may, prior to commencement

of outdoor work, or during such work, request their foreman to call the superintendent's office for a decision on whether or not such outdoor work shall be commenced or continued. If the foreman refuses to make the call, the employees may refuse to commence or continue such outdoor work until the call is made and a decision from the superintendent's office is obtained. employees shall not lose any regular pay because of failure to work outdoors due to inclement weather.

(i) When humidity or wet conditions are such that it is hazardous to work on l3,800/8000-volt or 8320/4800-volt lines with gloves, hot line sticks will be used or the lines will be de-energized.

(j) Except in cases of emergency or for customer scheduled or planned outage work, no employee engaged in work on overhead or underground lines shall be required to perform work on such lines when the temperature is ten degrees (l0°) or below. 10º clause clarification: Planned or scheduled outages for large (50 kVA and above) commercial or industrial customers, where there will be a major inconvenience or costs incurred by the customer if rescheduled. If possible, the Company will make a reasonable effort to reschedule.

(k) Employees may request their foreman to call the Superintendent's office for a decision on whether or not two (2) employees are needed on a pole to work 8320 Y hot safely or whether additional employees are needed to hang a transformer safely. If the foreman refuses to make the call, the employees may refuse to commence such work until the call is made.

(l) When it is necessary to patrol power lines on private right-of-ways at night on foot, employees will be assigned to perform this duty in pairs.

SECTION XIX

Accident and Sickness Disability Benefits

(a) The employees shall have the benefits of the Workmen's Compensation Laws of the Commonwealth of Massachusetts.

(b) Any regular employee who receives injury in the performance of assigned duties for the Employer resulting in the employee’s absence from work and in receiving medical care will be paid for such absent time, for the period of total incapacity not in excess of one year from the date of the injury, an amount which, after crediting Workmen's Compensation Benefits provided by such laws for such injury, will equal the normal basic, after taxes, pay for such absent period computed at the regular rate for a forty (40) hour week, subject to the provisions of Section 12 (d). In calculating the amount of payments to be made by the Employer, the Employer shall be entitled to the credit for Workmen's Compensation Benefits whether or not the employee has waived or actually receives such benefits. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Employer shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Employer's payments made under the terms of this Section. The provisions of this subsection (b) do not apply to temporary employees, probationary employees, or part-time employees.

(c) The Employer agrees to continue in effect during the term of this agreement its present Sickness Disability Plan as modified *07/01/1992*, provided, however, that if by reason of federal or state legislation a program of such or similar benefits is established and the Employer

contributes to the cost of such program, then the Employer shall be entitled to a credit under its Sickness Disability Plan for all payments made to an employee under such program.

Test Tech Group and Employees hired on January 1, 2017 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first **twelve** weeks of short term disability will be paid at 100% of base pay
- Up to **thirteen** additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)

(d) Disability to work resulting from sickness and accidents incurred by an employee who is a Union representative while on Union business shall not make such employee ineligible for benefits under the Sickness Disability Plan.

SECTION XX
Disability Management

(a) In the event an employee becomes unable to perform the duties of the classification in which the employee is engaged because of physical *or mental* disability *as verified by the company*, the Employer shall transfer the employee to other work, if available, which the employee is capable of performing and shall pay the employee a rate to be determined in accordance with the Schedule shown below. The Employer shall decide whether vacancies exist in a classification to which an employee may be reassigned, and the Employer shall, after consultation with the Union, determine when an employee is entitled to be, or in the interest of safety should be, transferred to work which the employee is capable of performing safely and effectively.

(b) If the maximum wage rate for the job to which the employee is assigned is higher than the adjusted rate as determined from the Schedule, the maximum wage rate of the employee's new classification shall be the applicable rate.

SCHEDULE

An employee who has been in the employ of the Employer, or its predecessors, for a period of ten (10) or more years at the time of adjustment, will be paid a rate of fifty (50) percent of the employee's current base rate plus five (5) percent of such base rate for each year of continuous service in excess of the required ten (10) years' service at the time of adjustment, but in no case shall the adjusted rate exceed the employee's current base rate. The Employer shall endeavor to find jobs for aged and/or disabled employees.

SECTION XXI
GROUP HEALTH CARE PLAN

(a) The Employer's Health Care Plan and the employee contribution schedule as described in the Company's **2020** proposal for a new Agreement will be in effect for the term of this Agreement.

(b) Changes in the Health Care Plan – *beyond those associated with a change of carrier, or those legally or regulatorily mandated*, shall be made with the mutual consent of the Employer and the Union, the determination of the method of providing such benefits shall be at the sole discretion of the Employer.

(c) *A change of carriers and individual disputes that are otherwise covered by the providers' claims and appeal process, are not subject to the grievance and arbitration process.*

SECTION XXII
Job Posting Program

(a) The Employer will post a notice of every vacancy in any job (other than a temporary or part-time job) covered by this agreement which is a starting job or the lowest rated job in an Occupational Group. Such posting will be made company-wide in all Union areas. The starting job and the lowest rated job in an Occupational Group is shown with an asterisk (*) on Appendix "C" which is attached hereto. Such notice shall be posted for seven (7) working days in all the departments where the jobs covered by this agreement exist and shall set forth the classification of the job to be filled, an outline of its duties, the qualifications required for the job, its regular hours of employment, the name of the supervisor to whom applications for the job should be submitted, the date on which the notice is posted, and the last day for filing applications. On or before the date of posting of each such notice, a copy of the notice shall be furnished to the Business Manager of the Union.

(b) Any employee, except as otherwise noted in this Section, having the qualifications required and desiring to be considered may apply in writing for such job within seven (7) working days after the notice is posted or such additional period as may be agreed to by the Union and the Employer. The employee shall apply by filling out an application form provided by the Employer, copies of which shall be available from both the Employer and the Union, and submitting the original copy of the application to the supervisor named in the notice and the duplicate copy of the application to the Business Manager or Steward of the Union. The Business Manager or Steward of the Union may submit a bid for a job on behalf of an employee who is on vacation or absent from work. The Employer shall not be required to consider any employee who fails to apply as aforesaid. The Employer will consider the qualifications of the applicants, select the person to fill the job vacancy and announce its selection within twenty-five (25) working days after the notice is removed. The Employer's selection shall be consistent with the provisions of Section l3 (a) hereof, provided that if there are no qualified applicants, the Employer shall not be required to fill the vacancy from among the applicants. For bids on posted jobs, seniority shall be company-wide with no preference given those in a particular area. When necessary to determine the qualifications of applicants, the Employer shall determine the same in a reasonable manner consistent with the requirements of the job vacancy. An employee who formerly held the job classification shall be presumed to be qualified. The Employer shall promptly notify the Union of its selection and, if requested by the

Union, shall meet with a representative of the Union and any applicants to discuss the reasons for its selection.

(c) Nothing in this Section shall be construed to impair or interfere in any way with the unqualified right of the Employer to transfer employees within a job classification from one location to another.

(d) When filling a job vacancy in an Occupational Group in a department, preference shall be given to employees in any department. Prior to filling a job vacancy from non-Company personnel, employees from other Union areas within the company shall be given preference.

(e) The employee selected to fill the job vacancy shall hold the job for a reasonable period not to exceed ninety (90) days on a trial basis. If the employee fails to demonstrate satisfactorily, qualifications to perform the work required by the job within such reasonable period, the Employer shall return the employee to the employee's former job, and notify the Business Manager of the Union in writing of the reasons for this action. When a job is declared vacant by the Company, it will be posted immediately after the former incumbent qualifies in the employee's new assignment.

(f) The employee selected to fill the job vacancy shall be transferred to such job within *thirty (30)* working days. *If an employee is not moved into the new position within 10 working days, the employee will start accruing department seniority from the date of acceptance and will be paid the new rate of pay if it is higher than their present rate.*

(g) Posted job vacancies which have not been filled after ninety (90) days from the original posting date shall be reposted unless otherwise agreed by the Employer and Business Manager.

(h) An employee, other than a newly hired *or transferred into Local 455* employee, selected to fill a job vacancy under this Section shall not be eligible to bid another job until the expiration of six months from the date of the employee's selection. **A newly hired or transferred employee shall not be eligible to bid another job until after completing twelve (12) months of employment, or later (unless with management's approval).** A newly hired *or transferred* employee into the Underground Department shall not be eligible to bid another job until after completing thirty-six (36) months of employment, or later *(unless with management's approval)*, if probationary period is extended by mutual agreement of the Union and the Employer.

(i) The Employer may assign anyone to fill a vacancy temporarily pending the posting of a notice hereunder and the consideration of applications. Newly created jobs coming under this program shall be posted not later than thirty (30) days after the creation of such job.

SECTION XXIII
Shift Premium

(a) Employees who are employed in shift operations shall be paid a shift premium as follows:

No shift premium shall be paid for hours worked on the first shift.

Two dollars and fifty cents ($2.50) per hour for all hours worked on the second shift.

Two dollars and fifty cents ($2.50) per hour for all hours worked on the third shift.

The first, second, and third shifts shall be defined as follows:

(1) The first shift shall include all regular hours of employment scheduled to start between 6:00 a.m. and 9:59 a.m. inclusive;

(2) The second shift shall include all regular hours of employment scheduled to start between l0:00 a.m. and 5:59 p.m. inclusive;

(3) The third shift shall include all regular hours of employment scheduled to start between 6:00 p.m. and 5:59 a.m. inclusive.

(b) Such employee shall be paid the respective shift premium which is applicable to the actual hours worked by the employee on each shift.

(c) Shift premium shall be applicable only for time actually worked by such an employee and only on overtime when it is contiguous and follows or precedes the shift employee's regular shift. It is not applicable if the shift employee is called in on first shift hours. It shall be added to the employee's regular hourly rate after computing overtime pay under Section 6 and after computing pay for work performed on a holiday under Section 8. Shift premium shall not be applicable in computing minimum call-out pay under Section 7.

SECTION XXIV
Sunday Premium

Shift employees, whose regular schedule includes work on Sunday, will be paid a premium of twenty-five (25) percent of their basic straight- time rate for work performed on Sunday during their regular hours of employment. No such premium will be paid for work which is performed at overtime rates.

SECTION XXV
Letters of Understanding

The letters of understanding which have been mutually agreed upon by the Employer and the Union and which are attached hereto are hereby made a part of this agreement.

SECTION XXVI
System Retirement Program

It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the "Northeast Utilities Service Company Plan" for the term of this Agreement for employees hired prior to 01/01/2011, and to offer the K-Vantage Benefit to employees hired after December 31, 2010. K-Vantage will also be available to employees hired prior to January 1, 2011, who choose K-Vantage before 01/01/2011 in lieu of additional service and earnings credits under the Northeast Utilities Service Company

Retirement Plan. It is understood and agreed by the Union and Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations application thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

SECTION XXVII
Group Life Insurance Program

The Employer agrees to continue in effect the Group Life Insurance Program as mutually agreed upon by the Employer and the Union.

SECTION XXVIII
Term

This Agreement, when signed by the Employer and the Union or their authorized representatives and approved by an officer of the International Brotherhood of Electrical Workers, shall become effective as of ***October 1, 2020***, and shall remain in effect until ***October 1,* 2023**, and from year to year thereafter unless either party shall give to the other in writing at least sixty (60) days prior to the expiration of a term, notice of its desire to terminate the agreement at the expiration of such term or to effect changes therein. Within thirty (30) days after the receipt of such notice, the parties shall meet to negotiate or bargain with respect to the terms of a new agreement or such changes. During the term of this agreement, neither party shall request the other party to bargain with respect to any change of the provisions of this agreement or any other matter that may add to the provisions of this agreement, and neither party shall have any obligation to negotiate or bargain with the other party with respect to the same.

IN WITNESS WHEREOF, the parties hereto have set their hands this 1st day of October, 2016.

WESTERN MASSACHUSETTS ELECTRIC COMPANY

By _____
James G. Connolly
Senior Labor Relations Consultant
Western Massachusetts Electric Company

LOCAL 455 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO)

By _____
Brian E. Kenney
Business Manager

By _____
Thomas S. Albano
President

APPROVED:

International Office - I.B.E.W.
Lonnie Stephenson

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT
Effective 09/04/2016

Lead Electrician			$45.08
Electrician			$44.12
Area Operator (Springfield)			$44.57
Lead Building Maintenance Mechanic			$42.61
Building Maintenance Mechanic	$35.84	-	$42.00
Building Maintenance Mechanic Ass't	$29.16	-	$32.54
Distribution Construction Worker	$23.86	-	$32.63
Distribution Construction Mechanic			$36.61
Lead Cable Splicer			$44.63
Splicer			$43.70
Chief Auto Mechanic			$42.97
Assistant Dispatcher			$48.01
Dispatcher			$50.87
Dispatch Center Trainee	$40.88	-	$43.75
Garage Assistant	$23.86	-	$27.82
Garage Mechanic			$40.30
Garage Parts Handler	$28.17	-	$34.77
Janitor	$25.34	-	$29.46
Lead Line Mechanic			$47.19
Line Crew Ground Helper	$27.05	-	$32.54
Line Mechanic			$45.93
Response Specialist - Line			$47.70
Senior Streetlight Inspector (Springfield)	$34.60	-	$39.73
Specialized Mobile Equip. Apprentice	$26.23	-	$29.19
Specialized Mobile Equip. Operator	$33.42	-	$36.88
Specialized Mobile Equip. Operator A			$38.92
Station Apprentice			$26.23
Stockhandler			$36.94
**Area Stockhandler	$37.83	-	$38.73
Lead Stockhandler			$38.73
Streetlight Inspector (Springfield)	$31.29	-	$35.50
Streetlight Line Mechanic	$33.77	-	$37.86
Senior Test Specialist (2)			$51.65
Lead Utility Maintenance Worker			$33.22
Utility Maintenance Worker	$29.16	-	$32.54
Utility Worker			$19.91

METER, SERVICE, AND OTHER

Effective
09/04/2016

Instrument Technician	$38.75	-	$44.63
Janitor	$25.34	-	$29.46
Meter Service Repesentative			$41.04
Meter Service Installer			$36.68
*Meter Reader	$26.84		$31.68
Meter Reader New	$22.24		
Meter Specialist	$40.72	-	$46.67
Service Specialist	$43.32	-	$44.96
Temporary Summer Employee			$14.05
Field Technician A-2			$39.67
Field Technician A-1			$43.40
GIS Technician A-1			$34.70
Senior GIS Technician			$36.44

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Splicer Helper S1	$28.56
6 Months	Splicer Helper S2	$30.02
12 Months	Splicer Helper S3	$31.50
18 Months	Splicer Helper S4	$33.67
24 Months	Splicer Helper S5	$35.72
30 Months	Splicer Helper S6	$37.54
36 Months	Splicer Helper S7	$39.27
42 Months	Splicer Helper S8	$40.99
48 Months	Splicer	$43.70

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Line Helper S1	$28.25
6 Months	Line Helper S2	$30.02
12 Months	Line Helper S3	$31.71
18 Months	Line Helper S4	$33.74
24 Months	Line Helper S5	$35.29
30 Months	Line Helper S6	$36.61
36 Months	Line Helper S7	$38.61
42 Months	Line Helper S8	$40.33
48 Months	Line Mechanic	$42.06

54 Months	Line Mechanic	$45.93

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Garage Mechanic Helper S1	$23.87
6 Months	Garage Mechanic Helper S2	$26.23
12 Months	Garage Mechanic Helper S3	$28.88
18 Months	Garage Mechanic Helper S4	$30.91
24 Months	Garage Mechanic Helper S5	$33.22
30 Months	Garage Mechanic Helper S6	$35.58
36 Months	Garage Mechanic Helper S7	$37.87
42 Months	Garage Mechanic	$40.30

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Meter Service Helper S1	$28.10
6 Months	Meter Service Helper S2	$28.95
12 Months	Meter Service Helper S3	$29.70
18 Months	Meter Service Helper S4	$30.59
24 Months	Meter Service Helper S5	$31.34
30 Months	Meter Service Representative S6	$32.49
36 Months	Meter Service Representative S7	$35.21
42 Months	Meter Service Representative	$37.89
48 Months	Meter Service Representative	$41.04

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Electrician Helper S1	$26.23
6 Months	Electrician Helper S2	$28.39
12 Months	Electrician Helper S3	$30.53
18 Months	Electrician Helper S4	$32.68
24 Months	Electrician Helper S5	$34.83
30 Months	Electrician Helper S6	$36.94
36 Months	Electrician Helper S7	$39.11
42 Months	Electrician Helper S8	$41.25
48 Months	Electrician	$44.12

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Stockhandler Helper S1	$23.75
6 Months	Stockhandler Helper S2	$26.01
12 Months	Stockhandler Helper S3	$27.58
18 Months	Stockhandler Helper S4	$28.97
24 Months	Stockhandler Helper S5	$31.69
30 Months	Stockhandler Helper S6	$33.46
36 Months	Stockhandler Helper S7	$34.44
42 Months	Stockhandler	$36.94

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Meter Service Installer Helper S1	$23.75
6 Months	Meter Service Installer Helper S2	$25.69
12 Months	Meter Service Installer Helper S3	$27.02
18 Months	Meter Service Installer Helper S4	$28.23
24 Months	Meter Service Installer Helper S5	$30.06
30 Months	Meter Service Installer Helper S6	$34.32
36 Months	Meter Service Installer	$35.30
42 Months	Meter Service Installer	$36.68

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Distribution Construction Helper S-1	$26.94
6 Months	Distribution Construction Helper S-2	$29.76
12 Months	Distribution Construction Helper S-3	$32.63
18 Months	Distribution Construction Worker S-4	$33.42
24 Months	Distribution Construction Mechanic	$36.61

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Field Technician C-3	$25.48
6 Months	Field Technician C-2	$28.32
12 Months	Field Technician C-1	$30.45
18 Months	Field Technician B-3	$32.23
24 Months	Field Technician B-2	$34.01
30 Months	Field Technician B-1	$36.12
36 Months	Field Technician A-3	$38.25
42 Months	Field Technician A-2 (fully qualified level)	$39.67

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	G.I.S. Technician C-2	$24.57
6 Months	G.I.S. Technician C-1	$26.47
12 Months	G.I.S. Technician B-3	$28.39
18 Months	G.I.S. Technician B-2	$29.83
24 Months	G.I.S. Technician B-1	$31.38
30 Months	G.I.S. Technician A-2	$33.01
42 Months	G.I.S. Technician A-1	$34.70

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start (1)	Test Technician	$32.10
12 Months (2)	Test Technician	$34.36
24 Months (1)	Test Specialist B	$36.59
36 Months (2)	Test Specialist B	$38.83
48 Months (1)	Test Specialist A	$41.82
60 Months (2)	Test Specialist A	$43.87
72 Months (3)	Test Specialist A	$45.75
84 Months (4)	Test Specialist A	$47.64
96 Months (1)	Senior Test Specialist	$49.66
120 Month (2)	Senior Test Specialist	$51.65

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT
Effective 10/01/2017

Lead Electrician			$46.43
Electrician			$45.44
Area Operator (Springfield)			$45.91
Lead Building Maintenance Mechanic			$43.89
Building Maintenance Mechanic	$36.92	-	$43.26
Building Maintenance Mechanic Ass't	$30.03	-	$33.52
Distribution Construction Worker	$24.58	-	$33.61
Distribution Construction Mechanic			$37.71
Lead Cable Splicer			$45.97
Splicer			$45.01
Chief Auto Mechanic			$44.26
Assistant Dispatcher			$49.45
Dispatcher			$52.40
Dispatch Center Trainee	$42.11	-	$45.06
Garage Assistant	$24.58	-	$28.65
Garage Mechanic			$41.51
Garage Parts Handler	$29.02	-	$35.81
Janitor	$26.10	-	$30.34
Lead Line Mechanic			$48.61
Line Crew Ground Helper	$27.86	-	$33.52
Line Mechanic			$47.31
Response Specialist - Line			$49.13
Senior Streetlight Inspector (Springfield)	$35.64	-	$40.92
Specialized Mobile Equip. Apprentice	$27.02	-	$30.07
Specialized Mobile Equip. Operator	$34.42	-	$37.99
Specialized Mobile Equip. Operator A			$40.09
Station Apprentice			$27.02
Stockhandler			$38.05
**Area Stockhandler	$38.96	-	$39.89
Lead Stockhandler			$39.89
Streetlight Inspector (Springfield)	$32.23	-	$36.57
Streetlight Line Mechanic	$34.78	-	$39.00
Senior Test Specialist (2)			$53.20
Lead Utility Maintenance Worker			$34.22
Utility Maintenance Worker	$30.03	-	$33.52
Utility Worker			$20.51

METER, SERVICE, AND OTHER

Effective 10/01/2017

Instrument Technician	$39.91	-	$45.97
Janitor	$26.10	-	$30.34
Meter Service Repesentative			$42.27
Meter Service Installer			$37.78
*Meter Reader	$27.65	-	$32.63
Meter Reader New	$22.91	-	
Meter Specialist	$41.94	-	$48.07
Service Specialist	$44.62	-	$46.31
Temporary Summer Employee			$14.47
Field Technician A-2			$40.86
Field Technician A-1			$44.70
GIS Technician A-1			$35.74
Senior GIS Technician			$37.53

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Splicer Helper S1	$29.42
6 Months	Splicer Helper S2	$30.92
12 Months	Splicer Helper S3	$32.45
18 Months	Splicer Helper S4	$34.68
24 Months	Splicer Helper S5	$36.79
30 Months	Splicer Helper S6	$38.67
36 Months	Splicer Helper S7	$40.45
42 Months	Splicer Helper S8	$42.22
48 Months	Splicer	$45.01

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Line Helper S1	$29.10
6 Months	Line Helper S2	$30.92
12 Months	Line Helper S3	$32.66
18 Months	Line Helper S4	$34.75
24 Months	Line Helper S5	$36.35
30 Months	Line Helper S6	$37.71
36 Months	Line Helper S7	$39.77
42 Months	Line Helper S8	$41.54
48 Months	Line Mechanic	$43.32

54 Months	Line Mechanic	$47.31

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Garage Mechanic Helper S1	$24.59
6 Months	Garage Mechanic Helper S2	$27.02
12 Months	Garage Mechanic Helper S3	$29.75
18 Months	Garage Mechanic Helper S4	$31.84
24 Months	Garage Mechanic Helper S5	$34.22
30 Months	Garage Mechanic Helper S6	$36.65
36 Months	Garage Mechanic Helper S7	$39.01
42 Months	Garage Mechanic	$41.51

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Meter Service Helper S1	$28.94
6 Months	Meter Service Helper S2	$29.82
12 Months	Meter Service Helper S3	$30.59
18 Months	Meter Service Helper S4	$31.51
24 Months	Meter Service Helper S5	$32.28
30 Months	Meter Service Representative S6	$33.46
36 Months	Meter Service Representative S7	$36.27
42 Months	Meter Service Representative	$39.03
48 Months	Meter Service Representative	$42.27

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Electrician Helper S1	$27.02
6 Months	Electrician Helper S2	$29.24
12 Months	Electrician Helper S3	$31.45
18 Months	Electrician Helper S4	$33.66
24 Months	Electrician Helper S5	$35.87
30 Months	Electrician Helper S6	$38.05
36 Months	Electrician Helper S7	$40.28
42 Months	Electrician Helper S8	$42.49
48 Months	Electrician	$45.44

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Stockhandler Helper S1	$24.46
6 Months	Stockhandler Helper S2	$26.79
12 Months	Stockhandler Helper S3	$28.41
18 Months	Stockhandler Helper S4	$29.84
24 Months	Stockhandler Helper S5	$32.64
30 Months	Stockhandler Helper S6	$34.46
36 Months	Stockhandler Helper S7	$35.47
42 Months	Stockhandler	$38.05

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Meter Service Installer Helper S1	$24.46
6 Months	Meter Service Installer Helper S2	$26.46
12 Months	Meter Service Installer Helper S3	$27.83
18 Months	Meter Service Installer Helper S4	$29.08
24 Months	Meter Service Installer Helper S5	$30.96
30 Months	Meter Service Installer Helper S6	$35.35
36 Months	Meter Service Installer	$36.36
42 Months	Meter Service Installer	$37.78

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Distribution Construction Helper S-1	$27.75
6 Months	Distribution Construction Helper S-2	$30.65
12 Months	Distribution Construction Helper S-3	$33.61
18 Months	Distribution Construction Worker S-4	$34.42
24 Months	Distribution Construction Mechanic	$37.71

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Field Technician C-3	$26.24
6 Months	Field Technician C-2	$29.17
12 Months	Field Technician C-1	$31.36
18 Months	Field Technician B-3	$33.20
24 Months	Field Technician B-2	$35.03
30 Months	Field Technician B-1	$37.20
36 Months	Field Technician A-3	$39.40
42 Months	Field Technician A-2 (fully qualified level)	$40.86

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	G.I.S. Technician C-2	$25.31
6 Months	G.I.S. Technician C-1	$27.26
12 Months	G.I.S. Technician B-3	$29.24
18 Months	G.I.S. Technician B-2	$30.72
24 Months	G.I.S. Technician B-1	$32.32
30 Months	G.I.S. Technician A-2	$34.00
36 Months	G.I.S. Technician A-1	$35.74

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start (1)	Test Technician	$33.06
12 Months (2)	Test Technician	$35.39
24 Months (1)	Test Specialist B	$37.69
36 Months (2)	Test Specialist B	$39.99
48 Months (1)	Test Specialist A	$43.07
60 Months (2)	Test Specialist A	$45.19
72 Months (3)	Test Specialist A	$47.12
84 Months (4)	Test Specialist A	$49.07
96 Months (1)	Senior Test Specialist	$51.15
120 Month (2)	Senior Test Specialist	$53.20

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT
Effective 09/30/2018

Lead Electrician			$47.82
Electrician			$46.80
Area Operator (Springfield)			$47.29
Lead Building Maintenance Mechanic			$45.21
Building Maintenance Mechanic	$38.03	-	$44.56
Building Maintenance Mechanic Ass't	$30.93	-	$34.53
Distribution Construction Worker	$25.32	-	$34.62
Distribution Construction Mechanic			$38.84
Lead Cable Splicer			$47.35
Splicer			$46.36
Chief Auto Mechanic			$45.59
Assistant Dispatcher			$50.93
Dispatcher			$53.97
Dispatch Center Trainee	$43.37	-	$46.41
Garage Assistant	$25.32	-	$29.51
Garage Mechanic			$42.76
Garage Parts Handler	$29.89	-	$36.88
Janitor	$26.88	-	$31.25
Lead Line Mechanic			$50.07
Line Crew Ground Helper	$28.70	-	$34.53
Line Mechanic			$48.73
Response Specialist - Line			$50.60
Senior Streetlight Inspector (Springfield)	$36.71	-	$42.15
Specialized Mobile Equip. Apprentice	$27.83	-	$30.97
Specialized Mobile Equip. Operator	$35.45	-	$39.13
Specialized Mobile Equip. Operator A			$41.29
Station Apprentice			$27.83
Stockhandler			$39.19
**Area Stockhandler	$40.13	-	$41.09
Lead Stockhandler			$41.09
Streetlight Inspector (Springfield)	$33.20	-	$37.67
Streetlight Line Mechanic	$35.82	-	$40.17
Senior Test Specialist (2)			$54.80
Lead Utility Maintenance Worker			$35.25
Utility Maintenance Worker	$30.93	-	$34.53
Utility Worker			$21.13

METER, SERVICE, AND OTHER

Effective 09/30/2018

Instrument Technician	$41.11	-	$47.35
Janitor	$26.88	-	$31.25
Meter Service Repesentative			$43.54
Meter Service Installer			$38.91
*Meter Reader	$28.48	-	$33.61
Meter Reader New	$23.60	-	
Meter Specialist	$43.20	-	$49.51
Service Specialist	$45.96	-	$47.70
Temporary Summer Employee			$14.90
Field Technician A-2			$42.09
Field Technician A-1			$46.04
GIS Technician A-1			$36.81
Senior GIS Technician			$38.66

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Splicer Helper S1	$30.30
6 Months	Splicer Helper S2	$31.85
12 Months	Splicer Helper S3	$33.42
18 Months	Splicer Helper S4	$35.72
24 Months	Splicer Helper S5	$37.89
30 Months	Splicer Helper S6	$39.83
36 Months	Splicer Helper S7	$41.66
42 Months	Splicer Helper S8	$43.49
48 Months	Splicer	$46.36

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Line Helper S1	$29.97
6 Months	Line Helper S2	$31.85
12 Months	Line Helper S3	$33.64
18 Months	Line Helper S4	$35.79
24 Months	Line Helper S5	$37.44
30 Months	Line Helper S6	$38.84
36 Months	Line Helper S7	$40.96
42 Months	Line Helper S8	$42.79
48 Months	Line Mechanic	$44.62

54 Months	Line Mechanic	$48.73

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Garage Mechanic Helper S1	$25.33
6 Months	Garage Mechanic Helper S2	$27.83
12 Months	Garage Mechanic Helper S3	$30.64
18 Months	Garage Mechanic Helper S4	$32.80
24 Months	Garage Mechanic Helper S5	$35.25
30 Months	Garage Mechanic Helper S6	$37.75
36 Months	Garage Mechanic Helper S7	$40.18
42 Months	Garage Mechanic	$42.76

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Meter Service Helper S1	$29.81
6 Months	Meter Service Helper S2	$30.71
12 Months	Meter Service Helper S3	$31.51
18 Months	Meter Service Helper S4	$32.46
24 Months	Meter Service Helper S5	$33.25
30 Months	Meter Service Representative S6	$34.46
36 Months	Meter Service Representative S7	$37.36
42 Months	Meter Service Representative	$40.20
48 Months	Meter Service Representative	$43.54

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Electrician Helper S1	$27.83
6 Months	Electrician Helper S2	$30.12
12 Months	Electrician Helper S3	$32.39
18 Months	Electrician Helper S4	$34.67
24 Months	Electrician Helper S5	$36.95
30 Months	Electrician Helper S6	$39.19
36 Months	Electrician Helper S7	$41.49
42 Months	Electrician Helper S8	$43.76
48 Months	Electrician	$46.80

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Stockhandler Helper S1	$25.19
6 Months	Stockhandler Helper S2	$27.59
12 Months	Stockhandler Helper S3	$29.26
18 Months	Stockhandler Helper S4	$30.74
24 Months	Stockhandler Helper S5	$33.62
30 Months	Stockhandler Helper S6	$35.49
36 Months	Stockhandler Helper S7	$36.53
42 Months	Stockhandler	$39.19

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Meter Service Installer Helper S1	$25.19
6 Months	Meter Service Installer Helper S2	$27.25
12 Months	Meter Service Installer Helper S3	$28.66
18 Months	Meter Service Installer Helper S4	$29.95
24 Months	Meter Service Installer Helper S5	$31.89
30 Months	Meter Service Installer Helper S6	$36.41
36 Months	Meter Service Installer	$37.45
42 Months	Meter Service Installer	$38.91

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Distribution Construction Helper S-1	$28.58
6 Months	Distribution Construction Helper S-2	$31.57
12 Months	Distribution Construction Helper S-3	$34.62
18 Months	Distribution Construction Worker S-4	$35.45
24 Months	Distribution Construction Mechanic	$38.84

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Field Technician C-3	$27.03
6 Months	Field Technician C-2	$30.05
12 Months	Field Technician C-1	$32.30
18 Months	Field Technician B-3	$34.20
24 Months	Field Technician B-2	$36.08
30 Months	Field Technician B-1	$38.32
36 Months	Field Technician A-3	$40.58
42 Months	Field Technician A-2 (fully qualified level)	$42.09

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	G.I.S. Technician C-2	$26.07
6 Months	G.I.S. Technician C-1	$28.08
12 Months	G.I.S. Technician B-3	$30.12
18 Months	G.I.S. Technician B-2	$31.64
24 Months	G.I.S. Technician B-1	$33.29
30 Months	G.I.S. Technician A-2	$35.02
36 Months	G.I.S. Technician A-1	$36.81

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start (1)	Test Technician	$34.05
12 Months (2)	Test Technician	$36.45
24 Months (1)	Test Specialist B	$38.82
36 Months (2)	Test Specialist B	$41.19
48 Months (1)	Test Specialist A	$44.37
60 Months (2)	Test Specialist A	$46.54
72 Months (3)	Test Specialist A	$48.54
84 Months (4)	Test Specialist A	$50.54
96 Months (1)	Senior Test Specialist	$52.68
120 Month (2)	Senior Test Specialist	$54.80

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT

Effective
09/29/2019

Lead Electrician			$49.14
Electrician			$48.09
Area Operator (Springfield)			$48.59
Lead Building Maintenance Mechanic			$46.45
Building Maintenance Mechanic	$39.08	-	$45.79
Building Maintenance Mechanic Ass't	$31.78	-	$35.48
Distribution Construction Worker	$26.02	-	$35.57
Distribution Construction Mechanic			$39.91
Lead Cable Splicer			$48.65
Splicer			$47.63
Chief Auto Mechanic	$39.47	-	$46.84
Assistant Dispatcher			$52.33
Dispatcher			$55.45
Dispatch Center Trainee	$44.56	-	$47.69
Garage Assistant	$26.02	-	$30.32
Garage Mechanic			$43.94
Garage Parts Handler	$30.71	-	$37.89
Janitor	$27.62	-	$32.11
Lead Line Mechanic			$51.45
Line Crew Ground Helper	$29.49	-	$35.48
Line Mechanic			$50.07
Response Specialist - Line			$51.99
Senior Streetlight Inspector (Springfield)	$37.72	-	$43.31
Specialized Mobile Equip. Apprentice	$28.60	-	$31.82
Specialized Mobile Equip. Operator	$36.42	-	$40.21
Specialized Mobile Equip. Operator A			$42.43
Station Apprentice			$28.60
Stockhandler			$40.27
**Area Stockhandler	$41.23	-	$42.22
Lead Stockhandler			$42.22
Streetlight Inspector (Springfield)	$34.11	-	$38.71
Streetlight Line Mechanic	$36.81	-	$41.27
Senior Test Specialist (2)			$56.30
Lead Utility Maintenance Worker			$36.22
Utility Maintenance Worker	$31.78	-	$35.48

Utility Worker			$21.71

METER, SERVICE, AND OTHER

Effective 09/29/2019

Instrument Technician	$42.24	-	$48.65
Janitor	$27.62	-	$32.11
Meter Service Repesentative			$44.74
Meter Service Installer			$39.98
*Meter Reader	$29.26	-	$34.53
Meter Reader New	$24.25	-	
Meter Specialist	$44.39	-	$50.87
Service Specialist	$47.22	-	$49.01
Temporary Summer Employee			$15.31
Field Technician A-2			$43.25
Field Technician A-1			$47.31
GIS Technician A-1			$37.82
Senior GIS Technician			$39.72

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Splicer Helper S1	$31.13
6 Months	Splicer Helper S2	$32.73
12 Months	Splicer Helper S3	$34.34
18 Months	Splicer Helper S4	$36.70
24 Months	Splicer Helper S5	$38.93
30 Months	Splicer Helper S6	$40.93
36 Months	Splicer Helper S7	$42.81
42 Months	Splicer Helper S8	$44.69
48 Months	Splicer	$47.63

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Line Helper S1	$30.79
6 Months	Line Helper S2	$32.73
12 Months	Line Helper S3	$34.57
18 Months	Line Helper S4	$36.77
24 Months	Line Helper S5	$38.47
30 Months	Line Helper S6	$39.91
36 Months	Line Helper S7	$42.09
42 Months	Line Helper S8	$43.97
48 Months	Line Mechanic	$45.85

54 Months	Line Mechanic	$50.07

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Garage Mechanic Helper S1	$26.03
6 Months	Garage Mechanic Helper S2	$28.60
12 Months	Garage Mechanic Helper S3	$31.48
18 Months	Garage Mechanic Helper S4	$33.70
24 Months	Garage Mechanic Helper S5	$36.22
30 Months	Garage Mechanic Helper S6	$38.79
36 Months	Garage Mechanic Helper S7	$41.28
42 Months	Garage Mechanic	$43.94

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Meter Service Helper S1	$30.63
6 Months	Meter Service Helper S2	$31.55
12 Months	Meter Service Helper S3	$32.38
18 Months	Meter Service Helper S4	$33.35
24 Months	Meter Service Helper S5	$34.16
30 Months	Meter Service Representative S6	$35.41
36 Months	Meter Service Representative S7	$38.39
42 Months	Meter Service Representative	$41.31
48 Months	Meter Service Representative	$44.74

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Electrician Helper S1	$28.60
6 Months	Electrician Helper S2	$30.95
12 Months	Electrician Helper S3	$33.28
18 Months	Electrician Helper S4	$35.62
24 Months	Electrician Helper S5	$37.97
30 Months	Electrician Helper S6	$40.27
36 Months	Electrician Helper S7	$42.63
42 Months	Electrician Helper S8	$44.96
48 Months	Electrician	$48.09

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Stockhandler Helper S1	$25.88
6 Months	Stockhandler Helper S2	$28.35
12 Months	Stockhandler Helper S3	$30.06
18 Months	Stockhandler Helper S4	$31.59
24 Months	Stockhandler Helper S5	$34.54
30 Months	Stockhandler Helper S6	$36.47
36 Months	Stockhandler Helper S7	$37.53
42 Months	Stockhandler	$40.27

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Meter Service Installer Helper S1	$25.88
6 Months	Meter Service Installer Helper S2	$28.00
12 Months	Meter Service Installer Helper S3	$29.45
18 Months	Meter Service Installer Helper S4	$30.77
24 Months	Meter Service Installer Helper S5	$32.77
30 Months	Meter Service Installer Helper S6	$37.41
36 Months	Meter Service Installer	$38.48
42 Months	Meter Service Installer	$39.98

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Distribution Construction Helper S-1	$29.37
6 Months	Distribution Construction Helper S-2	$32.44
12 Months	Distribution Construction Helper S-3	$35.57
18 Months	Distribution Construction Worker S-4	$36.42
24 Months	Distribution Construction Mechanic	$39.91

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Field Technician C-3	$27.77
6 Months	Field Technician C-2	$30.88
12 Months	Field Technician C-1	$33.19
18 Months	Field Technician B-3	$35.14
24 Months	Field Technician B-2	$37.07
30 Months	Field Technician B-1	$39.37
36 Months	Field Technician A-3	$41.70
42 Months	Field Technician A-2 (fully qualified level)	$43.25

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	G.I.S. Technician C-2	$26.79
6 Months	G.I.S. Technician C-1	$28.85
12 Months	G.I.S. Technician B-3	$30.95
18 Months	G.I.S. Technician B-2	$32.51
24 Months	G.I.S. Technician B-1	$34.21
30 Months	G.I.S. Technician A-2	$35.98
36 Months	G.I.S. Technician A-1	$37.82

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start (1)	Test Technician	$34.99
12 Months (2)	Test Technician	$37.45
24 Months (1)	Test Specialist B	$39.89
36 Months (2)	Test Specialist B	$42.33
48 Months (1)	Test Specialist A	$45.59
60 Months (2)	Test Specialist A	$47.82
72 Months (3)	Test Specialist A	$49.87
84 Months (4)	Test Specialist A	$51.93
96 Months (1)	Senior Test Specialist	$54.13
120 Month (2)	Senior Test Specialist	$56.30

APPENDIX "B"
DUES DEDUCTION
(Weekly)

I hereby authorize and direct you to deduct from my pay union membership dues in the amount specified in accordance with the Constitution and Bylaws of the Union, this deduction to be made weekly and same to be paid to Local Union No. 455 in accordance with the terms of the collective bargaining agreement between it and the Company dated ***October 1,*** ~~*2016*~~ ***2020.***

This authorization and direction shall be irrevocable for the period of one year or until the termination of the said collective bargaining agreement, whichever occurs sooner; and I agree and direct that this authorization and direction shall be automatically renewed and shall be irrevocable for successive periods of one year each or for the period of each succeeding applicable collective bargaining agreement between the Company and the Union, whichever shall be shorter unless written notice is given by registered mail by me to the Company and the Union not more than twenty working days and not less than ten working days prior to the expiration of each period of one year, or of each applicable collective bargaining agreement between the Company and the Union, whichever occurs sooner.

APPENDIX C

Springfield District

Commercial Department

C-1

(1) Meter Service Specialist
Meter/Service Rep.
(f) * Meter/Service Helper
Meter/Service Installer
(f) * Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Lead Building Maint. Mechanic
Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-3

Distribution Construction Mechanic
Distribution Construction Worker
(f) * Distribution Construction Helper

D-4

Specialized Mobile Equip. Oper. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Area Operator
Lead Electrician
Electrician
(f) * Electrician Helper

D-7

D-8

Senior Streetlight Inspector
Streetlight Line Mechanic
(f) * Streetlight Inspector

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

D-9

Senior GIS Technician
GIS Technician A-1/B-2
(f)* GIS Technician C-2/B-3

TD-10

Test Technician

Dispatch Center

DC-1

Dispatcher
Assistant Dispatcher
(f) * Dispatch Center Trainee

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Distribution Construction Helper
Line Mechanic Helper
Specialized Mobile Equipment Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-3/C-2
GIS Technician C-2/B-3

Franklin Area

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.

Distribution Department

TD-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

TD-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

TD-3

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. Oper. App.

TD-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

TD-6

Lead Electrician
Electrician
(f) * Electrician Helper

TD-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper

Distribution Department:

Splicer Helper
Line Helper
Specialized Mobile Equip. Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Hampshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Assistant
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Line Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Berkshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Mechanic Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-4

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Opr.
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Janitor

	Meter/Service Installer Helper
Distribution Department:	Splicer Helper
	Line Mechanic Helper
	Specialized Mobile Equip. Apprentice
	Garage Mechanic Helper
	Electrician Helper
	Utility Maintenance Worker
	Field Technician C-2/C-3

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* Positions to be posted
(f) See Step 3 Section XIV - Furlough of employees
*** Classification to be deleted - incumbents grandfathered
(1) For upgrading only

MEMORANDUMS OF UNDERSTANDING

1. Merit Increases and Classification Changes

The Labor Relations representative of the Employer will send to the Business Manager of the Union, each month, a list of employees in the bargaining unit who received merit increases and/or changes in classification during the preceding month.

2. Non-shift employees on Shift Basis

When nonshift employees are assigned temporarily on a shift basis to perform work which they normally perform on a day basis, they shall receive overtime compensation for those hours of work that fall outside the employee's regular scheduled working hours.

3. Tools

Broken or worn out hand tools and toolboxes used by Garage Mechanics, Meter and Service Representatives, and Electricians will be replaced at Employer's expense. Such replacements become the property of the employee. This agreement covers ordinary hand tools only and not special tools, which will be furnished by the Employer if the Employer determines such tools should be furnished by it.

4. Overtime

Each department superintendent will provide within the first fourteen (14) days of each month a copy of overtime records for the preceding month to the Business Manager or Steward of the Union.

5. Meal Allowance

The problem of providing food or making an allowance for meals often arises during emergency conditions and planned overtime work.

Whenever an employee works or is going to be required to work more than one and one half (1 1/2) hours beyond the regular scheduled quitting time, the Company shall pay such employee a meal allowance and an additional meal allowance shall be paid at the end of each five (5) hour interval of work thereafter. During these periods, the Employer will pay for time spent eating by such employee at the applicable overtime rate when the work is to be resumed after eating. If an employee works through to the completion of a job and is entitled to a meal under this plan, the employee shall be entitled to a mealtime allowance of forty-five minutes (45) at the applicable overtime rate.

An employee will be paid for a breakfast by the Employer when the employee is called out one and one half (1 1/2) hours or more before the regular starting time on the normal scheduled workday.

If an employee is called out on a day outside the normal schedule one and one-half hours (1-1/2) or more before the last normal scheduled starting time the employee will be paid for a breakfast and thereafter be paid for an additional meal after each five (5) hour interval of work. If an employee is called out outside their normal schedule, such

employee will be paid for a meal after each five hour interval of work.

After an employee is entitled to meal under the Meal Allowance Policy, the Company will pay the employee $10.00 for meals from 12:01 a.m. until 3:59 p.m. or $20.00 for meals from 4:00 p.m. to 12:00 midnight plus forty-five minutes (45) allowance at the applicable overtime rate for such meal. Restaurant slips or receipts will no longer be used and the employee will be responsible for paying for their own meals.

During times of emergency when employees cannot be released long enough to make arrangements for their meals, the Company at its expense will make suitable arrangements for same. Under such conditions, the provisions of this Section for the payment of meals shall not apply. Under such conditions, employees will earn meals based upon the eligibility guidelines above.

6. Union Elections

The Union has permission on a trial basis to place ballot boxes on Employer property to facilitate handling the election of Union officers and ratification of the agreement. It is understood that such voting will not take place on Employer time and shall not interfere with an employee's work.

7. Protective Clothing

The Employer will furnish rubber aprons, gloves, and boots for employees working on station emergency batteries.

8. Line Helper S4

A Line Helper S4 shall not be required to work on energized primary lines, other than tying in, unless a Line Mechanic or above is on the same pole or in a bucket elevated to the working position immediately adjacent to the pole where work is being performed.

9. Payday

The Employer will endeavor to get paychecks out on Thursday in weeks which include a holiday. When a holiday falls on Thursday, employees will receive their paychecks on the preceding Wednesday.

10. Subsistence Allowance (Work Assignments Outside WMECO/HWPCO Territory Excluding Training

Whenever an employee is temporarily assigned to work in another area requiring a temporary change in residence, the employee shall be entitled to a subsistence allowance of $65.00 per day. An employee authorized to make occasional use of the employee's personally owned vehicle for Employer business during working hours will be paid for such use at the applicable corporate rate per mile for all miles.

10a. On-Site Reporting - Expense Allowances (Within WMECO/HWPCO Territory)

1. When required to work distant from the "home base" (or normal reporting location), employees will be paid expense and travel allowances as follows:

1. (a) When the Company supplies transportation between the "home base" (or normal reporting location) and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1. (b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. (a) When an employee is required to report for work on the job, within the area served by the "home base" (or normal reporting location), or where the reporting location is less than 15 miles away from the home base, they will be paid fifteen dollars ($15.00) per day in lieu of the provisions of Section 3 of this Memorandum.

2. (b) For the purposes of this Memorandum, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's "home base" (or normal reporting location) and the job locations involved.

3. Except when Section 1. or Section 2. of this Memorandum is applicable, as determined by the Company, an employee is required to make their own arrangements to report at a job location, including all training assignments, outside their "home base" (or normal reporting location) jurisdiction, will be paid a daily expense allowance as provided under one of the following plans:

Plan A - If the distance one way is at least 15 miles, but not over thirty miles or less, *$28.32* per day.

Plan B - If the distance one way is over thirty miles but not over fifty, *$50.18* per day.

Plan C - If the distance one way is over fifty miles but not over seventy miles, *$57.39* per day.

Plan D - If the distance one way is over seventy miles but not over ninety miles, *$64.82* per day. When the distance is beyond ninety miles the employees will be paid the applicable corporate mileage cents per mile for all miles beyond ninety miles.

3. (a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1 of this Memorandum, they will be paid an expense allowance on that day under one of the following plans:

Plan E - If the distance one way is thirty miles or less, *$24.34* per day.

Plan F - If the distance one way is over thirty miles, *$33.41* per day.

3. (b) If an employee is required to report at two or more job locations outside of their "home base" (or normal reporting location) jurisdiction on one day, they will be paid the daily expense allowance provided under the plan applicable to the

job location which is the greatest distance from the "home base" (or normal reporting location). In addition, the applicable corporate cents per mile one way will be paid for the actual distance traveled between the job locations involved on the day. This Section 3 (b) will not be applied to require an employee to report at two or more job locations on one day involving plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

4. During the 18 month Field Training program, apprentices shall not be eligible for the expense and travel allowances as set forth in sections 2 and 3 above except when the employee is required to make his/her own arrangements to (1) report at a job location where the distance one way is forty or more miles from his/her "home base" (or normal reporting location) jurisdiction; or (2) attend a TMP assigned training class (i.e. Basic/Intermediate/Advanced Line School; NEAT quarterly curriculum training) outside his/her "home base" (or normal reporting location) jurisdiction.

11. Hospitalization and Surgical Coordination of Benefits

The Employer and the Union agree in principle that benefits under the Employer's Hospitalization and Surgical Plan for an employee and the employee's dependents shall be coordinated with similar benefits for such employee or the employee's dependents under any plans of any other Employer. The parties will mutually agree upon an amendment of the Employer's Plan to carry out such principle.

12. Live Primary Splicing

The Employer agrees that the practice of live primary cable splicing will be discontinued.

13. Specialized Mobile Equipment

The schedule of rates applicable to a Specialized Mobile Equipment Operator will apply to the following equipment:

Bulldozer
Locomotive
15-Ton Track Crane
Sterling Digger
18-Ton Grove Crane
Tractor Trailer
Davis Task Force
Loader Backhoe

14. Leave of Absence for Full-Time Business Manager

The Employer has agreed to consider and work out with the Union at a later date the specific details of a leave of absence policy for a full-time Business Manager.

15. Training Programs

The Employer will discuss all training programs with the Union and give full consideration to Union suggestions before putting any such new training programs into effect. Any test in connection with the above will be mutually agreed upon by the Employer and the Union.

Time Merit Progression programs as applied at CL&P are to be adopted. Details to be worked out. Areas of participation include Line Mechanics, Cable Splicers, Electricians, Mechanics, Meter and Service representatives, and Auto Mechanics. Employees who fail to successfully complete the TMP program will be terminated or reassigned in accordance with the procedure outlined below.

Method of transfer, reassignment or termination of employees who fail to successfully complete TMP training programs in accordance with the following:

Person From Within the Company

If they do not qualify in ninety (90) days, they can return to their former job.

Over ninety (90) days--will be evaluated periodically and informed of their status. If they fail to successfully complete the training program, they will be reassigned in accordance with the agreement.

Person From Outside the Company

Will be evaluated periodically and informed of their status. If they fail to successfully complete the training program, they can be terminated or reassigned in accordance with the agreement.

16. Personal Time Off

If the work schedule permits, an hourly paid employee may be granted personal time off from work without any loss in pay if, in the opinion of the employee's supervisor, a good and sufficient reason for the time off is given.

17. Allowance for Tools for Garage Mechanics

A three hundred seventy-five ($375.00) dollar annual allowance will be granted to each auto mechanic who is required to furnish hand tools, representing a substantial investment as evidenced by the pictures shown by the Business Manager at a 1963 negotiation meeting, as a condition of employment.

18. Leave of Absence

(a) The Employer will grant a leave of absence for up to two years to an employee who is elected to a full-time government office. All Employer benefits will cease during any such leave of absence. Upon return to employment promptly upon expiration of the leave of absence, the employee will retain seniority rights but seniority will not accumulate during the term of such leave. Such leave may be extended by the Employer upon application for an extension in writing by the employee. No more than

one employee from the local Union will be granted a leave hereunder at any one time without the consent of the Employer.

(b) Upon written request from the Union, the Employer will grant a leave of absence for up to one year to an employee who is elected to the office of a full-time Union representative for the local Union. All Employer benefits will cease during any such leave of absence, except upon request in writing by the Union, the Employer will maintain the employee's insured benefits during such leave of absence so long as the Union pays all costs required to maintain such benefits. The employee's seniority status will be such as may be mutually agreed upon by the Employer and the Union. Such leave of absence may be extended by the Employer upon application for an extension in writing by the Union. No more than one employee from the Company will be granted a leave of absence under this paragraph (b) at any one time without the mutual consent of the Employer and the Union, except in the case of a full-time permanent position for the Local Union for which the Company will agree to grant a leave of absence to one additional employee.

(c) Special cases for a leave of absence will be given consideration by the Employer.

19. Accidental Death and Dismemberment Insurance for a Job-Connected Death

In case of accidental death on the job where a benefit is payable under the Accidental Death and Dismemberment Policy, the Company will provide an additional benefit equal to the amount payable under the Accidental Death and Dismemberment Policy, thus providing Triple Indemnity from all sources in such a case.

20. Illness or Injury Immediately Preceding or During Scheduled Vacation *prior to year-end.*

An employee who has been unable to take all of their vacation by December 31 due to a verified incapacitating illness, will have their incapacitated vacation time, up to eighty (80) hours, extended until December 31 of the following year, scheduled at the option of the Employer.

21. Day Before Christmas

Employees who cannot be released for 4 hours on the day before Christmas or given compensating time off on the day before New Year's will be paid 4 hours' pay at their regular straight-time rate. This paragraph will be applicable to shift employees on a scheduled day off and to employees on vacation or out sick.

22. Safety Shoe Allowance

The Company will increase the safety shoe for the Overhead, Underground, Electrical Maintenance, Building Maintenance, Meter Service Installers and Representatives, Field Technicians, Garage, Mappers, **Test Technician** and Storeroom employees per the following:

The Company will provide up to $250.00 allowance to employees in the departments listed above, towards the purchase of safety footwear (*up to two pairs) annually* that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in Sections 1 and 4 of ANSI Standards Z41-1999.

The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to one purchase per year. Ordering safety shoes through the Company stock rooms has been discontinued.

Meter Readers will be eligible for up to $100.00 (up to two pairs) annually for *non-EH* rated safety shoe reimbursement. Receipts to be furnished and the shoes must be ANSI accepted.

23. Safety Regulations for Rubber Gloving Energized Conductors in the 15kV Class

The safety regulations outlined in the Memorandums of Understanding dated February 22, 1974, entitled the WMECO Practices and Procedures for Rubber Gloving Energized Conductors in the l5 kV Class are incorporated into the Agreement by reference. Any changes in the WMECO Practices and Procedures for Rubber Gloving Energized Conductors in the l5 kV Class, as outlined in the above Memorandums of Understanding, shall be a matter of discussion between the parties before becoming effective. Once the Company has made a decision on any such change in the above rules only, with the exception of Item 2, "All standard safety rules now in effect shall be followed," the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change, based on the effect such change would have on the safety of the employees involved.

In the event the Union wishes to question whether a new or changed safety regulation in the above-stated Memorandums of Understanding is reasonable, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties. In the event the committee is unable to agree, then the same issue shall be submitted to arbitration under Section 16 of the current collective bargaining agreement and the designated arbitrator may use the two safety specialists as consultants in reaching a decision following a hearing on the issue.

24. Notification of Industrial Accidents

Company will supply the Union in writing the names of all employees who are out of work as a result of an industrial accident within five (5) working days from the date workmen's compensation begins, whether or not this be a new accident or a recurrence.

In the event a claim for workmen's compensation is denied by the Company, the Union will be notified within two (2) working days.

25. Streetlight Inspector

The following duties will be added to the established duties of the Streetlight Inspector:

A. Set up to 20-foot streetlight poles--wire to hand holes.
B. Assist qualified personnel in service disconnects and re-connects--overhead and URD.
C. Assist qualified personnel in installing and removing residential type services--overhead and URD.

D. Plant inspections--overhead and URD.
E. Pole inspections.
F. Regular patrol of lines as required.
G. Minor maintenance, such as molding repairs, guy repairs, stenciling poles, applying switch nomenclature to poles, stenciling padmounts, etc.

26. Streetlight Line Mechanic

The following duties will be added to the established duties of the Streetlight Line Mechanic:

A. Set up to 20-foot streetlight poles--wire and hook up in hand holes.
B. Service disconnects and reconnects--overhead and URD.
C. Install residential type meter and service where no present service exists (not to include upgrading of service), and remove both meter and service where service is to be terminated-- overhead and URD.
D. Plant inspections--overhead and URD.
E. Pole inspections.
F. Regular patrol of lines as required.
G. Minor maintenance, such as molding repairs, guy repairs, stenciling poles, applying switch nomenclature to poles, stenciling padmounts, etc.

27. Medical Monitoring

The Union will receive reports upon request of all medical monitoring of bargaining unit employees in anonymous form. Upon request by a Bargaining Unit employee and/or the Union and provided that individual employee authorizations are submitted when required, the Company shall provide such safety and health information as is available.

28. Cross Rostering

The Company will assure that qualified available employees normally located at the reporting base are the first to be offered the assignment.

Once a cross rostering assignment has been made and unscheduled overtime of two and one-half (2-1/2) hours or less is needed to complete the day's work assignment, those cross rostered employees assigned may be offered the overtime assignment.

Scheduled overtime, under cross rostering, will be assigned to the available qualified employees under the Contract the work site is covered by.

Overtime (call-outs) will be assigned to employees whose Contract governs that work site.

This language is not intended to add or subtract from the existing practices where employees of Connecticut Light and Power Company work in the Western Mass. Region or the practices now in existence where Western Mass. Electric Company employees work in the Connecticut Light and Power territory.

29. Upgrade to Lead Cable Splicer

When two (2) splicers are assigned to work together, one (1) will be upgraded to lead cable splicer.

30. The Company to supply coveralls to Garage Mechanics. Each Garage Mechanic will be supplied with two (2) pairs initially and one (1) pair per year thereafter. The employee will be responsible for cleaning and maintenance.

31. Transmission Line Work Premium

Springfield and Greenfield Line Mechanics assigned to the Transmission Line groups will receive an additional *dollar and fifty cents ($1.50)* per hour, added to their regular rate when assigned to perform transmission line work.

32. Job-Site Reporting or Transfers. Providing qualifications meet the job requirements, job-site reporting will be determined by "department" seniority if there are no volunteers.

33. Underground Fault Locating (Thumping)

For non-substation related fault locating, after an unsuccessful campaign to reach Electrical Maintenance personnel in the affected district, the qualified underground/overhead personnel on site of an event will be allowed to test and locate primary cable during emergencies in accordance with current substation protocol.

34. Meter Service Representative Upgrade

Meter Service Installers and Representatives (fully qualified) will be paid $1.00 per hour additional upgrade when working in a two-person crew while performing work that includes training of other Representatives or Installers. An example of this is a CT/PT project that requires more than one person. At no time will Meter Service Representatives be upgraded while doing disconnect or reconnect work or performing the function of a "second person" in disconnect/reconnect situations.

35. Separate Springfield Electrical Maintenance and Construction Electricians in to 2 Distinct Groups with their own respective Overtime lists

1.Agreement to have two separate Overtime Lists - One list for Springfield EM and another separate list for Construction Electrician Group.

2.Modify Roving Agreement to reflect proposed Overtime Staffing from each respective group who is assigned the job / Project requiring overtime

- Staff weekend and Holiday assignments for Construction projects from the Construction Overtime List first including any Rovers who may be working the particular job. Additional staffing to be requested from Substation Home District and then to other Districts.
- Maintenance repair work on weekends and Holidays to be staffed from District Lists. Utilize staffing of Lead / Clearance Holder with the remainder of crew complement to come from

the District list where the maintenance work resides. Additional staffing will then come from other Districts and then from Construction Electrician Group if necessary.

- Reduce the length of time for a roving assignment from 3 months to 1 month.
- Request volunteers for Roving assignments from all Districts first before forcing Electricians in District where substation project / maintenance work resides.
- Maintenance Electricians to remain as Switchers for Western Mass Station Switching to support the Construction work. This will include Springfield Electricians who will be on their own Overtime List separate from Construction electricians.
- Maintenance Electricians to also staff Vacudyne process overnight and will continue Gassing SF6 Breakers to support Capital Construction Projects.

3.The present staffing provision to ask Construction and Springfield Maintenance electricians to fill each group's respective position vacancies first before posting to WMECO will remain as it has been.

4.Promotion to Lead position will be determined from each separate group's Seniority list.

5.On Call Assignments will be assigned to the Springfield Maintenance Electricians for District On Call assignments.

- Prior to forcing a Springfield Electrician to be On Call if necessary, volunteers can be sought from the Construction electrician group provided that they are not already committed to a Planned Overtime assignment or working outside of the Springfield District.

6.Storms and Out of Town Assignments will be filled by the Maintenance Electricians first with additional staffing coming from the Construction Electrician group as needed.

7.Recommend having 2 separate TMP's that contain the same basic skill sets for both the Construction and Maintenance groups and adding specific skill sets for Construction day to day work to the Construction TMP and Network Maintenance and Switching etc. to the District Electrician's TMP to differentiate between the groups.

8.TMP to be reviewed after negotiations as with other departments.

9.**Switching on off-hours (weekends/holidays/ outside regular work hours) to support Construction projects in a particular District should be performed by the local district electricians with help from Construction electricians working within that district (blended) if needed. If more help is needed, management will go to district electricians in other districts.**

MEMORANDUM AGREED TO ON MAY 1, 1967

Each employee Safety Committee member will be directed by their supervisor to attend Safety Committee meetings unless an existing emergency prevents the employee's attendance. Each Committee shall rotate one-half (1/2) of the members of the Committee every six (6) months so that at no time shall more than one-half (1/2) of the Committee be composed of new members. It is understood that a Safety Committee member whose work schedule calls for starting at 7:00 a.m. will report for work at 8:00 a.m. on the morning of a scheduled safety meeting.

MEMORANDUM

WESTERN MASSACHUSETTS ELECTRIC COMPANY-UNION

SAFETY COMMITTEES

It is recognized that a number of properly functioning employee safety groups throughout the Company may aid in maintaining constant vigilance and interest in safe practices and tend to reduce accidents. Therefore, in connection with the operation of Safety Committees within the Company, the following items are to be observed:

1. There shall be small functioning Company-Union Safety Committees. They shall meet regularly on prearranged dates to review current accidents and safety problems and to offer recommendations for improvements in safety.

2. Each district/area shall establish a Company-Union Safety Committee. The Committee shall be composed of two (2) members selected by management with remaining membership selected from and by the employees of the Company and shall represent the selecting group.

3. Each Safety committee shall elect a chairperson and secretary to serve for a twelve (12) month period. It shall be the duty of the secretary to keep minutes of the meeting and arrange for their typing and reproduction with sufficient copies for distribution. The secretary shall be responsible for assuring the accuracy and relevance of safety committee minutes before distribution.

    a. Copies shall be posted on the bulletin board in the area served by the committee.

    b. One copy of the minutes shall be sent to the superintendent responsible for the function represented. The responsible superintendent shall review the recommendations with supervisors in the department. The superintendent takes action deemed necessary and reports such action to the Safety Committee. In cases where this action is questioned, the chairman of the Safety Committee and the superintendent shall meet to discuss the matter. Should agreement not be reached at this meeting the matter will be referred to the Safety Supervisor who will further investigate and report back to both the superintendent and the committee chairman. Should the committee be dissatisfied with the report of the Safety Supervisor, the chairman of the committee may request a meeting with the Accident Review Board. The Board will review the problem with the committee members, the superintendent and the Safety Supervisor and make their recommendation to the President.

c. At the regular meetings of the Accident Review Board, the Safety Supervisor will make a brief report of action taken on safety committee recommendations.

4. In order to best utilize the services of the Safety Supervisor, it may be necessary as well as desirable to combine in one committee the safety efforts of several stations, departments, or groups. The membership in any one committee, however, should not be so large as to interfere with the proper functioning of the committee.

5. Members who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting during their regular working hours will not lose their regular wages while attending such committee meeting.

6. Members who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting outside of their regular working hours will be paid while so attending, in accordance with the Company overtime pay policy.

7. Members, who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting which is held at a location other than their regular working location, will be entitled to transportation from their regular station to the location where the meeting is being held and return to their regular station.

   If such transportation cannot be furnished by the Company, the supervisor may approve the use of public transportation or mileage of the employee's own vehicle, such mileage being paid in accordance with the Company mileage allowance policy.

8. Mileage from item 7 will be entered for reimbursement through the COLT payroll system.*

9. Proper notation of time spent in safety committee meetings shall be indicated on the employee's time slip.

E. H. Wessells, Jr.
Safety Supervisor

May 1, 1965
*Revision 10/01/01

METER SERVICE JOB FAMILY

The Company proposes the establishment of a Meter Job Family Progression for the Meter Reader, Meter Installer, and Meter Representative positions. Progression within the Meter Job Family is outlined below:

Meter Reader Progression to Meter Service Installer Helper:

- Meter Readers progress to any/all open Meter Service Installer Helper (S1) positions when / if they become available provided they meet necessary qualifications of successfully passing the CAST test at the Meter Service Installer level or higher. Qualified Meter Reader candidates will fill open Installer positions based on Department seniority in the district where the open position exists (i.e., Springfield, Pittsfield, or Hadley / Greenfield).

- If the open Meter Installer position is not filled by a Meter Reader from the same district, the job will be made available to Meter Readers from the other districts and filled based on Company (union) seniority.

- If no Meter Readers are qualified or interested in filling the position(s), the job will be posted according to Section XXII of the union contract.

- Meter Readers who accept a transfer to Meter Installer Helper positions will enter the new classification at the TMP Step 5 (S-5) wage rate. However, for TMP progression they will start at S1. Also, with the exception of general wage increases, employee's wage rate will be frozen (red-circled) at the S-5 wage rate until employee progresses through their TMP steps and becomes equal with TMP progression increases.

- All Meter Installers/Installer Helpers can be assigned to read meters when necessary.

- All Meter Installers/Helpers hired after 1/1/02 will be considered shift workers and thus can be assigned to work shift hours. For example, an Installer hired after 1/1/02 can be assigned to read meters as a 2nd shift mobile AMR driver should the need arise due to resource limitations (i.e., due to sickness, vacation, workers compensation / light duty, equipment failure, etc.) If this were to occur , as is the case with any schedule changes, the Company will adhere to Section VI of the union contract.

Meter Service Installer Progression to Meter Service Representative:

- Meter Service Installers progress to any/all open Meter Service Representative positions when / if they become available provided they are at the fully qualified Installer level (TMP S6 or higher) and have successfully passed the CAST test at the Meter Service Representative level or higher. Qualified Meter Service Installer candidates will fill open Meter Service Representative positions based on Department seniority in the district where the open position exists (i.e., Springfield, Pittsfield, or Hadley / Greenfield).

- If an open Meter Service Representative position is not filled by a Meter Service Installer from the same district, the job will be made available to Meter Installers from the other districts and filled based on Company (union) seniority.

- If no Meter Service Installers are qualified or interested in filling the Meter Service

Representative position(s), the job will be posted according to Section XXII of the union contract.

- Meter Service Installers who accept a transfer to Meter Service Representative positions, will enter the new classification *at their current rate of pay* and appropriate TMP training level as determined by the company. *They will remain at their current rate of pay until such time as their training and pay are equal and then be eligible to continue through the TMP training/salary process.*

Other Items

- For the existing Installer Helpers (6) who transferred directly from their former Meter Reader position and as a result were required to take a cut in pay, the Company agrees to progress these employees to the S5 Installer/Helper wage rate prior to any general wage increase and freeze (red circle) them at this wage rate (with the exception of future general wage increases) until employee becomes equal with TMP progression step increases. In addition, these employees cannot be bumped by employees in a lower classification (i.e., Meter Reader).

- The Union agrees to cap the existing Meter Reader wage rate (prior to any general wage increase) for all new hire Meter Readers (i.e., Mobile AMR drivers). This is the same rate as the Temp Meter Reader rate (per the Three Year Manpower Agreement for new hire Meter Readers). All existing Meter Readers will be grandfathered and maintain their current wage structure per the contract.

- As part of this agreement, both the Company and the union agree to meet within 90 days of contract ratification to discuss the issue of combining the Meter Service Installer and Meter Service Representative positions into one TMP (job family) program.

- The Company recognizes that there may be circumstances in the future where injured or disabled employees may need to be considered for open Meter Service Installer or Meter Service Representative positions. In the event that a situation arises under this agreement that relates to section *XX - Disability Management*, the Company will abide by this section of the contract.

- The Company reserves the right to determine the proper mix of Meter Service Installer versus Meter Service Representative positions in a district based on need / workload requirements.

MEMORANDUM OF UNDERSTANDING

LEAD LINE MECHANIC

August 24, 1979

The following understandings were reached between the Company and the Union with respect to establishing the job classification of Lead Line Mechanic to be the leader of a two-person overhead line crew.

1. Job Classification

Lead Line Mechanic Expectations

Talking points regarding the Lead Line Mechanic Memorandum of Understanding DTD August 24, 1979

- **Progress of the assigned job**
  - **Directs all crew members**
  - **Ensures applicable guidelines and procedures are adhered to (construction standards, vehicle operation, etc)**
  - **Ensures appropriate break / lunch times are adhered to**
  - **Ensures the productivity of the crew**
  - **Communicate any change / delay of daily assignment to their Supervisor in a timely manner**
  - **Ends work in a reasonable time to return to the AWC / show-up location**
  - **Provide Supervisor a job status update for the tasks assigned**

- **Employees own safety, the safety of the employee assigned to the employee and the safety of the general public as it relates to the job being performed**
  - **Ensures all crew members adhere to all safety standards**
  - **Ensures a safe job site / work zone set-up**
  - **Ensures a comprehensive and complete job brief (tailboard) is conducted and documented**

- **All assigned equipment and material related clerical and stores activity**
  - **Ensures crew has all required material / equipment / tools for daily job assignment**
  - **Ensures all required paperwork is submitted at the end of day**
    - **Crew timesheets, tailboard sheet, completed job packet, police detail sheets, trouble tickets, etc.**

2. Progression

Lead Line Mechanic will be added to Occupational Group D-2 or TD-2 on the same level as Response Specialist in Appendix C. It is understood that Response Specialist will be combined with Line Mechanic for purposes of promotion to Lead Line Mechanic under the provisions of Section 13 of the Agreement.

3. Reduction in Force

Lead Line Mechanic will be added to the top of Occupational Group D-2 and TD-2 under Section 14 of the Agreement.

4. Call Outs

Lead Line Mechanic and Line Mechanic will be combined for purpose of equalization of overtime and emergency call outs.

5. Upgrading

A Lead Line Mechanic will be upgraded to Crew Supervisor-Lines in accordance with Section 12d of the Agreement whenever a third person is added to the employee's crew. **The Lead Line Mechanic (this also includes Lead Electricians and Lead Cable Splicers) cannot refuse this upgrade**

When two or more two-person crews are working as a coordinated unit and a Supervisor is not present on the job, one of the Lead Line Mechanics or temporary Lead Line Mechanic will be upgraded to a supervisory position in accordance with Section 12d of the Agreement.

When two Line Mechanics (or Response Specialists) are working together as a two-person crew, one will be upgraded to Lead Line Mechanic in accordance with Section 12d of the Agreement.

The letter of understanding concerning upgrading on a two-person crew on page 100 of the Agreement is rescinded and will be removed from the Agreement.

6. Added Person On a Job

It is agreed that a Lead Line Mechanic or temporary Lead Line Mechanic may request and receive an additional employee or employees on a job.

When such a request is considered as unnecessary by the Company, it will provide the employee or employees but will point out its reasons for believing the request unnecessary. If such requests continue, the Company will take appropriate action, subject to the provisions of Section l6 of the Agreement.

7. Use of Nonclimbers as One Person of a Two-Person Crew

When working on live primaries, the Company will not assign a non-climber as one person of a two-person crew. It is the position of the Company that this restriction does not apply to opening and closing a cutout, taking load and voltage checks, replacing a fuse or isolating an area because of a fault, and work which can safely be performed by

one person. All non-climbers will receive necessary safety training prior to being assigned as one person of a two-person crew. This training will include one person bucket rescue and mouth-to-mouth and CPR.

In the application of the above use of non-climbers, it is recognized that an issue exists between the Company and the Union concerning the applicability of the Lineman's Safety Act.

Both parties have agreed in principle to submit their differences to the court and obtain a declaratory judgment on this matter.

8. It is agreed that a Line Helper S1 will not be assigned as one person on a two-person crew for the first six months of the employee's trainee period. The Helper S1 will receive necessary safety training prior to being assigned as one person of a two-person crew.

A Line Mechanic Helper S2 will not be required to work alone on energized conductors.

Revision made 10/01/16

LOU – Roving Electrical Maintenance Agreement – 10/01/2004 (Revised 10/01/2010)

Delete in its entirety and add the following language (underlined is new):

MEMORANDUM OF UNDERSTANDING
ROVING ELECTRICAL MAINTENANCE & CONSTRUCTION

October 1, 2010

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W. Local 455
474 Page Boulevard
Springfield, Massachusetts 01104

Subject: Revision of Roving Maintenance Overtime Agreement

Dear Mr. O'Rourke:

The purpose of this memorandum of understanding is to update and clarify the roving maintenance agreement. The MOU addresses issues such as the scope of assignment, selection of employees to the roving crew, overtime distribution, travel, rotation and job site reporting expense. In addition, management will discuss with all workers prior to the start of a three month (quarterly) assignment, the work load that is known, to the best of their knowledge, for that period of time.

1. Scope of Assignments

Work assignments will include assignments to any properties in Massachusetts owned and/or operated by Western Massachusetts Electric Company (WMECO) and assignments to any location to which WMECO has contracted to perform work in Massachusetts.

Work to be performed will include, but not limited to:

- Major Maintenance (i.e., de-energized inspection, test and maintenance).
- Test (i.e., de-energized test and inspection).
- Construction projects (major or minor).
- Any assignment of less than three days is not considered a roving assignment.

Clarification of Roles of Construction and District Maintenance Electricians is as follows :

A. *The primary role of the Substation Construction Electrician but not limited to this role will be work responsibilities related to the installation or replacement of substation equipment and protection systems – distribution and transmission.*

B. *The primary role of the District Electrical Maintenance Electrician but not limited to this role will be work responsibilities related to the maintenance of substation equipment for both distribution and transmission equipment.*

Clarification for switching on Construction Projects:

If a project is assigned to WMECO Construction, switching will be performed by the Construction Electricians listed on the Qualified Persons List (QPL) if the switching only involves the substation where they are working. This will also be scheduled in accordance with Section 6 Paragraph M of the Contract. Switching occurring at the completion of the Construction Project and involving Overtime work beyond the end of the normal work day will be performed by the local District Electricians and will be staffed by following Local District Protocol. Otherwise the switching will be performed by the Construction Electricians who have been working on the Project.

If a project or other work is being performed by an outside contractor in a substation, or transmission line construction work requires switching to be performed, district electricians will perform the switching activities.

2. Selection of Employees

All employees in the following classification will be entitled to participate in the Roving work assignments to supplement WMECO Electrical Construction or other Districts as needed:

Lead Electrician
Electrician
Electrician Trainee

The Company seeks participation of qualified employees from the participating areas and Classifications as follows:

Springfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*
Pittsfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*
Hadley/Greenfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*

Hadley / Greenfield / Pittsfield – Roving Assignments

For support to other districts, the company will utilize Hadley / Greenfield and/or Pittsfield Electrical Maintenance Roving personnel based on business need and management discretion. The company will ask for volunteers to fill the roving assignment before employees are forced to fill the assignment on a seniority basis. These assignments are as follows:

Pittsfield: Two Electricians or a qualified electrician trainee
Greenfield: Two Electricians or a qualified electrician trainee*
Hadley: Two Electricians or a qualified electrician trainee*

* Note: Hadley and Greenfield will rotate the roving assignment on a quarterly basis. The district with the fourth quarter roving assignment shall have the first quarter assignment for the following year. In addition, Hadley and Greenfield will ask each quarter for two volunteers in total from either or both districts. If only one or no volunteers exist, the roving assignment will revert back to the scheduled district for that quarter and the junior personnel will be assigned to roving to fulfill the remaining obligation. If two electricians volunteer no one will be forced, however if both volunteers are from one district, the remaining electricians from the other district will provide back up support to the volunteering district.

Participation will be on a voluntary basis provided the required number is obtained. If the required number is not obtained, assignment to the program will be made on a junior to senior (Department Seniority) basis.

3. Rotation

- Participants will normally rotate off assignment after a three (3) month period, except if the assignment is at a critical juncture.
- Lead person will not rotate.
- Assignment to such work will be for the duration of the work in most cases. However, if a roving job assignment involves planned overtime, staffing on the roving job assignment will be rotated every 4 weeks or after a critical juncture is completed, defined by the assigning supervisor.
- If all roving assignments are working planned overtime, staff rotation is not necessary.

4. Overtime Distribution

As far as practicable, overtime will be distributed equitably over the calendar year among the employees who are in the job classifications assigned to "roving electrical maintenance work." employees assigned to this work will not be subject to call-outs during the week except as follows: Electricians on roving assignments within their home district will remain on their respective district call-out list, Electricians roving outside of their home district will be removed from the call-out list during the week. *In addition, the following will also apply:*

Construction Electricians and District Rovers if applicable who are assigned to Transmission Projects or Customer Critical Distribution Projects will be removed from the ACOS List for the duration of the particular project to help honor WMECO's commitment to the Transmission and Distribution Organizations to adequately staff and complete these projects on time. If the electricians are working a regular 40 hour per week schedule for the Project, they will be allowed to remain on the ACOS list.

This requirement also applies to Storm Emergencies affecting the WMECO Service Territory.

The company will also discuss work that involves overtime with the current rovers, as far as practicable, in advance to the actual start of the job. Both parties agree that the procedure for determining how overtime work would be distributed will to be determined by whether the overtime is planned or unplanned and whether it is during the week or weekend. It will be a factor only if the work is identified as requiring overtime prior to the start of the job. Not all roving work or construction work will require overtime. The following chart will be the manner by which employees' will be selected for work that is determined to have overtime associated with the work prior to the start of the work. This could be modified depending on other circumstances and discussion with the work force and Union representation.

PLANNED OVERTIME CHART

Planned Overtime – Weekdays

- Low person on the Roving Electrical Maintenance job assignment for the quarter (unless already assigned to a job) will be asked to work the assignment to its completion unless there are reasons to change personnel such as vacation, sickness, or end of quarterly rotation for the group of rovers. Some special reasons may also be considered with prior discussion with the parties involved.

Unplanned Overtime – Weekdays

- Roving Electrical Maintenance Workers on the job will continue to be selected as they are now.

Planned Overtime – Weekends

• *For weekend assignments, the lead person on the job will continue in that function. The lead can also request up to two electricians based upon the Electrician's Overtime list ranking for these electricians who have been working on the job to continue for the overtime assignment. If a particular electrician on the job site is working on a critical element of the project and would be a key member of the crew to continue this part of the project on the weekend, the Lead may request that this particular electrician work the Overtime assignment as one of the two allowed electricians regardless of his standing on the overtime list. The selection for any additional electricians for this overtime assignment will be based upon the substation electrician's overtime list in the home district from where the Project is located.*

• The Hadley/Greenfield region will be considered two separate lists for overtime assignments but one district. For example, if a planned overtime weekend assignment occurred in Hadley, the electricians in Hadley would be asked first and then the electricians in Greenfield would be asked second. After both lists have been exhausted, the supervisor would have the discretion to select electricians from either Pittsfield or Springfield.

5. Travel

When employees are required to make their own travel arrangements to report to job locations other than their base headquarters, they will be paid a daily expense allowance as follows: Any job site reporting assignments will be paid in accordance with the Collective Bargaining Agreement. For single day assignments, all employees shall be responsible to bring their PPE (i.e. hard hat, safety glasses, rubber gloves with keepers, leather gloves, traffic vest, and FR rain gear) with them to the job site reporting assignments. In addition, all roving employees job site reporting within their home district, but still available for call outs, shall have their PPE (as listed above) with them for call outs.

6**. Hours of Work**

The schedule hours of work may vary on each project. (Subject to 1994 WMECO Negotiations)

7. Filling Open Positions in WMECO Construction

The 30 minute reporting requirement will be removed for Construction Electrician positions. Electricians can continue to move from Construction to Springfield Maintenance when a job opening is created provided that the interested electrician lives within 30 minutes of the Springfield District to be consistent with WMECO Emergency Response requirements of a District Electrician. This applies to all electricians hired in to the Construction Group after October 1st, 2010. Electricians can also continue to move to Construction from Springfield Maintenance when a job opening is created as well.

8. Program Changes

Any changes to the "Roving Maintenance" program that affects participants (i.e. hours of work; assignments; overtime, etc.) shall be a matter of discussion between the parties before becoming effective.

At all times the provisions of the contract that apply will be adhered to with the exceptions being approved by both parties involved. If you are in agreement with above-outline process, please sign where indicated below and return a copy to me.

Sincerely,

James G. Connolly
Sr. Labor Relations Consultant

JGC/CD

cc: C. Burrell
C.Dooley
B. Kenney
J. Schilling
M. Smith

Agreed to by the Union:

William H. O'Rourke, Business Manager
I.B.E.W., Local 455

Date

LOU - October 30, 2000 – Expanded Duties for Distribution Construction Mechanic – Time Merit Progression Program.

Add the following *underlined* language to the existing 10/30/2000 letter:

"Expanded Duties: (1) Set up to 20 foot streetlight poles and heads, connect and maintain them. *In underground fed areas, the Distribution Construction department and Splicers will be able to install up to 35 foot dedicated streetlight poles and heads, connect and maintain them.*"

August 6, 1969

Mr. Thomas F. Eastwood, Business Manager
Local 455
International Brotherhood of Electrical Workers
l39 Arthur Street
Springfield, MA

Dear Mr. Eastwood:

This letter confirms the agreements reached on July 24, 1969, pertaining to the interpretation and understanding of the following statement in our May 1, 1969, union agreement:

Live Primary Splicing

The Employer agrees that the practice of live primary cable splicing will be discontinued.

It was agreed by the Employer and the Union that:

1. The 2400 volt to ground cable will be deenergized until it is fully insulated with insulating tape and shielding applied if required. The cable will then be energized and the wiping and filling of the sleeve will be performed. The above operation is included as a part of the duties of a Cable Splicer A-1.

2. The classification of Cable Splicer A-1 will be incorporated in the agreement with a rate of $4.745 effective on April 27, 1969, and $5.055 on May 3, 1970.

3. The four employees in Local 455 who were, prior to May 1, 1969, classified as Cable Splicer A-1, will be reclassed to that classification, retroactive to April 27, 1969. One employee in Local 909 will be reclassified accordingly after Local 909 agrees to the settlement agreed to with Local 455 and Mr. Keilty.

4. When First Class Cable Splicers are qualified and are desirous to perform all the duties of an A-1 Splicer, such employees will be reclassified and paid accordingly.

5. The six employees who were relieved of their duties with a loss in wages for failing to complete the cable splicing jobs on July 3, 1969, will have their loss in wages restored.

Will you kindly sign one copy of this letter acknowledging your agreement with the written understanding and return it to me for our records.

Very truly yours,

WESTERN MASSACHUSETTS ELECTRIC COMPANY

Donald A. Bartlett
Director of Industrial Relations

_____
Thomas F. Eastwood, Business Manager
Local 455 IBEW (AFL-CIO)

cc: L. E. Maglathlin, Jr.
R. Webler
R. E. Hatin

January 25, 1971

Mr. Joseph R. Hallett, Jr., Business Manager
Local 455
International Brotherhood of Electrical Workers
61 Warwick Drive
Ludlow, MA 01056

Dear Mr. Hallett:

In connection with the Massachusetts Classified Driver License Law which became effective on January 1, 1968, all employees who are required to drive a truck having a registered gross weight in excess of 18,000 pounds must have a Class 2 license and those employees required to drive a truck having a registered gross weight in excess of 18,000 pounds drawing a trailer having a registered gross weight in excess of 6,000 pounds must have a Class 1 license.

Effective at once, the Company agrees to reimburse each employee, who will be required to have a Class 1 or Class 2 license to perform the duties of the employee's job classification and who has been authorized by the employee's supervisor to take such examination, for the cost of taking the written examination and the driving test conducted by The Commonwealth of Massachusetts, Registry of Motor Vehicles. Such reimbursement shall be made only once to an employee for the class of license required. The current costs are $2 for the written examination and $3 for the road test. This procedure does not include the cost of the usual driver's license which is currently $10 for a four-year period.

As in the past, the Company will cooperate with those employees designated, both in preparing for and taking the examination.

Will you kindly indicate your approval of this procedure by your signature and return one copy to me for our files.

Very truly yours,

Donald A. Bartlett
Director of Industrial Relations

Approved _____ _____
Business Manager, Local 455 Date

May 19, 1975

Mr. Edward W. Collins, Jr.
Business Manager of Local 455
145 State Street
Springfield, MA 01103

Dear Mr. Collins:

The following is the understanding reached between the Company and the Union on May 19, 1975, regarding multiple arbitration proceedings:

> "Unless otherwise agreed to by the Company and the Union, the parties agree that grievances which arise out of a common fact pattern will be heard in one arbitration proceeding, and grievances which do not arise out of a common fact pattern will be heard in separate arbitration proceedings."

Will you kindly sign one copy of this letter acknowledging your agreement with this understanding, and return it to me for our records.

Sincerely,

Donald E. Riga
Manager of Personnel

DER/

_____
Edward W. Collins, Jr., Business Manager
Local 455 IBEW (AFL-CIO)

cc: C. A. Caffrey
R. E. Torrey
R. F. Webler

June 10, 1975

Mr. Edward W. Collins, Jr.
Business Manager, Local 455
Intl. Brotherhood of Elec. Workers
145 State Street, Room 416
Springfield, MA 01103

Dear Mr. Collins:

It is agreed by the undersigned that if welding is required on gas turbines the Company will use qualified and available WMECO bargaining unit employees before using nonbargaining unit persons.

If the manufacturer of the turbine, for purposes of warranty or guaranty, requires its own employees, or other experts supplied by them, to perform welding the parties hereto agree that such persons shall be allowed to perform the welding.

In determining who is qualified the Company will consider production department welders and employees who demonstrate an ability to perform such welding following a testing procedure to be agreed upon by the Company and the Union.

The Company will give the Union reasonable notice within the context of the work to be performed of such welding.

Very truly yours,

WESTERN MASS. ELECTRIC COMPANY

By: _____

IBEW, Local 455

By: _____

July 17, 1975

Mr. Edward W. Collins, Jr.
Local Union 455
International Brotherhood of
Electrical Workers
145 State Street
Springfie1d, MA 01103

Dear Mr. Collins:

During our negotiations just concluded, it was stipulated and agreed by the Employer and the Union that certain employee Relations Policies were not part of the collective bargaining agreement and therefore are not subject to grievance and arbitration. While not all inclusive, specific reference was made to the employee Purchase Plan, Christmas Bonus, Educational Aid, Appliance Service for employees, Service Awards, Matching Gifts and recreational activities.

Will you kindly sign one copy of this letter acknowledging the Union's agreement with the written understanding and return it to me for our records.

Very truly yours,

WESTERN MASSACHUSETTS ELECTRIC COMPANY

Donald E. Riga
Manager of Personnel

_____
Edward W. Collins, Jr.
Business Manager
Local Union 455, IBEW

_____
Date

May 10, 1983

Mr. Edward W. Collins, Jr.
Business Manager, IBEW Local 455
655 Page Boulevard, Room 213
Springfield, MA 01104

Dear Mr. Collins:

Re: Switching Assignments at Northfield Station

The following is proposed with respect to switching assignments within the Northfield 16R Switching Station:

1. For Planned/Scheduled maintenance work requiring manual operation of switching devices within the confines of the Switching Station's ring bus, the Greenfield Area Maintenance Operators will perform the required switching.

2. For Planned/Scheduled maintenance work requiring operation of switches 1X1-4 and 1X1-9 and switches 3X1-4 and 3X1-9 to isolate the Northfield 1X1 or 3X1 345-kV pipe type cable, Northfield Mountain Electrical Maintenance personnel will perform the required switching.

If this proposal meets with your approval, please sign one copy of this letter and return it to me.

Sincerely,

Donald E. Riga
Regional Personnel Manager

Approved:

_____
Business Manager, IBEW Local 455

June 23, 1986

Mr. Edward W. Collins, Jr.
Business Manager/Financial Secretary
International Brotherhood of Electrical Workers
Local 455
655 Page Boulevard, Room 213
Springfield, MA 01104

Dear Mr. Collins:

In regard to indemnification of employees, the same protection extended to Union employees in Connecticut will apply to Union employees in our Massachusetts subsidiaries.

Sincerely,

Vincent F. Villano
Regional Personnel Manager

March 22, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local 455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Time Merit Progression (TMP)

Dear Mr. O'Rourke:

This letter is to confirm the agreement between the Company and the Union concerning the administration of the Time Merit Progression (TMP) Program for the Western Mass. Region. This agreement is applicable to all TMP classifications listed in the HWPCO and WMECO agreements.

Acceleration

The Company will notify the Union prior to acceleration of employee in any of the TMP classifications.

A TMP Committee consisting of three (3) representatives from the Company and two (2) representatives from the Union will meet to review qualified candidates for possible acceleration within the steps of the TMP classifications. The Chairperson of this committee will be a Regional Personnel Representative.

The committee will be made up as follows:

Three (3) representatives from the Company

1. A representative from Regional Personnel (Chairperson of Committee).

2. The Superintendent, Manager, or their designee, from the work location in which the employee being considered for acceleration is located.

3. A supervisor from the department in which the employee being considered for acceleration is located.

Two (2) representatives from the Union

1. The Business Manager or Assistant Business Manager from the work locations involved.

2. The second Union representative will be a journeyman from the job classification in which acceleration is being considered.

The Company or the Union may request the TMP Committee to review an employee for acceleration. Acceleration must be based upon equivalent experience or education. The

requesting party shall be responsible for providing the necessary documentation to support an objective evaluation of the employee.

Pre-requisite: An employee will be considered eligible for acceleration only after an appropriate evaluation period in the TMP Program.

Examples of documentation showing equivalent experience or education required to support such an evaluation are:

1. The employee shall satisfactorily demonstrate ability to perform at the level of technical competence required for the requested acceleration step.

While not limited to the following, examples of other formal documentation to demonstrate equivalent experience or education:

A. References - verifiable satisfactory past work experience comparable to the work experience requirements to the applicable TMP Program

B. Certificates - formal documentation of training courses and schools attended and successfully completed, which are comparable to the work experience or classroom training requirements of the applicable TMP Program.

If consensus has not been reached after the Committee has reviewed the request for acceleration, a majority vote of the five (5) member committee will determine if acceleration is to take place and to which step an employee will be accelerated.

An employee may be accelerated only one time within a job classification.

An employee who is denied acceleration may be subsequently resubmitted to the TMP Committee for review after six (6) months from the date of denial and then only if there is new objective-demonstrable information of experience gained prior to entry in the TMP Program to support such reconsideration.

Job Postings TMP Classifications

Employees with one or more years of Company seniority who are selected to fill a posted job opening will be transferred into the new position at the second rate step. If the employee has 18 months or more of Company seniority, they will start at the third rate step. Transfers into the second or third rate step as described in this paragraph are for compensation purposes only.

Notwithstanding TMP language to the contrary, the Company reserves the right to maintain such transferred employees in their respective transfer rate steps until such time as their training corresponds with their rate step up to the length of time the employee received transfer credit for, i.e., one (1) year or eighteen (18) months. The employee is expected to satisfactorily complete the first three (3) steps.

Any employee currently in TMP job classification who applies for a job in a classification having training requirements similar to the employee's current TMP classification (i.e., Electrician - Station Electrician) will be placed in an appropriate step after review by the TMP Committee. Appendix A - hereof (Company and Union)

Employees who are helpers in the TMP classification are not eligible to apply for posted journeyman positions that are posted within their classifications. When an employee in a TMP classification is a successful applicant for a position within the same classification in another location, the employee will transfer in the same step of the TMP classification that the employee presently holds.

Upgrading

It is not intended by the Company to have employees performing the duties of a higher job classification. No upgrading will be permitted within the TMP steps either from step-to-step or from a trainee to a journeyman level. Helpers in TMP are trainees and have not received the full qualifications required for them to perform all duties in a higher classification. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained or while demonstrating skills proficiency under the direction, supervision and observation of a qualified individual.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

Signed:

_____
William H. O'Rourke
Business Manager
I.B.E.W., Local 455

Revision 10/01/2004: With the merger of Field Technicians and GIS Technicians into the Gray book, the following transfer step/rates will apply. Employees with 18 months or more within the Union will transfer into Field Technician positions at the C-1 rate; level of training to be determined. Employees with 12 months or more within the Union will transfer into Field Technician positions at the C-2 rate; level of training to be determined. For GIS Technicians – employees with 12 months or more within the Union will transfer in at the C-1 rate and employees with 18 months or more within the Union will transfer in at the B-3 rate. In both cases, level of training to be determined.

July 10, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local 455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Access

Dear Mr. O'Rourke:

The company and the Union agree the procedures listed below will be followed to address the situation of a Union-selected qualified industrial hygienist having access to Western Massachusetts Electric Company facilities:

1. Prior to making a request for such access, the Union will exhaust all other reasonable alternatives to obtain the industrial hygiene information including the right of the Company to perform or conduct such tests or surveys requested by the Union and thereafter to provide the test or survey results to the Union. The Company will endeavor to provide such relevant test data to the Union within four weeks of the test or survey insofar as is practical.

2. If requested by the Company, the Union will meet with the Company to discuss the relevancy of the information sought and the necessity of access. It is the Company's position that the Union has the burden to investigate reasonable alternatives to access by a hygienist before requesting such access.

3. If the reasonable alternatives are not able to produce the information or resolve the Union's questions, a union-selected qualified industrial hygienist shall be granted access to the test area or location where there remains a question. A mutually agreed time and date will be established in a timely manner. It is understood that whenever access is granted it shall be for a specific and reasonable period and shall not interfere with Company operations. The Union will make available to the Company the results of the analysis within four weeks of the test or survey insofar as practical.

4. The Company shall have the right to accompany the Union's representatives which shall not exceed three in number including one qualified industrial hygienist.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

August 1, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local #455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Long-Term Care

Dear Mr. O'Rourke:

At the 1989 negotiations the following item concerning Long-Term Care was agreed upon by the Company and the Union.

Effective January 1, 1990, the Company will implement coverage for Long-Term Care. Plan provisions include:

Eligibility:	Active bargaining unit employees eligible for coverage under the terms of this Agreement.
Benefit:	Long-term care is an insurance coverage that provides for out-of-pocket expenses not covered under traditional health insurance plans for illnesses or disabilities that tend to require custodial, long-term care.
Costs:	The employee will have payroll deductions to cover the premium for this insurance. employees will pay the full premium for this insurance. The Company will not be making any contribution towards this coverage. However, Northeast will assume administrative costs for this Plan and provide the advantage and availability of this insurance through group coverage.
Conversion Option:	The Plan will have an option to convert to individual coverage with the carrier. In addition, depending upon the participant's age when entering the Plan and length of participation, the coverage may be paid up at retirement.

Note: The selection of carrier and all details of coverage are not yet finalized. Until the final selection takes place, full details cannot be provided.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

PWB:cc

May 25, 2001

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Dispatcher Rate/Rotating Shift Differential

Dear Mr. O'Rourke:

The Company and the Union have reached agreement on the above-noted subject. All monies associated with this agreement will be retroactive to April 15, 2001 and will remain in effect for the duration of the current Agreement.

Dispatcher Rate (Hourly)	(Effective 10/1/00)	(Effective 4/15/01)
Dispatcher	$29.57	$31.00

Dispatcher Rotating Shift Differential

When a Dispatcher is assigned to work on a rotating shift schedule of normal work coverage, a premium of two dollars ($2.00) per hour will be added to their basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, rotating schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 7:00 a.m., or following 7:00 p.m..

If you are in agreement with above, please sign below where indicated and return to me.

Sincerely,

James G. Connolly
Sr. H.R. Consultant - Labor Relations

JGC/cc
cc: R. Coates
R. Lizotte
R. Pawloski
M. Smith
B. Young

Agreed to by the Union:

William H. O'Rourke - Local 455 Date

April 19, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Dear Mr. O'Rourke:

This letter replaces my letter to you dated April 4, 2000 and is an effort to clarify my letter dated March 2, 2000 regarding Response Time/Furlough. The intent of the two bullet items that reference "10/1/2001" is that any current WMECO employee (as of 4/19/00) who bids or is transferred into one of these positions where the issue of response time to call-outs is applicable **before** 10/1/2001, would be considered "grandfathered".

I hope this clears up any questions you have.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

JC/cc
cc: J. Connolly
R. Kiddy
M. Smith
B. Young

March 2, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Letter of Agreement - Response Time/Furlough

Dear Mr. O'Rourke:

The Company and Union agree that employees hired after January 1, 2000 to a job with requirements that include emergency overtime work outside of normal scheduled hours, will be required to make themselves available at their reporting base within approximately one-half hour.

It is further agreed, unless negotiated differently at the conclusion of the October 1, 2001 negotiations:

- Employees transferred after 10/01/2001 to a job with requirements that include emergency overtime work outside of normal scheduled hours, will be required to make themselves available at their reporting base within approximately one-half hour.

- Section VII - Call-Out Pay, paragraph (b) will be modified to read, "*employees transferred after October 1, 2001 whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour*."

- Section XIV - Furlough of employees, paragraph (g), will be added to read, "*The Company will not contract out work regularly performed by employees covered under this Agreement if it would result in the layoff or demotion of its regular employees*."

These modifications will be in the October 1, 2001 Summary of the new Agreement and appropriate sections of the new Agreement.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

Agreed to by the Union:

_____ _____
William H. O'Rourke, Local 455 Date
Business Manager/Financial Secretary

March 2, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Three Year Manpower Plan

Dear Mr. O'Rourke:

With the on-going deployment of Automatic Meter Reader (AMR) technology throughout Western Massachusetts Electric Company which will reduce costs, improve metering services and provide flexible customer/supplier choices and in an effort to minimize the impact this will have within the Western Massachusetts Region, the Company would propose the following:

Commitment

The commitment as outlined below would allocate a position for every Meter Reader (employed as of 1/1/2000) provided they successfully pass the appropriate pre-selection test.

To help facilitate employees' ability to successfully test and bid into the above positions, the Company would offer after hour educational classroom instruction and this would include access to self-study material.

As Meter Readers are selected for posted job classifications, we would backfill these Meter Reader positions, where appropriate, with Long-term Temporary employees at a rate of $13.10/hour. (This rate would change each year in accordance with Schedule "A" rates that are negotiated by the Company and Union.) The long-term temporary employees, while filling these positions until the conclusion of the AMR installations, would be eligible for medical benefits. These medical benefits would be applicable only to the Long-Term Temporary Meter Reader employees hired as a result of the installation of the AMR's. The Company anticipates the AMR installation will be completed by July 1, 2003.

As the AMR process evolves, the need for long-term temporary (LTT) employees will dissipate thus resulting in the furlough of the LTT employees and the "benchmark" number would be reduced respectively pursuant to the 1997 Massachusetts Restructuring Act, Chapter 164, Section 1E, Paragraph (b), of Massachusetts General Laws.

Over the next three years the Company anticipates openings in the following classifications to accommodate this commitment:

- Linemen Helper S-1
- Splicer Helper S-1
- Distribution Construction Worker
- Stockhandler Helper S-1
- Meter Service Installer Helper S-1
- Electrician Helper S-1

Year 2000 Employment Opportunities

The Company would propose the following job posting opportunities during the year 2000. This proposal would require the Union's sign-off on the attached Letter of Agreement regarding Response Time/Furlough dated March 2, 2000.

- Three (3) Meter/Service Installer Helper S-1 positions
- Six (6) S-1 positions (from the following classifications: Line/Splicer/Electrician)
- One (1) Stockhandler Helper S-1 position

The Company and Union further agree to meet and discuss expanded duties for the Distribution Construction Workers (DCW) classification which will result in two additional DCW employees. An AMR Installation Committee will be formed to address attaining the three-year installation requirements.

Finally, the Company and Union agree that upon medical clearance by the Berlin Health Unit, David Burniske will be offered a Regular Meter Reader position in the Pittsfield Work Center and will be considered eligible for the commitments in this Agreement.

If you are in agreement with the above, please sign below and return to me.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

Agreed to by the Union:

_____ _____

William H. O'Rourke
Business Manager/Financial Secretary
Local 455 - I.B.E.W.

Date

JC/cc
cc: J. Connolly
D. Hanks
R. Kiddy
K. Kuhlman
K. Millerd
R. Pawloski
M. Smith
B. Young

October 30, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Expanded Duties for Distribution Construction Mechanic - Time Merit Progression Program

Dear Mr. O'Rourke:

The Company and Union have reached agreement on the above-noted subject. Detailed below are the expanded duties and associated rates for the Distribution Construction Worker classification as well as a Time Merit Progression rate schedule. For occupational group seniority, these classifications would be included in D-12 of Appendix "C", List of Occupational Groups, Springfield District, Distribution Department.

The program would be a two year (2) Time Merit Progression as outlined below.

Distribution Construction Helper (f) Steps S-1, S-2, S-3 Rate: $16.40 - $19.87

Duties: Includes all current duties

Distribution Construction Worker Step S-4 Rate: $20.35

Expanded Duties: Includes duties of operating the backhoe, minor maintenance such as molding repairs, guy repairs, stenciling poles.

Distribution Construction Mechanic Step S-5 Rate: $22.32

Expanded Duties: (1) Set up to 20 foot streetlight poles and heads, connect and maintain them. *In underground fed areas, the Distribution Construction department and Splicers will be able to install up to 35 foot dedicated streetlight poles and heads, connect and maintain them.*"

(2) Service disconnects and reconnects
(3) Install residential service where no present service exists, including upgrading of service, and remove both meter and service where service is to be terminated.
(4) Stenciling padmounts

OVERTIME

Call-outs: The current practice of calling in Cable Splicers for all electrical-related trouble will continue.

Planned Overtime: The current practice of utilizing Cable Splicers on planned overtime for electrical-related job assignments will continue.

Extended Day: If a job assignment continues beyond the normal workday and involves job duties as

listed in items #1, #2 and #3 above, a Cable Splicer will be utilized until there are qualified Distribution Construction Mechanics.

Specialized Mobile Equipment Operator George Poehlman will be included in the Distribution Construction Overtime List and receive overtime assignments in the same manner as all employees of the department. He will be allowed to enter the Distribution Construction Mechanic T.M.P. program if he so desires.

The Company agrees to grandfather present Distribution Construction Worker employees at their current rate if they choose not to progress in the classification and will be considered “red-circled” and will remain in a furlough classification. It is further agreed, incumbents who enter the Program will be allowed to do so at their current rate of pay. The two incumbents who presently hold a backhoe license will enter the Program at the S-4 rate and must successfully complete all steps of the T.M.P. program within 30 months, at which time they will be eligible for the Distribution Construction Mechanic level. All incumbent employees will have until December 31, 2000 to decide whether to enter the T.M.P. program. This position requires successfully passing the CAST test. Incumbents will be exempted from this requirement.

If you are in agreement with the above-outlined program, please sign where indicated and return to me.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

JC/cc
cc: E. Burke
J. Connolly
R. Kiddy
R. Pawloski
M. Smith

Agreed to by the Union:

_____ _____
William H. O’Rourke - I.B.E.W., Local 455 Date
Business Manager/Financial Secretary

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TIME MERIT PROGRESSION PROGRAM
DISTRIBUTION CONSTRUCTION MECHANIC

RATES EFFECTIVE NOVEMBER 1, 2000

	Title	Rate
Start	Distribution Construction Helper S-1	$16.40
6 Months	Distribution Construction Helper S-2	$18.13
12 Months	Distribution Construction Helper S-3	$19.87
18 Months	Distribution Construction Worker S-4	$20.35
24 Months	Distribution Construction Mechanic	$22.32

May 31, 2001

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Mobile AMR Driver Positions - 1st and 2nd Shifts

Dear Mr. O'Rourke:

The Company and the Union have reached agreement on the above-noted subject. The Mobile AMR Driver positions will be operated out of the Springfield District and will be shift positions. The first shift will operate from 6:00 a.m. to 2:00 p.m., Monday - Friday and the second shift will operate from 1:30 p.m. to 9:30 p.m., Monday - Friday.

The Company will ask for volunteers from our existing Meter Reader work force for re-assignment to these positions. This process will be done by a "Company Notice" bulletin board posting. If there are more employees volunteering than positions, the positions will be filled based on Union seniority.

Employees choosing the first shift will be moved into this position at their current rate of pay. The employees choosing to work the second shift will receive an additional $1.10 shift differential to their current rate of pay and three payments on 7/01/01, 8/01/01 and 9/01/01 consisting of $250.00 per payment for a one time, overall total payment of $750.00.

This agreement will remain in effect until such time the Union ratifies a new Collective Bargaining Agreement with the Company.

If you are in agreement with the above, please sign where indicated and return a copy to me.

Sincerely,

James G. Connolly
Sr. H.R. Consultant - Labor Relations

JGC/cb
cc: D. Hanks
R. Lizotte
K. Millerd
R. Pawloski

Agreed to by the Union:

_____ _____
William H. O'Rourke, Local 455 Date

I.B.E.W. LOCAL UNION 455
Office: 474 Page Boulevard
Springfield, MA 01104
413-733-7398

UNIT 2 GREENFIELD\HADLEY\CABOT
Meets 2nd Wednesday each month - TBD
Smitty's Tavern, Chapman St., Greenfield, MA 01301

UNIT 3 PITTSFIELD
Meets 1st Thursday each month - TBD
American Legion Hall
Pittsfield, MA 01201

UNIT 4 SPRINGFIELD
Meets 3rd Tuesday each month - TBD
I.B.E.W., Local 455
474 Page Boulevard, Springfield, MA. 01104

Always keep in mind the
Company Safety Policy:

NO JOB IS IMPORTANT ENOUGH
TO INVOLVE A SACRIFICE
OF SAFE WORK PRACTICES

NSTAR ELECTRIC COMPANY

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 455

A G R E E M E N T

October 1, 2023

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AGREEMENT made as of the first day of October **2023**, by and between NSTAR ELECTRIC COMPANY (hereinafter referred to as "the Employer") and LOCAL UNION 455 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO), (hereinafter referred to as "the Union").

It is mutually agreed between the parties as follows:

SECTION I
Purpose of Agreement

Both parties desire to promote harmony and efficiency among the employees of the Employer so that the employees and the Employer may obtain mutual economic advantages consistent with the duty of the Employer as a public utility at all times to provide adequate and uninterrupted electric service in the territory and communities which it serves. Both parties are signing this agreement in good faith and pledging themselves to keep its spirit and letter. This Agreement shall be binding on any and all successors and assigns of the Employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The Employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

SECTION II
Definitions

All Districts including the Cummington and Lee Satellites:

(a) employee: The terms "employee" and "employees" as used in this agreement shall mean (1) all employees of the Employer in its overhead, underground, distribution departments, stock department, streetlight department, transportation department, maintenance department, and janitors including line mechanics and line helpers, response specialists, specialized mobile equipment operators, cable splicers and helpers, garage mechanics, electricians and helpers, area stockhandlers and stockhandlers (2) all meter readers, meter and service representatives, meter service installers, building maintenance mechanics and janitors, (3) all Field Technicians and GIS Technicians, (4) Test Technicians.

The provisions of this agreement do not apply to executives, superintendents, supervisors, office and clerical employees, guards, professional employees, and laboratory employees.

(b) Continuous Employment: The term "continuous employment" as used in this agreement shall mean an uninterrupted period of employment of the employee by the Employer and by any predecessor Company of the Employer. The period of employment of a regular employee shall be considered uninterrupted even though an interruption shall occur by reason of the employee serving in the Armed Forces of the United States.

(c) Regular employee: The term "regular employee" as used in this agreement shall mean any employee who has been employed by the Employer continuously for a period of six (6) months in one or more of the departments of the Employer named in paragraph (a) of this Section.

(d) Probationary employee: The term "probationary employee" as used in this agreement shall mean any employee who has not been employed by the Employer for such six (6) month period in one or more of said departments. Such probationary period may be extended by mutual agreement between the Union and the Employer. If a probationary employee is discharged by the Employer, such employee will be entitled to a meeting with the Employer as outlined in Section XVII to discuss the discharge, but neither the Union nor the employee will have the right to arbitrate the propriety of the discharge.

(e) Temporary employee: The term "temporary employee" as used in this agreement shall mean any employee who is employed by the Employer in one or more of said departments for a job that has a definite termination point.

(f) Long-Term Temporary employee: The term "Long-Term Temporary employee" as used in this agreement shall mean an employee hired with an expected termination date of six (6) months or more from the date of hire. Long-term temporary employees will be eligible for life insurance and medical benefits after twelve (12) months of continuous employment. Long-term temporary employees will be given a two-week notice of termination of employment. This termination will not be subject to Section XVI or Section XVII of the agreement by the employee or Union.

(g) Hourly-Paid employee: The term "hourly-paid employee" as used in this agreement shall mean any employee who is paid by the Employer on an hourly basis.

(h) Employed in Shift Operations: An employee (unless hired prior to October 1, 1994) is “employed in shift operations” within the meaning of this agreement when the employee’s regular hours of employment are consistently or periodically other than first shift between Monday through Saturday per Section XXIII of the Collective Bargaining Agreement.

(i) Day: The term "day" or "days" as used in this agreement shall mean a calendar day or days unless otherwise stated.

(j) Emergency: An "emergency," as referred to in this agreement, shall mean a circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operations.

SECTION III
Recognition of Union by Employer and Requirements of Union Membership

(a) The Employer agrees to recognize the Union as sole bargaining agent for the employees with regard to wages, hours of employment, or other conditions of employment.

(b) All employees who are members of the Union on the effective date of this agreement which is October 1, **2023**, or who may thereafter become members of the Union shall remain members of the Union during the term of this agreement as a condition of their employment by the Employer in a position covered by this agreement. New employees (persons first hired by the employer during the term of this agreement and in a position covered by this agreement) shall be required to apply for membership in the Union at the end of thirty (30) days of continuous employment. Employees hired for temporary summer employment are excluded from this requirement for an additional 60-day period in that summer and in any subsequent

summers from their first day of hire.

(c) The Employer agrees that during the term of this agreement it will make a single deduction for the required initiation fee upon receipt of individual written authorization and assignment and in addition will deduct Union membership dues from the wages of each employee who authorized it to do so in writing in the form attached hereto and marked Appendix "B," in such amounts as shall be stated in said form. Provided, however, that in the event such amounts are changed in accordance with the Constitution and Bylaws of the Union and upon receipt of written notice signed by the Business Manager, Financial Secretary, President, and Recording Secretary of the Union at least thirty (30) days in advance of the effective date of such change, the Company will implement such new or changed amounts. The total amount so deducted shall be paid each month upon receipt therefor in the name of the Union signed by the financial secretary of the Union, to said financial secretary or to such other officer thereof as shall be designated in writing by the Union, within the ten (10) working days next following the date upon which the last deduction for the month is made.

SECTION IV
Pledge of Union and Employer

(a) The Union agrees that its members or representatives will not solicit membership in the Union during the hours of employment either of the solicitor or of any employee; and that there shall be no dues collected or other Union business or activities engaged in during the hours of employment, except as follows:

> The Business Manager, Assistant Business Manager, or Steward will have reasonable freedom of movement to discuss differences which may arise in interpretation of this agreement, investigation of grievances, or jurisdictional disputes involving the Employer. The Business Manager, Assistant Business Manager, or Steward will notify the employee's supervisor and the supervisor of any other employee involved as far in advance as possible of the time that the employee will be absent from work. Such freedom of movement shall not unduly interfere with Employer operations.

(b) The Union agrees that it will not authorize during the term of this agreement any strike, stoppage, or slowdown of work for any reason or cause whatever. Each employee agrees that during the term of this agreement they will not engage in or induce others to engage in any strike, stoppage, or slowdown of work. The Union further agrees that it will take every reasonable means which are within its power to induce employees engaged in any strike, stoppage, or slowdown of work in violation of this agreement to return to work and that it will post a notice on the bulletin boards of the Employer used for notices to the employees, within twenty-four (24) hours after receiving written notification from the Employer of such violation, that the action of the employees was not authorized by the Union and directing the employees to return promptly to their jobs and cease any further violation of this agreement. The Employer agrees that in consideration of the performance by the Union of its undertaking with respect to the termination of any strike, stoppage, or slowdown of work, there shall be no responsibility on the part of the Union, its officers or official representatives for any strike, stoppage, or slowdown of work which has not been authorized or approved by the Union.

(c) The Union further agrees that the Employer has the right to take disciplinary action, including discharge, against any employee who engages in any strike, stoppage, or slowdown of work in violation of this agreement. Whether or not an employee has engaged in any strike, stoppage, or slowdown of work may be the subject of a grievance, but if the arbitrator

determines an employee has engaged in any strike or stoppage, the Arbitrator shall not reduce or otherwise modify the penalty imposed by the Employer. If the arbitrator determines an employee has not violated the provisions of this Paragraph (b), the employee shall be reinstated with compensation for loss of any wages.

(d) The Employer agrees that during the term of this agreement there shall be no lockout by the Employer.

(e) The Union agrees, for itself and the employees, not to hinder or interfere with the management of the Employer in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work or for other good and sufficient cause, but in the exercise of these responsibilities in management the Employer agrees that it will not discriminate against any member of the Union.

(f) Nothing in paragraph (e) shall be held to be paramount to any other provision in this agreement which may be claimed to be in conflict with it, but all parts of this agreement shall be held to be of equal importance and shall be subject equally to the provisions of Section XVI hereof.

(g) It is agreed that the Union may have reasonable use of a bulletin board for the purpose of posting notices pertaining to the Union and its members. All such Union notices shall be signed by the Business Manager of the Union. If requested by the department supervisor, copies of all such notices posted will be placed on the department supervisor's desk prior to posting. It is understood that such notices shall contain nothing political, controversial or reflecting upon the Employer, any of its employees, or any labor organization among its employees. The Union or the Employer may remove from the bulletin board any notice posted thereon which does not comply with the provisions of this paragraph.

(h) The Employer will pay basic straight-time wages to not more than eleven (11) employees for time lost from their normal basic work schedules for meaningful negotiation meetings with representatives of the Employer for the amendment of this Agreement.

(i) It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this Agreement because of race, color, religion, age, sex, national origin, ancestry, marital status, sexual orientation, disability, military status, veteran status or genetic information.

SECTION V
Hours of Employment

(a) The regular hours of employment for all employees shall be up to ten (10) hours per day and forty (40) hours per week. A day may be a calendar day or any twenty-four (24) hour period and a week may be a calendar week.

(b) The normal workweek for all employees, excepting employees who are employed in shift operations, shall be scheduled between Monday and Saturday inclusive, between the hours of 6:00 a.m. and 6:00 p.m. Late schedule will be assigned by rotation or on a volunteer basis. The Employer may change such workweek if required by federal or state authorities or to meet conditions due to a serious emergency or disaster or to fill a temporary vacancy, but upon the termination of such conditions or vacancy, the Employer shall reinstate

such workweek for each employee whose workweek was changed in accordance with this provision. Work schedules, within the normal workweek, will be determined by the Company and posted and may include a straight eight-hour shift without a designated lunch period.

(c) At the option of the Company, summer hours will be available between the period beginning the first Sunday in April to the last Saturday in October, or any portion of this seasonal period. The assignment of summer hours to a day worker will not cause such employee to be designated as employed in a shift operation. All hours in the Agreement which are based on an 8:00 a.m. to 4:30 p.m. daytime schedule will be adjusted to conform with summer hours.

(d) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION VI
Overtime Pay

(a) An overtime rate of one and one-half (1 1/2) times the hourly rate of a regular and probationary employee will be paid to such employee for all hours of work performed by such employee (1) outside the employee's regular hours of employment or (2) beyond forty (40) hours in any one week, with the exception of hours of work performed on a holiday which are covered by the provisions of Section 8 of this agreement and which shall be paid for in accordance with such provisions.

(b) An overtime rate of one and one-half (1 1/2) times the hourly rate of a part-time employee shall be paid to such employee for all hours of work performed by such employee beyond forty (40) hours in any one week.

(c) An overtime rate of one and one-half (1 1/2) times the hourly rate of a temporary employee shall be paid to such employee for all hours of work performed by such employee beyond forty (40) hours in any one week. A temporary employee shall be paid such overtime rate for all hours of work performed by the employee outside the employee's regular hours of employment only after the employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

(d) An employee who has Sunday as a regularly scheduled day off in a calendar week shall receive an overtime rate of two (2) times the employee's hourly rate for all hours of work performed on such Sunday.

(e) An employee who is employed in a shift job requiring twenty-four (24) hour coverage shall receive an overtime rate of two (2) times the employee's hourly rate for all hours of work performed on the employee's second regularly scheduled day off in such calendar week.

(f) An employee who is employed in a twenty-four (24) hour shift job and has Sunday as a regularly scheduled day off shall receive double time on the employee's second regularly scheduled day off in such calendar week.

(g) When an employee's regular work schedule is changed with less than forty-eight (48) hours advance notice, any time worked within such new regular schedule, which was not regular work time under the old schedule, will be paid for at time and one-half rates until the advance-notice period has expired, except when other rates are applicable, forty-eight (48) hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous regular schedule without forty-eight (48) hours' advance notice after serving a relief coverage assignment as described herein.

(h) All hours for travel time or work time paid at straight-time rates under the terms of this agreement will be paid at double straight-time rates, when employees are assigned to emergency work for other utilities in locations or upon facilities other than those owned or operated by Eversource.

(i) An employee shall not be paid both daily and weekly overtime for the same hours so worked either under the provisions of this Section, or of Section 7, or Section 8 hereof; and in no case shall overtime compensation provided for by these three sections be duplicated or pyramided.

(j) If an employee is required to work beyond sixteen consecutive hours, (or responds to a call-out within three hours of their quitting time, such hours will be counted towards the sixteen consecutive hours [non-worked hours will not be paid]), the employee will be paid at double the straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours. Any part of such eight consecutive hours off which extends into the employee's normal work schedule will be paid for at straight-time rates. When service requirements will not permit allowing as earned rest time off that part which may extend into the normal schedule, such rest time worked will be paid for at double straight-time rates. Triple time will not be paid.

(k) Insofar as practicable, scheduled overtime work will be equitably distributed over the calendar year among the employees within the department, giving preference to the employees whose normal duties include such work. Excused overtime for scheduled overtime work will be counted only when an employee has been given a twenty-four (24) hour advance notice of the scheduled overtime work. Insofar as practicable, emergency overtime will be equitably distributed over the calendar year by calling the low employee on the overtime list based upon qualifications and familiarity with the particular job. Overtime lists will be combined into one list within a district. There will be no planned overtime lists in any area. When an employee is scheduled for planned overtime, their name will be removed from the overtime list for any call-outs prior to the planned overtime. When an employee transfers or bids to a new classification, the employee will carry their overtime hours with them. A newly hired employee will be assigned overtime hours equal to that of the employee with the lowest number of overtime hours in the job classification.

(l) Response To Overtime:

1. Because of the nature of our business, and our need to provide 24-hour a day service to our customers, it is necessary that employees work overtime when the need exists - planned and unplanned.

2. Employees shall furnish an acceptable means of off-hour contact by telephone.

3. The response rate standard for the Overhead Lines, Underground and Substation/EM

departments is 20% for all offerings. On-call responses to be included as part of ARCOS response rate.

4. For this purpose, the measure is calculated as the percent of calls made which result in a report to work. Overtime hours resulting from an out of town storm restoration assignment to a non-Eversource affiliated company will not be counted towards the department average of total overtime hours worked. This standard is to be measured annually (year-end) on a going-forward basis. Employees who do not respond to a call will be charged with an instance for lack of response on the automated call-out system list. Employees who have worked the department average of total overtime hours in the preceding calendar year will be deemed to have met the standard regardless of acceptance rate to call outs. Employees who do not meet the minimum response level (See #3 above) will not be eligible for assignments at other utilities in locations or upon facilities other than those owned or operated by Eversource or voluntary planned overtime in the following year. Employees who do not meet the minimum response level (See Section VI (l)3) will be eligible in the following year for assignments at "sister" Eversource companies only after all other fellow department employees who have met the requirements have been asked first.

(m) A Crew Supervisor in the overhead lines, underground lines, and electric stations departments may utilize the Supervisor's own crew to perform overtime work without regard for the overtime list one hour prior to the start of the scheduled shift on a regularly scheduled workday.

(n) For purposes of equalization of unscheduled overtime, Response Specialists are to be considered as outside the overhead line department.

(o) Employees scheduled for planned overtime assignments of four hours or more (non-regular scheduled days only) shall be for a minimum of four (4) hours at the applicable rate if a job is canceled after the end of the scheduled workday on the day prior to the planned overtime assignment or if the employee works the planned overtime assignment. If the planned overtime assignment is less than four hours (non-regular days only) employees scheduled for the assignment shall be paid a minimum of two hours at the applicable rate if the job is canceled after the end of the scheduled workday on the day prior to the planned overtime assignment or if the employee works the planned overtime assignment. The Company reserves the right to cancel the planned overtime assignment by the end of the scheduled workday on the day prior to the planned overtime assignment. All assignments will have a beginning and a planned end time established.

SECTION VII
On Call/Call-Out Pay

I. On-Call

(a) Employees who are assigned by the Company to take trouble calls outside their normal schedule hours will be paid:

(1) one and one-half (1½) hours at basic straight-time rates for each such day assigned - Monday through Friday,

(2) three hours (3) at basic straight-time rates for each Saturday, Sunday, or recognized holiday so-assigned.

(3) on-call assignment to be in 12 hour blocks that can go past midnight as determined by management (e.g., 4p to a Friday to Saturday). On-call payment determined by higher of on-call period rates when more than one rate applies to the 12 hour block.

(4) employees are subject to unlimited on-call.

(b)(1) Employees transferred after October 1, 2001 whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour.

(b)(2) Employees placed on-call will be considered to be on-call for the entire district, e.g., Pittsfield/South County employees will be considered on-call for both areas; Hadley/Cummington/Montague employees will be considered to be on-call for all three areas.

Note: Selection process for being placed “on-call”:

1) If the Company determines that Pittsfield/South County Work Centers needs to place two or more line crews on-call or Hadley/Cummington/Montague Work Centers need to place three or more crews on call then: a) volunteers will be asked by utilizing the weekly overtime list for each respective district/satellite. If this process does not satisfactorily fill the on-call need then the actual hours worked list for each respective district/satellite for the current year will be used and the employee with the lowest number of actual hours list will be selected. If an additional person is needed then the employee with the next lowest number of actual hours worked will be selected. This process will continue until the need is fulfilled.

2) If the Company determines that Pittsfield/South County Work Center needs to place one line crew on-call or Hadley/Cummington/Montague Work Centers need to place one or two line crews on call then: a) volunteers will be asked by utilizing the weekly overtime list for the combined district. If this process does not satisfactorily fill the on-call need then the actual hours worked list for each respective combined district for the current year will be used and the employee with the lowest number of actual hours list will be selected. If an additional person is needed then the employee with the next lowest number of actual hours worked will be selected. This process will continue until the need is fulfilled.

II. <u>Call-Out</u>

(a) Each time an employee is called out from the employee’s home at times other than the employee’s regular hours of employment, the employee shall be paid for a minimum of two and one-half (2-1/2) hours' work at the applicable overtime rate, computed in accordance with Section 6, except that when the employee is so called out between the hours of 12:00 midnight and 5:00 a.m., the employee shall be paid for a minimum of three (3) hours' work at such overtime rate. The foregoing minimum payments shall not apply to an employee who is so called out within two (2) hours of the start of the employee’s regular hours of employment and works to the employee’s regular starting time, but the employee shall be paid only for the actual time worked by the employee.

(b) In computing overtime pay of an employee so called out, working time shall begin immediately upon the employee's arrival at the employee's station and end upon the employee's return to such station; provided, however, the employee shall be credited with **one (1)** hour travel time.

(c) If an employee is required to work outside of the employee's normal schedule for fifteen (15) minutes (except for more than two hours for prearranged overtime when such overtime immediately precedes the start of the normal workday) during the eight (8) hour period immediately preceding the starting time of the employee's next normal schedule, the employee will, whenever possible, be allowed rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight (8) hour period. **An employee who has earned six (6) hours or more of rest time and has two (2) hours or less remaining in their shift can request to take unpaid time for the remainder of their shift. An employee who normally works a ten (10) hour day who has earned eight (8) hours or more of rest or an employee who normally works a twelve (12) hour day and has earned ten (10) hours of rest and has two (2) hours or less remaining in their shift can request to take unpaid time, or use vacation time in accordance with Section XI(a)(5)(d) as long as it does not produce premium time, for the remainder of their shift.** Time allowed off for meals will be counted in determining beyond fifteen (15) minutes. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates. Rest time shall be granted in accordance with this paragraph on an employee's day of relief when the employee has been scheduled to work on that day.

This language supersedes the rest-time/eight consecutive hours off letter dated October 8, 1998.

(d) When an employee continues work into the employee's scheduled period of work, the employee shall be given rest time when the work is completed, but not going beyond such scheduled period of work.

(e) The employee shall be paid on the straight hourly basis for any portion of such rest period so taken by the employee, which occurs during the scheduled period of work.

(f) An employee called out at times other than the employee's regular hours of employment shall return to the station upon completion of the assigned work; and unless further calls have been received or further trouble is reasonably expected from current potential storm warnings, flood warnings, or other acts of God, the employee will not be required to remain on the job to fill out the minimum call-out time.

(g) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION VIII
Holidays

(a) The term "holiday" or "holidays" as used in Sections 6 and 8 of the agreement includes the following days:

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern.

(b) A regular employee will receive as holiday pay eight (8) hours' pay at the employee's straight hourly rate for a holiday, subject to the provisions of Section 12 (d), even though no work is performed by such employee.

Work performed on a holiday by such employee shall be paid for as follows:

(1) Such employee, except when employed in shift operations, shall be paid for work performed on such holiday which falls within the employee's scheduled workweek, in addition to eight hours of work on such holiday, at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for up to eight hours during the employee's regular schedule on such holiday and at the straight-time rate for any additional regular scheduled hours within the employee's scheduled day. The employee shall be paid at the overtime rate of two (2) times the employee's straight hourly rate for any hours of work performed by the employee outside the employee's regular schedule on such holiday.

(2) Such employee, except when employed in shift operations, shall be paid for work performed by the employee on such holiday which falls outside the employee's scheduled workweek, in addition to said holiday pay, at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for any hours of work performed by the employee on such holiday.

(3) Such employee when employed in shift operations shall be paid for work performed by the employee on such holiday, which falls on the employee's scheduled day of work, in addition to eight hours of work on such holiday, at the rate of one and one-half (1½) times the employee's straight hourly rate for all regular scheduled hours within the employee's scheduled day. The employee shall be paid at the overtime rate of two (2) times the employee's straight hourly rate for any hours of work outside the employee's regular schedule on such holiday.

(4) Such employee when employed in shift operations shall be paid for work performed by the employee on such holiday which falls outside the employee's scheduled workweek, in addition to said holiday pay, at the rate of one and one-half (1½) times the employee's straight hourly rate for any hours of work performed by the employee on such holiday.

(c) An employee on scheduled vacation leave which includes a holiday shall receive an extra day's pay for such holiday if it is determined by the Employer that it is not practical to schedule an additional day of vacation. If it is determined that an additional day of vacation can

be scheduled, whenever practicable the additional vacation day will be scheduled to immediately precede or follow the vacation period during which the holiday occurs.

(d) Only employees when employed in shift operations will have the option of receiving holiday pay or receiving a day off in lieu of holiday pay. Such day off will be requested by the employee during the week of the holiday worked. If the employee does not request such day off at that time then the employee shall be paid in the following paycheck for the holiday worked.

(e) When a holiday falls on a Saturday, the preceding Friday will be the day observed in place of the Saturday holiday and holiday pay and the above rates for work on the holiday will be effective for such Friday.

(f) When a holiday falls on a Sunday, the following Monday will be the day observed in place of the Sunday holiday and holiday pay and the above rates for work on the holiday will be effective for such Monday.

(g) The preceding two paragraphs shall not apply to employees employed in shift operations.

SECTION IX

Time Off for Death in Family

(a) Time off with pay **up to five (5) working days** will be granted to any regular and probationary employee upon notification to the employee's supervisor of the death of a member of the employee's immediate family and only when the employee is in actual attendance at the funeral. The immediate family, referred to herein, shall include a father, mother, husband, wife, brother, sister, son, daughter, grandfather, grandmother, grandchild, father-in-law, mother-in-law **son-in-law, daughter-in-law** or step-relative in the above classifications.

(b) In addition, **up to three (3)** working days off with pay only when the employee is in actual attendance at the funeral, will be granted in the case of the death of a brother-in-law, sister-in-law **or person who was a member or and lived in the employee's household. Up to two (2) working days off with pay, only when the employee is in actual attendance at the funeral, will be granted in the case of the death of an employee's** uncle or aunt.

(c) In cases of death in the family not included in the above, time off may be granted, with due consideration to be given, according to the circumstances in each individual case.

(d) Duration of the time off with pay will depend upon the circumstances in each case, but shall in no case exceed **the above allotments**.

(e) If death occurs to a member of an employee's immediate family, as defined in paragraph (a) above, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed **five (5)** days. The vacation will be rescheduled at the option of the Employer to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first four months of the following calendar year.

(f) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION X
Jury Duty and Military Leave of Absence

(a) Whenever a regular employee is required to be absent from the employee's regular duties because of Jury Duty and receives compensation from the appropriate governmental authority for reporting for said Jury Duty, the Employer will make up the difference between (1) the wages for the hours which the employee normally would have worked on the day or days of Jury Duty computed at the employee's straight hourly rate and (2) the amount which the employee receives from the appropriate governmental authority for Jury Duty for such day or days.

(b) In the event that the employee has an opportunity to perform some of the employee's regular duties for the Employer, the employee shall be paid the regular hourly rate for the hours worked which will be in addition to any money received from the appropriate governmental authority for Jury Duty.

(c) If the sum of the employee's compensations for Jury Duty and the amount received for work actually performed does not equal the wages for the total hours which the employee normally would have worked on the day or days of Jury Duty, the difference will be made up by the Employer. If such sum is equal to or greater than such wages, no additional payment will be made by the Employer.

(d) Holiday pay which such employee would have received if not on Jury Duty shall be paid to the employee without deduction for pay received from the appropriate governmental authority for work on such holiday.

(e) It is expected that, if an employee is relieved of Jury Duty before noon, the employee shall report back to the employee's supervisor for work assignment; if relieved after noon, the employee shall not be required to report back for work.

(f) The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The benefits provided by the Company will be those set forth in the "Leave of Absence for Military Service" section of NUP 15 – Leaves of Absence, which may be amended at any time at the sole discretion of the Company.

(g) The provisions of this Section do not apply to a part-time or probationary employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION XI
Vacations

(a) Regular Employees will be allowed the following vacation periods annually with

basic straight-time pay:

1)
- For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.
- For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.
- For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.
- For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

2) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for **additional vacation time as set forth in the table below**.

3) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

4) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than **6** years	15 days per year
6 years	**16 days**
7 years	**17 days**
8 years	**18 days**
9 years	**19 days**
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

5) During the year in which an employee reaches their 63rd birthday, the employee will be entitled to an additional week of vacation pay in that calendar year and every calendar year thereafter. This additional week of vacation applies only to those employees who have reached their 63rd birthday by December 31, 2016 and were hired prior to that date.

(b) Vacations shall not be cumulative from year to year. **However, employees shall be allowed to carry over up to forty (40) hours of vacation. Such vacation time must be used in the year it is carried over.** Employees entitled to vacations will take them in accordance with a schedule to be prepared by the Department Superintendent of the Employer. Consistent with the Employer's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Employees may express to the Superintendent as

early as possible any desire for specific vacation dates and such expressions will be given consideration in making up the vacation schedule with seniority to govern in case of conflict.

(c) One (1) of the three (3) weeks of vacation for those employees who are eligible for a three (3) weeks' vacation, two (2) of the four (4) weeks of vacation for those employees who are eligible for a four (4) weeks' vacation, three (3) of the five (5) weeks of vacation for those employees who are eligible for a five (5) weeks' vacation and four (4) of the six (6) weeks of vacation for those employees who are eligible for a six (6) weeks' vacation may be scheduled by the Employer at any time during the calendar year.

(d) Any employee eligible for one (1) or more weeks' vacation may split one week into two parts and one week into up to five parts provided a one-week notice is given where practicable, except in case of an emergency. A split vacation shall not have preference over a first or second week's vacation or a previously scheduled vacation of an employee. Seniority shall govern in case of conflict of choice of split vacations among the employees. The second part of an employee's split vacation shall not have preference over any other employee's vacation. **Subject to management approval, an employee may take vacation time in hourly increments up to a total of sixteen (16) hours per year.**

(e) Within the meaning of this Section, vacation pay for a week for an employee is a sum equal to forty (40) times the straight hourly rate of such employee as of the time the employee's vacation is taken, subject to the provisions of Section 12 (d).

(f) If an employee fails to perform any work, quits or is discharged during a calendar year, they will be paid the prorated vacation amount that they have earned.

(g) An eligible employee who leaves the service of the Employer to enter the military service of the United States or is laid off for lack of work or quits after giving two (2) weeks' notice, and who has not then received vacation for such calendar year, shall receive vacation pay for such calendar year as follows:

The employee shall be paid that proportion of one (1), two (2), three (3), four (4), five (5), or six (6) weeks' vacation pay [the number being determined in accordance with paragraph (a) hereof except that the date on which the employee ceases work shall be used in place of December 3l as the number of full months worked by the employee during such calendar year bears to twelve (12)]. For this purpose, if the date of cessation of work occurs on or after the 15th calendar day of the month, the period of work in such month shall be counted as a full month, but if it occurs prior to the 15th calendar day of the month, the period of work in such month shall not be counted.

(h) The provisions of this Section do not apply to temporary employees, probationary employees, or part-time employees.

SECTION XII
Wages

(a) Schedule A attached hereto shows a list of the classifications covered by this agreement and the wage rate ranges applicable to each classification effective **October 1, 2023, October 1, 2024, October 1, 2025 and October 1, 2026.** All employees in a classification shall be paid at a rate of pay that comes within the rate range applicable to such classification. If any general wage adjustment is made by the Employer, any employee then

receiving a rate in excess of the maximum rate for the job classification in which the employee is employed shall receive as a general wage adjustment a sum equal to the amount of the general wage adjustment as applied to the maximum rate of pay of such job classification.

(b) The progress of an employee within the rate range for the job classification shall be based on merit and the provisions set forth in the Company/Union Time Merit Progression (TMP) Letter of Agreement dated March 22, 1989 found in Section XXV. Merit includes the employee's effort and initiative, safety on the job, progress and experience in and knowledge of the requirements of the job classification, and it shall be the responsibility of the Employer to determine the same.

(c) Each employee whose rate of pay is from time to time below the maximum for their job classification shall be reviewed for a merit increase on wages once each six (6) months. Merit increases will be for thirty (30) cents per hour or more, subject to the limitation of the maximum rate for the job. Following each such review, the Employer will notify the employee if the employee has not been granted a merit increase and the reasons therefore. Employees at the top rate of their classification shall receive Performance Appraisal Reviews at six (6) month intervals until they reach the Journeyman level. Any complaint as to the Employer's action may be processed as a grievance through the grievance procedure established in Section XVI of this agreement.

(d) When an employee is temporarily assigned by their authorized supervisor, in advance of performance, to perform higher classes of work and actually performs said work for a period of two (2) hours or more, the employee shall be compensated for such work at the minimum of the rate range for such higher classification or at the hourly rate of pay increased by fifteen (15) cents per hour, whichever is the higher, but not in excess of the maximum of such rate range. If the temporary assignment is to perform work in a supervisory classification, the hourly rate of pay of the employee shall be increased by 2.50 dollars per hour. After an employee has worked continuously for four (4) weeks on a temporary upgraded job, thereafter, so long as the employee continues to work at such job, the temporary upgraded rate shall apply to holiday pay, accident pay, vacation pay, and sickness disability payments. In the event an employee is to be upgraded or promoted within a department and a relative of that employee (as defined by NUP64) works within the same department, the relative employees may not be assigned to the same work crew unless under emergency situations.

(e) Whenever an employee not employed in a shift operation is assigned temporarily to perform work of an employee in a shift operation, the employee shall be entitled to overtime pay for hours worked by the employee on such temporary assignment outside of the employee's regular hours of employment unless the temporary assignment is for a period of forty (40) hours or more to work in a shift operation in which case the employee shall be considered as a person employed in a shift operation for the duration of such temporary assignment.

(f) The Employer shall advise the Union, in advance, of employees being transferred temporarily from one area to another or employees being transferred temporarily from one Occupational Group to another. Except for emergencies, as much advance notice as reasonably possible will be given.

(g) The Employer agrees that any employee selected on or after the date of this Agreement, to fill a vacancy as a Specialized Mobile Equipment Apprentice, will be promoted to Specialized Mobile Equipment Operator, respectively, not later than upon the completion of six (6) months service in such apprentice classification, provided the employee qualifies for such promotion. employees who are selected to fill an apprentice vacancy, and who have two (2) or

more years of continuous service with the Employer on the date of such selection shall receive the rate of forty (40) cents per hour above the single rate established for the apprentice classification.

(h) Employees who are selected to fill an apprentice vacancy and who have ten (10) or more years of continuous service with the Employer on the date of such selection shall receive a rate equal to the minimum rate of Specialized Mobile Equipment Operator, except where such rate is in excess of the employee's current rate, the employee will continue to receive the employee's current rate.

SECTION XIII
Seniority

(a) The Employer shall make the selection of regular or probationary employees for promotion based upon the following factors:

(A) Length of continuous employment
(B) Training
(C) Ability
(D) Efficiency
(E) Physical fitness

Whenever there is no substantial difference with respect to factors (B), (C), (D), or (E), length of continuous employment as defined in Section 2 (d) shall govern, except as otherwise expressly provided in subparagraph (b) of this Section.

(b) When a promotion is to be made within an Occupational Group as hereinafter defined, and as shown on Appendix "C" which is attached hereto, the following requirements as to preference shall be met:

(1) First opportunity to fill a vacancy shall be given employees within the Occupational Group in which the vacancy exists. The employee in a particular job classification within the Occupational Group who has the necessary ability and qualifications shall be eligible to advance to the next higher job classification within the employee's Occupational Group, provided that whenever there is no substantial difference with respect to factors (B), (C), (D), or (E),

All Districts:

The employee with the greatest occupational seniority shall be selected. An employee must remain in a job classification for at least one (1) year before the employee is eligible to advance to the next higher job classification within the employee's Occupational Group.

(2) Vacancies in a job classification which is above the lowest step in an Occupational Group for which no qualified eligible employee within such Occupational Group is available, shall be filled by mutual agreement between the Employer and the Union. Mutual agreement shall not be unreasonably withheld.

(3) When necessary to determine the qualifications of applicants, the Employer shall determine the same in a reasonable manner consistent with the requirements of

the job vacancy. An employee who formerly held the job classification shall be presumed to be qualified. In the event tests are used to determine the qualifications, such tests will be jointly administered by the Employer and the Union. Any disagreement concerning use of such tests shall be subject to the provisions of Section XVI.

(4) The Terms:

"Occupational Group" shall mean a sequence of related jobs rated from the highest to the lowest job classification, as shown in Appendix "C." "Occupational Seniority" shall mean the length of employment in an Occupational Group. Employment in an Occupational Group shall be considered for the purpose of determining length of service to commence on the date that an employee is scheduled to begin a job within the Occupational Group irrespective of the hour or day on which the employee commences the employee's duties.

(c) Training received while working on temporary assignment to a job will not be considered in making the selection on a promotion to such job.

(d) The provisions of this Section shall not apply to the selection or hiring of any employees who are excluded by the provisions of Section 2 from the terms "employee" and "employees," or any employees in any department not coming within the scope of this agreement. Any employee transferred to a supervisory or other job outside the bargaining unit shall retain such seniority as accumulated prior to such transfer, and no seniority shall accumulate while such employee has been or shall be employed outside the bargaining unit, except that where an employee is transferred to a position in the first level of supervision, such employee shall accumulate seniority for the first ninety (90) days while occupying such position. If any employee has been or is transferred to a supervisory or other position so as to be excluded from the coverage of this agreement, such employee shall retain seniority plus that accumulated in the higher position to a maximum of ninety (90) days, and in the event such employee shall be retransferred to a job classification within the unit, shall retain all accumulated seniority as provided in the preceding sentence.

(e) When there is an increase in the work force after a layoff, employees who had been laid off for less than five (5) years because of lack of work, shall, if then available, be given preference over persons not formerly in the employ of the Employer, and with respect to former employees, the selection among them shall be based upon the factors set forth in subsection (a) of the Section. Such employee will retain seniority rights, but seniority will not accumulate during the period of layoff.

(f) The Employer shall maintain an up-to-date seniority list by Occupational Groups of all employees in jobs covered by the Union agreement. Such a list shall be made available to the Business Manager of the Union on December 1 of each year. The Employer shall send to the Business Manager of the Union on June 1 of each year, a letter outlining all changes which have been made to the seniority list issued the preceding December. If exception is not taken to the list or letter within thirty (30) days from the date of submission of such list or letter to the Union, the list or letter shall be considered as correct and no change will be made thereafter except by mutual agreement between the Employer and the Union.

(g) The provisions of this Section do not apply to part-time or temporary employees. However, when any temporary employee is transferred to regular status and becomes a regular employee, the length of continuous employment shall be measured from the date on which the

continuous uninterrupted period of employment started, last prior to the employee's transfer to regular status.

(h) Company seniority under this Agreement shall be defined as length of service in a classification included in the bargaining unit. Effective July 1, 1984, employees transferred or reassigned from outside the bargaining unit to a classification included under this Agreement will not carry nonbargaining unit seniority with them.

SECTION XIV

Furlough of employees

(a) Whenever, because of a reduction or change in the work force in a job classification covered by this agreement, there is a surplus of employees in such job classification, then the employee in such job classification who has the least length of Company seniority with the Employer shall be selected by the Employer for reassignment (Such displaced employee shall successfully pass the applicable aptitude test for the entry level position in the job classification bumping to. This applies only to employees hired or transferred into bargaining unit positions upon ratification of this Collective Bargaining Agreement.) or furloughing in accordance with the following:

The Employer will offer such employee a job ...

first: in the same job classification at any location within the employee's Occupational Group as stated on the List of Occupational Groups set forth at the end of this Section;

second: in a previously held (within the last five (5) years) job classification or in any lower rated job classification within the employee's Occupational Group as stated on said List;

third: in any job classification in the employee's or any other Occupational Group in the employee's Department which is shown on said List with the symbol (f) before it, and for T.M.P. classifications this would include up to S-3, provided that such job classification has a maximum rate of pay lower than the maximum rate of pay of the employee's present job classification; and

fourth: in a job classification in another Department which as stated on said List is a starting job in such Department; provided the employee has the ability and qualifications (including license, if required) to perform the work in the offered job and has longer length of continuous employment with the Employer than another employee in such job classification. If the Employer cannot offer a job to the employee, the employee shall be furloughed. If the employee refuses to take the job offered to the employee, the employee shall then be furloughed.

(b) If a surplus is created in a job classification as a result of such offer of a job, the Employer will displace the employee then in such job classification who has the least length of continuous employment with the Employer. In turn the Employer shall offer to the displaced

employee a job in the same manner followed in the first instance. If the Employer cannot offer a job to such employee, the employee shall be furloughed. If such employee refuses to take the job so offered to the employee, the employee shall be furloughed. The Employer shall repeat the above procedure until the last displaced employee or employees are furloughed. An employee to be furloughed shall be given two (2) weeks' notice prior to being separated from employment with the Employer.

If an employee has completed one or more years of continuous service, is not offered a job, the employee shall be given an allowance of 80 hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company with a minimum of two weeks pay up to a maximum of 52 weeks pay. Any furloughed employee or employee identified to be furloughed, who obtains employment with any of the system companies and Connecticut Yankee Power Company or any successor company will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish any other rights, other than vested rights, under this Agreement and will not be eligible for recall.

Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease with this Company, or with the purchaser or lessor, shall not be eligible for severance pay.

(c) The employee involved in this movement shall be given a seventy-two (72) hour notice before the change is made. In the employee's new job classification, the employee shall be paid at the maximum rate of pay of such job classification except, if the new job classification is covered by a TMP, the new pay rate will be at the third step of the rate progression. If it is a job classification requiring a license, the employee shall be paid in accordance with the maximum rate of pay provided for the license which the employee holds or at a rate of pay to be determined in accordance with the Schedule in Section 20 of this agreement, whichever is greater, provided, however, that the employee shall not receive in the new job classification more than the rate of pay which the employee was being paid in the job classification from which the employee has been selected or displaced.

(d) Employees with twenty (20) or more years of continuous service with the Employer, whose jobs are eliminated by automation or a permanent reduction in forces, shall be placed in other jobs without a reduction in their wages. The Employer and the Union will attempt to agree to place employees whose jobs are so eliminated in jobs for which they are best qualified.

(e) Employees hired prior to July 1, 1979, with five (5) or more years of continuous service with the Employer shall not be laid off because of a reduction or change in the work force. Such an employee who cannot be placed under the steps outlined in the Plan, will be offered a job in any job classification having a maximum rate of pay lower than the maximum rate of pay of the employee's present job classification, for which the employee is qualified (including license, if required) and in which there is an employee with less than five (5) years' service with the Employer, and in so doing the Employer will try to place such employee in a job having a maximum rate of pay below, but as near as possible to, the employee's rate of pay. The employee who is displaced by this procedure shall be subject to the steps outlined in this Plan.

(f) Whenever a vacancy occurs in a position from which an employee has been displaced, such vacancy will be filled by the displaced employee without the requirements of job

posting and when more than one employee has been displaced, the employee having the longest length of service with the Employer shall be given the job vacancy. Such employee returning to the employee's former classification shall receive the rate of pay which the employee was receiving in such classification just prior to the employee's displacement. In order to qualify as a displaced employee, such employee must have worked in the position from which displaced at least thirty (30) days immediately prior to such displacement.

(g) The Company will not contract out work regularly performed by employees covered under this Agreement if it would result in the layoff or demotion of its regular employees.

OCCUPATIONAL GROUPS

Springfield District

Commercial Department

C-1

(1) Meter Service Specialist
Meter/Service Rep.
(f) * Meter/Service Helper
Meter/Service Installer
(f) * Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Lead Building Maint. Mechanic
Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-3

Distribution Construction Mechanic
Distribution Construction Worker
(f) * Distribution Construction Helper

D-4

Specialized Mobile Equip. Oper. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Area Operator
Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Senior Streetlight Inspector
Streetlight Line Mechanic

D-8

Field Technician A-1
Field Technician A-2/C-1

(f) * Streetlight Inspector

(f) * Field Technician C-2/C-3

D-9

Senior GIS Technician
GIS Technician A-1/B-2
(f) * GIS Technician B-3/C-2

TD-10

Test Technician

Dispatch Center

DC-1

Dispatcher
Assistant Dispatcher
(f) * Dispatch Center Trainee

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Distribution Construction Helper
Line Mechanic Helper
Specialized Mobile Equipment Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-3/C-2
GIS Technician C-2/B-3

Franklin Area

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.

Distribution Department

TD-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

TD-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

TD-3

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. Oper. App.

TD-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

TD-6

Lead Electrician
Electrician
(f) * Electrician Helper

TD-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper

Distribution Department:

Splicer Helper
Line Helper
Specialized Mobile Equip. Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Hampshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Assistant
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Line Mechanic Helper

Electrician Helper
Field Technician C-2/C-3

Berkshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Mechanic Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-4

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Opr.
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:	Meter Reader
	Stockhandler Helper
	Janitor
	Meter/Service Installer Helper
Distribution Department:	Splicer Helper
	Line Mechanic Helper
	Specialized Mobile Equip. Apprentice
	Garage Mechanic Helper
	Electrician Helper
	Utility Maintenance Worker
	Field Technician C-2/C-3

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* Positions to be posted
(f) See Step 3 Section XIV - Furlough of employees
*** Classification to be deleted - incumbents grandfathered
(1) For upgrading only

SECTION XV
Reemployment of Veterans

Both parties agree that reemployment of former employees upon their release from the Armed Forces of the United States shall be in accordance with the laws of the United States of America and of the Commonwealth of Massachusetts and any duly authorized rules and regulations issued thereunder.

SECTION XVI
Grievance Procedure and Arbitration

(a) A representative of the Employer and the Business Manager of the Union shall meet from time to time at the request of either party for the purpose of discussing any common problems. All such meetings shall be held at the Employer's office at the convenience of both parties, if possible.

(b) During the term of this agreement, should any difference, dispute or grievance arise between the Employer and the Union regarding hours, wages, or working conditions or the interpretation or application of any of the provisions of the Agreement, there shall be no suspension of work and the following procedure shall be followed:

First - The aggrieved employee or employees within fifteen (15) working days after the grievance arises shall present the grievance verbally to the foreman or immediate supervisor. The foreman or immediate supervisor will endeavor to settle it by giving an answer as promptly as possible, and within five (5) working days of the date of presentation. Nothing contained in this provision shall be interpreted as preventing the Union from being present at any meeting at which any grievance is adjusted and the Union will be notified in advance of such meetings by the Company. If an answer is given and accepted by the Union in this step, the grievance shall be considered closed. If the answer is not given, or is not acceptable to the Union, the grievance may be taken to the second step within ten (10) working days from the date the answer was given or due.

Second - The Business Manager, Assistant Business Manager or Steward shall forward the grievance in writing to the Manager or Superintendent concerned stating its nature and giving a brief description of the circumstances causing it. Reference shall be made to the provision(s) of the Agreement on which it may be based. The Manager or Superintendent concerned or their designated representative will investigate the grievance and the answer will be given by the Manager or Superintendent in writing within five (5) working days. If a meeting is held at this step, the answer is to be given by the Manager or Superintendent in writing five (5) working days from the date of the meeting. If the answer is not acceptable to the Union or is not received within such five (5) working days, the grievance may be taken to the third step within ten (10) working days from the date that the answer was received or due. The Union may initiate the grievance at this step at any time within a period not in excess of fifteen (15) working days from the date of the alleged violation.

Third - The Business Manager, Assistant Business Manager, or Steward of the Union shall forward a copy of such written grievance to Labor Relations. A meeting between the Labor Relations and the Business Manager or their mutually agreed to designated representative, shall be held at a time and place as agreed to by the parties. An International Representative of the I.B.E.W. may be present at this step, only to assist the local Union. The answer is to be

given in writing by the Regional Personnel Manager within ten (10) working days from the date of the meeting.

Fourth - In the event that any such difference, dispute, or grievance shall not have been satisfactorily settled in the manner hereinbefore provided within thirty (30) working days after the date of the third-step answer, the Union shall immediately notify the Employer, in writing, that the same shall be referred for settlement to an impartial arbitrator who shall not be financially interested in the Employer, to be appointed by mutual agreement of the Employer and the Union. No matter shall be submitted to an impartial arbitrator after 65 days from the date of the incident. If the Employer and the Union cannot agree on the arbitrator within fifteen (15) calendar days then, within thirty (30) calendar days after the fifteenth day, the American Arbitration Association shall be requested by either party to administer the arbitration pursuant to the American Arbitration's Voluntary Labor Arbitration Rules. The arbitrator's decision or award shall be in writing and shall be final and binding on all parties. The expenses and fees incident to the services of the arbitrator shall be paid jointly by the Employer and by the Union.

(c) The impartial arbitrator shall render a decision on any difference, dispute, or grievance on the basis of the evidence, the data, and the facts properly placed before the employee regarding such difference, dispute, or grievance.

(d) Except as specifically provided herein this agreement shall not be changed or added to by arbitration and all awards shall be consistent with the terms hereof.

(e) The arbitrator shall render a written decision and/or written opinion within thirty (30) days following the close of hearings.

(f) At such times as are mutually agreeable, an aggrieved employee and the Business Manager or Assistant Business Manager or Steward of the Union will be allowed time to discuss grievances with the Employer in the first, second and third step of this procedure without loss of pay for normal-schedule work hours providing overtime replacement is not required.

SECTION XVII
Discharge of employees

The Employer shall notify the Union within two (2) working days of the suspension or termination of an employee and the Union shall have seven (7) working days to request a meeting to discuss such suspension or discharge. Such meeting shall be held within fifteen (15) days of the Union's request. Upon receipt of the foregoing request, the Employer will inform the Union of the reason for the suspension or discharge, and, upon receipt of a request from the Employer, the Union will state the reasons for believing the suspension or discharge to be improper. The Employer will state its determination within two (2) working days subsequent to the conference. If subsequent to such conference the Employer determines that the employee was not properly suspended or discharged, the employee will be reinstated without prejudice and may be compensated by the Employer for loss of wages as hereinafter stated. If the employee is not satisfied with the determination of the Employer rendered subsequent to such conference, the Union may in writing, delivered to the Employer, request within five (5) working days after such determination that the matter of the discharge or suspension of such employee be referred for settlement to an arbitrator under the provisions of Section l6 hereof. The arbitrator shall render a decision within two (2) working days after the close of the hearing. The arbitrator shall have the power to make a decision determining whether or not the discharge or

suspension was proper hereunder, and if improper, whether or not to order the employee to be reinstated with back pay. An award of back pay made either by the representative of the Employer or by the arbitrator shall charge the Employer with the number of hours of back pay computed on an eight (8) hour day at normal rates, that the employee would have worked had the employee been employed, and in no event with a greater number of hours of back pay than the hours the employee would have worked had the employee been employed for a period beginning with the date of discharge or suspension and not exceeding twenty (20) working days of eight (8) hours each, next following the date of the close of the arbitration hearing.

SECTION XVIII
Safety and Health Regulations

(a) The present safety regulations (Employee Safety & Health Handbook) of the Employer are hereby incorporated in this agreement by reference. A joint committee, comprised of the Business Manager of the Union and two assistant Business Managers of the Union or their designated representatives and three (3) representatives of the Employer, shall be established to promulgate safe work practices. The Committee shall meet from time to time at the request of either party to discuss matters pertaining to safe work practices.

(b) Before adopting barehand practices for work on energized transmission facilities, the Union and Employer Safety Committee will first thoroughly investigate by any means necessary that this practice is not injurious to the health of the employees in any way.

(c) The Employer agrees to submit to the Business Managers drafts of the proposed revisions of the Safety Rules (Employee Safety & Health Handbook) and to meet on or about June 9, 1967, (and on later dates as may be necessary) to review and discuss such revisions. It is understood that suggestions made by the Union will be given careful consideration before final rules are adopted by the Employer. It is further understood that future new or changed Safety rules (Employee Safety & Health Handbook) will be similarly submitted and discussed before adoption by the Employer. Once the Company has made a decision on any such change in a safety regulation, the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonable in making such change.

(d) Both parties agree that they and the employees will each and all comply with the regulations made by the Employer and will respectively provide and use the protective devices, wearing apparel and other equipment to be provided by the Employer in accordance with the present practice of the Employer for protection from injury.

(e) Supervisor, Safety Administrator and/or Union Business Manager may report in writing a violation of such regulation by any employee to the department superintendent.

(f) If an employee is charged with a chargeable automobile accident, the employee and the Union are to be notified in writing within ten (l0) working days.

(g) An employee sent out on a trouble call may at the employee’s discretion and without prejudice request assistance if the trouble is beyond the employee’s ability to repair safely and adequately alone.

(h) Except in cases of necessity or emergency, employees shall not be required to do outdoor work when heat, cold, rain, snow, humidity, or other inclement weather conditions make such work unsafe in the Employer's judgment. employees may, prior to commencement

of outdoor work, or during such work, request their foreman to call the superintendent's office for a decision on whether or not such outdoor work shall be commenced or continued. If the foreman refuses to make the call, the employees may refuse to commence or continue such outdoor work until the call is made and a decision from the superintendent's office is obtained. employees shall not lose any regular pay because of failure to work outdoors due to inclement weather.

(i) When humidity or wet conditions are such that it is hazardous to work on l3,800/8000-volt or 8320/4800-volt lines with gloves, hot line sticks will be used or the lines will be de-energized.

(j) Except in cases of emergency or for customer scheduled or planned outage work, no employee engaged in work on overhead or underground lines shall be required to perform work on such lines when the temperature is ten degrees (l0°) or below. 10º clause clarification: Planned or scheduled outages for large (50 kVA and above) commercial or industrial customers, where there will be a major inconvenience or costs incurred by the customer if rescheduled. If possible, the Company will make a reasonable effort to reschedule.

(k) Employees may request their foreman to call the Superintendent's office for a decision on whether or not two (2) employees are needed on a pole to work 8320 Y hot safely or whether additional employees are needed to hang a transformer safely. If the foreman refuses to make the call, the employees may refuse to commence such work until the call is made.

(l) When it is necessary to patrol power lines on private right-of-ways at night on foot, employees will be assigned to perform this duty in pairs.

SECTION XIX

Accident and Sickness Disability Benefits

(a) The employees shall have the benefits of the Workmen's Compensation Laws of the Commonwealth of Massachusetts.

(b) Any regular employee who receives injury in the performance of assigned duties for the Employer resulting in the employee’s absence from work and in receiving medical care will be paid for such absent time, for the period of total incapacity not in excess of one year from the date of the injury, an amount which, after crediting Workmen's Compensation Benefits provided by such laws for such injury, will equal the normal basic, after taxes, pay for such absent period computed at the regular rate for a forty (40) hour week, subject to the provisions of Section 12 (d). In calculating the amount of payments to be made by the Employer, the Employer shall be entitled to the credit for Workmen's Compensation Benefits whether or not the employee has waived or actually receives such benefits. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Employer shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Employer's payments made under the terms of this Section. The provisions of this subsection (b) do not apply to temporary employees, probationary employees, or part-time employees.

(c) The Employer agrees to continue in effect during the term of this agreement its present Sickness Disability Plan as modified *07/01/1992*, provided, however, that if by reason of federal or state legislation a program of such or similar benefits is established and the Employer

contributes to the cost of such program, then the Employer shall be entitled to a credit under its Sickness Disability Plan for all payments made to an employee under such program.

Test Tech Group and Employees hired on January 1, 2017 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first twelve weeks of short term disability will be paid at 100% of base pay
- Up to thirteen additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)

(d) Disability to work resulting from sickness and accidents incurred by an employee who is a Union representative while on Union business shall not make such employee ineligible for benefits under the Sickness Disability Plan.

SECTION XX

Disability Management

(a) In the event an employee becomes unable to perform the duties of the classification in which the employee is engaged because of physical or mental disability as verified by the company, the Employer shall transfer the employee to other work, if available, which the employee is capable of performing and shall pay the employee a rate to be determined in accordance with the Schedule shown below. The Employer shall decide whether vacancies exist in a classification to which an employee may be reassigned, and the Employer shall, after consultation with the Union, determine when an employee is entitled to be, or in the interest of safety should be, transferred to work which the employee is capable of performing safely and effectively.

(b) If the maximum wage rate for the job to which the employee is assigned is higher than the adjusted rate as determined from the Schedule, the maximum wage rate of the employee's new classification shall be the applicable rate.

SCHEDULE

An employee who has been in the employ of the Employer, or its predecessors, for a period of ten (10) or more years at the time of adjustment, will be paid a rate of fifty (50) percent of the employee's current base rate plus five (5) percent of such base rate for each year of continuous service in excess of the required ten (10) years' service at the time of adjustment, but in no case shall the adjusted rate exceed the employee's current base rate. The Employer shall endeavor to find jobs for aged and/or disabled employees.

SECTION XXI
GROUP HEALTH CARE PLAN

(a) The Employer's Health Care Plan and the employee contribution schedule as described in the Company's **2023** proposal for a new Agreement will be in effect for the term of this Agreement.

(b) Changes in the Health Care Plan – beyond those associated with a change of carrier, or those legally or regulatorily mandated, shall be made with the mutual consent of the Employer and the Union, the determination of the method of providing such benefits shall be at the sole discretion of the Employer.

(c) A change of carriers and individual disputes that are otherwise covered by the providers' claims and appeal process, are not subject to the grievance and arbitration process.

SECTION XXII
Job Posting Program

(a) The Employer will post a notice of every vacancy in any job (other than a temporary or part-time job) covered by this agreement which is a starting job or the lowest rated job in an Occupational Group. Such posting will be made company-wide in all Union areas. The starting job and the lowest rated job in an Occupational Group is shown with an asterisk (*) on Appendix "C" which is attached hereto. Such notice shall be posted for seven (7) working days in all the departments where the jobs covered by this agreement exist and shall set forth the classification of the job to be filled, an outline of its duties, the qualifications required for the job, its regular hours of employment, the name of the supervisor to whom applications for the job should be submitted, the date on which the notice is posted, and the last day for filing applications. On or before the date of posting of each such notice, a copy of the notice shall be furnished to the Business Manager of the Union.

(b) Any employee, except as otherwise noted in this Section, having the qualifications required and desiring to be considered may apply in writing for such job within seven (7) working days after the notice is posted or such additional period as may be agreed to by the Union and the Employer. The employee shall apply by filling out an application form provided by the Employer, copies of which shall be available from both the Employer and the Union, and submitting the original copy of the application to the supervisor named in the notice and the duplicate copy of the application to the Business Manager or Steward of the Union. The Business Manager or Steward of the Union may submit a bid for a job on behalf of an employee who is on vacation or absent from work. The Employer shall not be required to consider any employee who fails to apply as aforesaid. The Employer will consider the qualifications of the applicants, select the person to fill the job vacancy and announce its selection within twenty-five (25) working days after the notice is removed. The Employer's selection shall be consistent with the provisions of Section l3 (a) hereof, provided that if there are no qualified applicants, the Employer shall not be required to fill the vacancy from among the applicants. For bids on posted jobs, seniority shall be company-wide with no preference given those in a particular area. When necessary to determine the qualifications of applicants, the Employer shall determine the same in a reasonable manner consistent with the requirements of the job vacancy. An employee who formerly held the job classification shall be presumed to be qualified. The Employer shall promptly notify the Union of its selection and, if requested by the

Union, shall meet with a representative of the Union and any applicants to discuss the reasons for its selection.

(c) Nothing in this Section shall be construed to impair or interfere in any way with the unqualified right of the Employer to transfer employees within a job classification from one location to another.

(d) When filling a job vacancy in an Occupational Group in a department, preference shall be given to employees in any department. Prior to filling a job vacancy from non-Company personnel, employees from other Union areas within the company shall be given preference.

(e) The employee selected to fill the job vacancy shall hold the job for a reasonable period not to exceed ninety (90) days on a trial basis. If the employee fails to demonstrate satisfactorily, qualifications to perform the work required by the job within such reasonable period, the Employer shall return the employee to the employee's former job, and notify the Business Manager of the Union in writing of the reasons for this action. When a job is declared vacant by the Company, it will be posted immediately after the former incumbent qualifies in the employee's new assignment.

(f) The employee selected to fill the job vacancy shall be transferred to such job within thirty (30) working days. If an employee is not moved into the new position within 10 working days, the employee will start accruing department seniority from the date of acceptance and will be paid the new rate of pay if it is higher than their present rate.

(g) Posted job vacancies which have not been filled after ninety (90) days from the original posting date shall be reposted unless otherwise agreed by the Employer and Business Manager.

(h) An employee, other than a newly hired or transferred into Local 455 employee, selected to fill a job vacancy under this Section shall not be eligible to bid another job until the expiration of six months from the date of the employee's selection. A newly hired or transferred employee shall not be eligible to bid another job until after completing twelve (12) months of employment, or later (unless with management's approval). A newly hired or transferred employee into the Underground Department shall not be eligible to bid another job until after completing thirty-six (36) months of employment, or later (unless with management's approval) if probationary period is extended by mutual agreement of the Union and the Employer.

(i) The Employer may assign anyone to fill a vacancy temporarily pending the posting of a notice hereunder and the consideration of applications. Newly created jobs coming under this program shall be posted not later than thirty (30) days after the creation of such job.

SECTION XXIII
Shift Premium

(a) Employees who are employed in shift operations shall be paid a shift premium as follows:

No shift premium shall be paid for hours worked on the first shift.

Two dollars and fifty cents ($2.50) per hour for all hours worked on the second shift.

Two dollars and fifty cents ($2.50) per hour for all hours worked on the third shift.

The first, second, and third shifts shall be defined as follows:

(1) The first shift shall include all regular hours of employment scheduled to start between 6:00 a.m. and 9:59 a.m. inclusive;

(2) The second shift shall include all regular hours of employment scheduled to start between l0:00 a.m. and 5:59 p.m. inclusive;

(3) The third shift shall include all regular hours of employment scheduled to start between 6:00 p.m. and 5:59 a.m. inclusive.

(b) Such employee shall be paid the respective shift premium which is applicable to the actual hours worked by the employee on each shift.

(c) Shift premium shall be applicable only for time actually worked by such an employee and only on overtime when it is contiguous and follows or precedes the shift employee's regular shift. It is not applicable if the shift employee is called in on first shift hours. It shall be added to the employee's regular hourly rate **before** computing overtime pay under Section 6 and **before** computing pay for work performed on a holiday under Section 8. Shift premium shall not be applicable in computing minimum call-out pay under Section 7.

(d) A Garage Mechanic or Chief Auto Mechanic regularly assigned to the second or third shift shall receive the shift premium for holiday pay and vacation pay. The shift premium shall not apply to any other benefits under this Agreement including sickness benefits and termination pay.

SECTION XXIV
Sunday Premium

Shift employees, whose regular schedule includes work on Sunday, will be paid a premium of twenty-five (25) percent of their basic straight- time rate for work performed on Sunday during their regular hours of employment. No such premium will be paid for work which is performed at overtime rates.

SECTION XXV
Letters of Understanding

The letters of understanding which have been mutually agreed upon by the Employer and the Union and which are attached hereto are hereby made a part of this agreement.

SECTION XXVI
System Retirement Program

It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the "Northeast Utilities Service Company Plan" for the term of this Agreement for employees hired prior to 01/01/2011, and to offer the K-

Vantage Benefit to employees hired after December 31, 2010. K-Vantage will also be available to employees hired prior to January 1, 2011, who choose K-Vantage before 01/01/2011 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. It is understood and agreed by the Union and Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations application thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

SECTION XXVII
Group Life Insurance Program

The Employer agrees to continue in effect the Group Life Insurance Program as mutually agreed upon by the Employer and the Union.

SECTION XXVIII
Term

This Agreement, when signed by the Employer and the Union or their authorized representatives and approved by an officer of the International Brotherhood of Electrical Workers, shall become effective as of October 1, **2023,** and shall remain in effect until October 1, **2027,** and from year to year thereafter unless either party shall give to the other in writing at least sixty (60) days prior to the expiration of a term, notice of its desire to terminate the agreement at the expiration of such term or to effect changes therein. Within thirty (30) days after the receipt of such notice, the parties shall meet to negotiate or bargain with respect to the terms of a new agreement or such changes. During the term of this agreement, neither party shall request the other party to bargain with respect to any change of the provisions of this agreement or any other matter that may add to the provisions of this agreement, and neither party shall have any obligation to negotiate or bargain with the other party with respect to the same.

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

John J. Beaudoin _____ Date 5/3/24
John J. Beaudoin
Business Manager, IBEW Local 455

FOR THE COMPANY:

Brooke Sherer _____ Date 5/3/24
Brooke Sherer
Director, Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

_____ Date _____
Kenneth W. Cooper
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
5/30/2024
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

NSTAR ELECTRIC COMPANY
SCHEDULE "A" RATES

RATE PROGRESSION STEPS
EFFECTIVE OCTOBER 1, 2023

EFFECTIVE OCTOBER 1, 2023	1	2	3	4	5	6	7	8	9
Area Operator (Springfield)	$54.69								
Area Stockhandler (Io)	$46.41	$47.52							
Assistant Distribution System Operator	$58.90								
Building Maintenance Mechanic	$35.76	$39.93	$43.98	$51.53					
Chief Auto Mechanic	$53.76								
Distribution Construction Mechanic FQ	$44.92								
Distribution Construction Mechanic Helper	$33.05	$36.50	$40.04	$40.98					
Distribution Construction Worker	$29.28								
Distribution System Operator	$63.44								
Distribution System Operator Apprentice	$53.67								
Electrician FQ	$54.40								
Electrician Helper	$32.19	$34.83	$37.46	$40.09	$42.73	$45.33	$47.98	$50.60	
Electric Service Designer	$48.69	$50.28	$51.89	$53.51					
Electric Service Designer Helper	$31.25	$34.76	$37.36	$39.54	$41.73	$44.31	$46.94		
Garage Assistant	$29.28	$34.12							
Garage Mechanic FQ	$49.72								
Garage Mechanic Helper	$29.29	$32.19	$35.42	$37.92	$40.77	$43.65	$46.46		
Garage Parts Handler	$34.57	$42.65							
GIS Technician A-1 FQ	$42.56								
GIS Technician Helper	$30.15	$32.48	$34.83	$36.60	$38.51	$40.50			
Instrument Technician	$47.54	$54.75							
Janitor - M083	$31.09	$36.13							
Lead Building Maintenance Mechanic	$52.27								
Lead Cable Splicer	$55.57								
Lead Electrician	$55.85								
Lead Line Mechanic	$58.16								
Lead Stock Handler	$47.52								
Lead Utility Maintenance Worker (E Springfield)	$40.77								
Line Crew Ground Helper	$33.19	$39.93							
Line Helper	$34.66	$36.83	$38.91	$41.39	$43.29	$44.92	$47.37	$49.49	$51.61

Line Mechanic FQ	$56.35							
Meter Reader	$32.94	$38.87						
Meter Reader-New	$29.83							
Meter Service Installer FQ	$43.30	$45.00						
Meter Service Installer Helper	$29.13	$31.52	$33.15	$34.63	$36.88	$42.11		
Meter Service Representative FQ	$46.49	$50.36						
Meter Service Representative Helper	$34.47	$35.51	$36.44	$37.53	$38.44	$39.85	$43.21	
Meter Specialist	$49.96	$57.26						
Overhead Training Leader	$62.62							
Response Specialist- Line	$61.41							
Senior GIS Technician	$44.70							
Senior Streetlight Inspector (Springfield)	$42.46	$48.75						
Senior Test Specialist	$60.92	$63.37						
Service Specialist	$53.15	$55.16						
Specialized Mobile Equipment Apprentice (Prod)	$32.19	$35.81						
Specialized Mobile Equipment Apprentice (T&D)	$32.19	$35.81						
Specialized Mobile Equipment Operator (Prod)	$40.98	$45.26						
Specialized Mobile Equipment Operator (T&D)	$40.98	$45.26						
Specialized Mobile Equipment Operator A	$47.75							
Splicer FQ	$54.17							
Splicer Helper	$35.03	$36.83	$38.65	$41.30	$43.82	$46.07	$48.18	$50.29
Stockhandler FQ	$45.33							
Stockhandler Helper	$29.13	$31.91	$33.84	$35.56	$38.88	$41.05	$42.28	
Street Light Inspector (Springfield)	$38.39	$43.57						
Streetlight Line Mechanic	$41.43	$46.45						
Temporary Summer Employee	$17.23							
Test Specialist A	$51.31	$53.82	$56.14	$58.45				
Test Specialist B	$44.90	$47.65						
Test Technician	$39.38	$42.15						

Utility Maintenance Worker	$35.76	$39.93
Utility Worker	$24.43	

EFFECTIVE OCTOBER 1, 2023	1	2	3	4	5	6	7	8
Area Operator (Springfield)	$54.69							
Area Stockhandler (Io)	$46.41	$47.52						
Assistant Distribution System Operator	$58.90							
Building Maintenance Mechanic	$35.76	$39.93	$43.98	$51.53				
Chief Auto Mechanic	$53.76							
Distribution Construction Mechanic FQ	$44.92							
Distribution Construction Mechanic Helper	$33.05	$36.50	$40.04	$40.98				
Distribution Construction Worker	$29.28							
Distribution System Operator	$63.44							
Distribution System Operator Apprentice	$53.67							
Electrician FQ	$54.40							
Electrician Helper	$32.19	$34.83	$37.46	$40.09	$42.73	$45.33	$47.98	$50.60
Electric Service Designer	$48.69	$50.28	$51.89	$53.51				
Electric Service Designer Helper	$31.25	$34.76	$37.36	$39.54	$41.73	$44.31	$46.94	
Garage Assistant	$29.28	$34.12						
Garage Mechanic FQ	$49.72							
Garage Mechanic Helper	$29.29	$32.19	$35.42	$37.92	$40.77	$43.65	$46.46	
Garage Parts Handler	$34.57	$42.65						
GIS Technician A-1 FQ	$42.56							
GIS Technician Helper	$30.15	$32.48	$34.83	$36.60	$38.51	$40.50		
Instrument Technician	$47.54	$54.75						
Janitor - M083	$31.09	$36.13						
Lead Building Maintenance Mechanic	$52.27							
Lead Cable Splicer	$55.57							
Lead Electrician	$55.85							
Lead Line Mechanic	$58.16							
Lead Stock Handler	$47.52							
Lead Utility Maintenance Worker (E Springfield)	$40.77							
Line Crew Ground Helper	$33.19	$39.93						
Line Helper	$34.66	$36.83	$38.91	$41.39	$43.29	$44.92	$47.37	$49.49
Line Mechanic FQ	$56.35							
Meter Reader	$32.94	$38.87						

Meter Reader-New	$29.83							
Meter Service Installer FQ	$43.30	$45.00						
Meter Service Installer Helper	$29.13	$31.52	$33.15	$34.63	$36.88	$42.11		
Meter Service Representative FQ	$46.49	$50.36						
Meter Service Representative Helper	$34.47	$35.51	$36.44	$37.53	$38.44	$39.85	$43.21	
Meter Specialist	$49.96	$57.26						
Overhead Training Leader	$62.62							
Response Specialist- Line	$61.41							
Senior GIS Technician	$44.70							
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Senior Test Specialist	$60.92	$63.37						
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Specialized Mobile Equipment Apprentice (Prod)	$32.19	$35.81						
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Specialized Mobile Equipment Operator (Prod)	$40.98	$45.26						
Specialized Mobile Equipment Operator (T&D)	$40.98	$45.26						
Specialized Mobile Equipment Operator A	$47.75							
Splicer FQ	$54.17							
Splicer Helper	$35.03	$36.83	$38.65	$41.30	$43.82	$46.07	$48.18	$50.29
Stockhandler FQ	$45.33							
Stockhandler Helper	$29.13	$31.91	$33.84	$35.56	$38.88	$41.05	$42.28	
Street Light Inspector (Springfield)	$38.39	$43.57						
Streetlight Line Mechanic	$41.43	$46.45						
Temporary Summer Employee	$17.23							
Test Specialist A	$51.31	$53.82	$56.14	$58.45				
Test Specialist B	$44.90	$47.65						
Test Technician	$39.38	$42.15						
Utility Maintenance Worker	$35.76	$39.93						
Utility Worker	$24.43							

RATE PROGRESSION STEPS
EFFECTIVE OCTOBER 1, 2024

EFFECTIVE OCTOBER 1,	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**

2024

Area Operator (Springfield)	$56.33								
Area Stockhandler (Io)	$47.80	$48.95							
Assistant Distribution System Operator	$60.66								
Building Maintenance Mechanic	$36.83	$41.13	$45.30	$53.08					
Chief Auto Mechanic	$56.40								
Distribution Construction Mechanic FQ	$46.27								
Distribution Construction Mechanic Helper	$34.04	$37.60	$41.24	$42.21					
Distribution Construction Worker	$30.16								
Distribution System Operator	$65.86								
Distribution System Operator Apprentice	$51.67	$55.28							
Electrician FQ	$56.04								
Electrician Helper	$33.15	$35.88	$38.58	$41.29	$44.02	$46.69	$49.42	$52.12	
Electric Service Designer	$50.15	$51.79	$53.45	$55.11					
Electric Service Designer Helper	$32.19	$35.81	$38.48	$40.73	$42.98	$45.64	$48.35		
Garage Assistant	$30.16	$35.15							
Garage Mechanic FQ	$51.47								
Garage Mechanic Helper	$30.17	$33.15	$36.48	$39.06	$41.99	$44.96	$47.86		
Garage Parts Handler	$35.60	$43.93							
GIS Technician A-1 FQ	$43.84								
GIS Technician Helper	$31.05	$33.45	$35.88	$37.69	$39.67	$41.71			
Instrument Technician	$48.97	$56.40							
Janitor - M083	$32.02	$37.22							
Lead Building Maintenance Mechanic	$53.84								
Lead Cable Splicer	$57.24								
Lead Electrician	$57.52								
Lead Line Mechanic	$59.91								
Lead Stock Handler	$48.95								
Lead Utility Maintenance Worker (E Springfield)	$41.99								
Line Crew Ground Helper	$34.18	$41.13							
Line Helper	$35.70	$37.94	$40.08	$42.63	$44.59	$46.27	$48.79	$50.98	$53.16
Line Mechanic FQ	$58.04								
Meter Reader	$33.93	$40.04							
Meter Reader-New	$30.72								
Meter Service Installer FQ	$44.60	$46.35							

Meter Service Installer Helper	$30.00	$32.46	$34.14	$35.67	$37.99	$43.37		
Meter Service Representative FQ	$47.89	$51.87						
Meter Service Representative Helper	$35.51	$36.58	$37.53	$38.66	$39.59	$41.05	$44.50	
Meter Specialist	$51.45	$58.98						
Overhead Training Leader	$64.84							
Response Specialist- Line	$63.25							
Senior GIS Technician	$46.04							
Senior Streetlight Inspector (Springfield)	$43.73	$50.21						
Senior Test Specialist	$62.75	$65.27						
Service Specialist	$54.74	$56.81						
Specialized Mobile Equipment Apprentice (Prod)	$33.15	$36.89						
Specialized Mobile Equipment Apprentice (T&D)	$33.15	$36.89						
Specialized Mobile Equipment Operator (Prod)	$42.21	$46.62						
Specialized Mobile Equipment Operator (T&D)	$42.21	$46.62						
Specialized Mobile Equipment Operator A	$49.18							
Splicer FQ	$55.79							
Splicer Helper	$36.08	$37.94	$39.80	$42.54	$45.13	$47.45	$49.63	$51.80
Stockhandler FQ	$46.69							
Stockhandler Helper	$30.00	$32.87	$34.85	$36.62	$40.05	$42.28	$43.55	
Street Light Inspector (Springfield)	$39.54	$44.88						
Streetlight Line Mechanic	$42.67	$47.85						
Temporary Summer Employee	$17.75							
Test Specialist A	$52.85	$55.43	$57.82	$60.21				
Test Specialist B	$46.24	$49.08						
Test Technician	$40.56	$43.41						
Utility Maintenance Worker	$36.83	$41.13						
Utility Worker	$25.16							

RATE PROGRESSION STEPS
EFFECTIVE OCTOBER 1, 2025

EFFECTIVE OCTOBER 1,	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**

2025									
Area Operator (Springfield)	$58.02								
Area Stockhandler (Io)	$49.24	$50.42							
Assistant Distribution System Operator	$62.48								
Building Maintenance Mechanic	$37.94	$42.37	$46.66	$54.67					
Chief Auto Mechanic	$58.09								
Distribution Construction Mechanic FQ	$47.65								
Distribution Construction Mechanic Helper	$35.07	$38.73	$42.47	$43.48					
Distribution Construction Worker	$31.07								
Distribution System Operator	$67.83								
Distribution System Operator Apprentice	$53.22	$56.94							
Electrician FQ	$57.72								
Electrician Helper	$34.15	$36.96	$39.74	$42.53	$45.34	$48.09	$50.90	$53.69	
Electric Service Designer	$51.65	$53.35	$55.05	$56.77					
Electric Service Designer Helper	$33.15	$36.88	$39.63	$41.95	$44.27	$47.01	$49.80		
Garage Assistant	$31.07	$36.20							
Garage Mechanic FQ	$53.01								
Garage Mechanic Helper	$31.08	$34.15	$37.58	$40.23	$43.25	$46.31	$49.29		
Garage Parts Handler	$36.67	$45.25							
GIS Technician A-1 FQ	$45.15								
GIS Technician Helper	$31.98	$34.45	$36.96	$38.82	$40.86	$42.97			
Instrument Technician	$50.44	$58.09							
Janitor - M083	$32.98	$38.33							
Lead Building Maintenance Mechanic	$55.46								
Lead Cable Splicer	$58.95								
Lead Electrician	$59.25								
Lead Line Mechanic	$61.71								
Lead Stock Handler	$50.42								
Lead Utility Maintenance Worker (E Springfield)	$43.25								
Line Crew Ground Helper	$35.21	$42.37							
Line Helper	$36.77	$39.08	$41.28	$43.91	$45.93	$47.65	$50.25	$52.51	$54.76
Line Mechanic FQ	$59.78								
Meter Reader	$34.95	$41.24							
Meter Reader-New	$31.65								
Meter Service Installer FQ	$45.94	$47.74							

Meter Service Installer Helper	$30.90	$33.44	$35.16	$36.74	$39.13	$44.67		
Meter Service Representative FQ	$49.33	$53.42						
Meter Service Representative Helper	$36.57	$37.68	$38.66	$39.82	$40.78	$42.28	$45.84	
Meter Specialist	$53.00	$60.74						
Overhead Training Leader	$67.13							
Response Specialist- Line	$65.15							
Senior GIS Technician	$47.42							
Senior Streetlight Inspector (Springfield)	$45.04	$51.72						
Senior Test Specialist	$64.63	$67.22						
Service Specialist	$56.38	$58.52						
Specialized Mobile Equipment Apprentice (Prod)	$34.15	$37.99						
Specialized Mobile Equipment Apprentice (T&D)	$34.15	$37.99						
Specialized Mobile Equipment Operator (Prod)	$43.48	$48.01						
Specialized Mobile Equipment Operator (T&D)	$43.48	$48.01						
Specialized Mobile Equipment Operator A	$50.66							
Splicer FQ	$57.47							
Splicer Helper	$37.16	$39.08	$41.00	$43.82	$46.48	$48.88	$51.12	$53.36
Stockhandler FQ	$48.09							
Stockhandler Helper	$30.90	$33.85	$35.90	$37.72	$41.25	$43.55	$44.86	
Street Light Inspector (Springfield)	$40.73	$46.22						
Streetlight Line Mechanic	$43.95	$49.28						
Temporary Summer Employee	$18.28							
Test Specialist A	$54.44	$57.09	$59.55	$62.01				
Test Specialist B	$47.63	$50.55						
Test Technician	$41.77	$44.71						
Utility Maintenance Worker	$37.94	$42.37						
Utility Worker	$25.92							

RATE PROGRESSION STEPS
EFFECTIVE OCTOBER 1, 2026

EFFECTIVE OCTOBER 1, 2026	1	2	3	4	5	6	7	8	9
Area Operator (Springfield)	$59.76								
Area Stockhandler (Io)	$50.72	$51.93							
Assistant Distribution System Operator	$64.36								
Building Maintenance Mechanic	$39.08	$43.64	$48.06	$56.31					
Chief Auto Mechanic	$59.83								
Distribution Construction Mechanic FQ	$49.08								
Distribution Construction Mechanic Helper	$36.12	$39.89	$43.75	$44.78					
Distribution Construction Worker	$32.00								
Distribution System Operator	$69.87								
Distribution System Operator Apprentice	$54.81	$58.65							
Electrician FQ	$59.45								
Electrician Helper	$35.17	$38.06	$40.93	$43.80	$46.70	$49.53	$52.43	$55.30	
Electric Service Designer	$53.20	$54.95	$56.70	$58.47					
Electric Service Designer Helper	$34.15	$37.99	$40.82	$43.21	$45.59	$48.42	$51.29		
Garage Assistant	$32.00	$37.29							
Garage Mechanic FQ	$54.60								
Garage Mechanic Helper	$32.01	$35.17	$38.71	$41.44	$44.55	$47.70	$50.77		
Garage Parts Handler	$37.77	$46.61							
GIS Technician A-1 FQ	$46.51								
GIS Technician Helper	$32.94	$35.49	$38.06	$39.99	$42.08	$44.26			
Instrument Technician	$51.95	$59.83							
Janitor - M083	$33.97	$39.48							
Lead Building Maintenance Mechanic	$57.12								
Lead Cable Splicer	$60.72								
Lead Electrician	$61.03								
Lead Line Mechanic	$63.56								
Lead Stock Handler	$51.93								
Lead Utility Maintenance Worker (E Springfield)	$44.55								
Line Crew Ground Helper	$36.26	$43.64							
Line Helper	$37.87	$40.25	$42.52	$45.22	$47.31	$49.08	$51.76	$54.08	$56.40
Line Mechanic FQ	$61.58								
Meter Reader	$35.99	$42.48							
Meter Reader-New	$32.59								
Meter Service Installer FQ	$47.32	$49.17							

Meter Service Installer Helper	$31.83	$34.44	$36.22	$37.84	$40.30	$46.01		
Meter Service Representative FQ	$50.81	$55.03						
Meter Service Representative Helper	$37.67	$38.81	$39.82	$41.01	$42.00	$43.55	$47.22	
Meter Specialist	$54.59	$62.57						
Overhead Training Leader	$69.14							
Response Specialist- Line	$67.10							
Senior GIS Technician	$48.85							
Senior Streetlight Inspector (Springfield)	$46.39	$53.27						
Senior Test Specialist	$66.57	$69.24						
Service Specialist	$58.08	$60.27						
Specialized Mobile Equipment Apprentice (Prod)	$35.17	$39.13						
Specialized Mobile Equipment Apprentice (T&D)	$35.17	$39.13						
Specialized Mobile Equipment Operator (Prod)	$44.78	$49.45						
Specialized Mobile Equipment Operator (T&D)	$44.78	$49.45						
Specialized Mobile Equipment Operator A	$52.18							
Splicer FQ	$59.19							
Splicer Helper	$38.28	$40.25	$42.23	$45.13	$47.88	$50.34	$52.65	$54.96
Stockhandler FQ	$49.53							
Stockhandler Helper	$31.83	$34.87	$36.97	$38.85	$42.49	$44.85	$46.20	
Street Light Inspector (Springfield)	$41.95	$47.61						
Streetlight Line Mechanic	$45.27	$50.76						
Temporary Summer Employee	$18.83							
Test Specialist A	$56.07	$58.81	$61.34	$63.87				
Test Specialist B	$49.06	$52.07						
Test Technician	$43.03	$46.06						
Utility Maintenance Worker	$39.08	$43.64						
Utility Worker	$26.70							

Effective October 1, 2023		
	Rate Per Hour	
Job Classifications	Min.	Max.
Area Operator (Springfield)	-	$54.69
Area Stockhandler (Io)	$46.41	$47.52
Assistant Distribution System Operator	-	$58.90
Building Maintenance Mechanic	$35.76	$51.53
Chief Auto Mechanic	-	$53.76
Distribution Construction Mechanic FQ	-	$44.92
Distribution Construction Mechanic Helper	$33.05	$40.98
Distribution Construction Worker	-	$29.28
Distribution System Operator	-	$63.44
Distribution System Operator Apprentice	$50.16	$53.67
Electrician FQ	-	$54.40
Electrician Helper	$32.19	$50.60
Electric Service Designer	$48.69	$53.51
Electric Service Designer Helper	$31.25	$46.94
Garage Assistant	$29.28	$34.12
Garage Mechanic FQ	-	$49.72
Garage Mechanic Helper	$29.29	$46.46
Garage Parts Handler	$34.57	$42.65
GIS Technician A-1 FQ	-	$42.56
GIS Technician Helper	$30.15	$40.50
Instrument Technician	$47.54	$54.75
Janitor - M083	$31.09	$36.13
Lead Building Maintenance Mechanic	-	$52.27
Lead Cable Splicer	-	$55.57
Lead Electrician	-	$55.85
Lead Line Mechanic	-	$58.16
Lead Stock Handler	-	$47.52
Lead Utility Maintenance Worker (E Springfield)	-	$40.77
Line Crew Ground Helper	$33.19	$39.93
Line Helper	$34.66	$51.61
Line Mechanic FQ	-	$56.35
Meter Reader	$32.94	$38.87
Meter Reader-New	-	$29.83
Meter Service Installer FQ	$43.30	$45.00
Meter Service Installer Helper	$29.13	$42.11
Meter Service Representative FQ	$46.49	$50.36
Meter Service Representative Helper	$34.47	$43.21
Meter Specialist	$49.96	$57.26
Overhead Training Leader	-	$62.62
Response Specialist- Line	-	$61.41
Senior GIS Technician	-	$44.70
Senior Streetlight Inspector (Springfield)	$42.46	$48.75
Senior Test Specialist	$60.92	$63.37
Service Specialist	$53.15	$55.16
Specialized Mobile Equipment Apprentice (Prod)	$32.19	$35.81
Specialized Mobile Equipment Apprentice (T&D)	$32.19	$35.81
Specialized Mobile Equipment Operator (Prod)	$40.98	$45.26
Specialized Mobile Equipment Operator (T&D)	$40.98	$45.26
Specialized Mobile Equipment Operator A	-	$47.75
Splicer FQ	-	$54.17
Splicer Helper	$35.03	$50.29
Stockhandler FQ	-	$45.33
Stockhandler Helper	$29.13	$42.28
Street Light Inspector (Springfield)	$38.39	$43.57
Streetlight Line Mechanic	$41.43	$46.45
Temporary Summer Employee	-	$17.23
Test Specialist A	$51.31	$58.45
Test Specialist B	$44.90	$47.65
Test Technician	$39.38	$42.15
Utility Maintenance Worker	$35.76	$39.93
Utility Worker	-	$24.43

Effective October 1, 2024		
	Rate Per Hour	
Job Classifications	Min.	Max.
Area Operator (Springfield)	-	$56.33
Area Stockhandler (Io)	$47.80	$48.95
Assistant Distribution System Operator	-	$60.66
Building Maintenance Mechanic	$36.83	$53.08
Chief Auto Mechanic	-	$56.40
Distribution Construction Mechanic FQ	-	$46.27
Distribution Construction Mechanic Helper	$34.04	$42.21
Distribution Construction Worker	-	$30.16
Distribution System Operator	-	$65.86
Distribution System Operator Apprentice	$51.67	$55.28
Electrician FQ	-	$56.04
Electrician Helper	$33.15	$52.12
Electric Service Designer	$50.15	$55.11
Electric Service Designer Helper	$32.19	$48.35
Garage Assistant	$30.16	$35.15
Garage Mechanic FQ	-	$51.47
Garage Mechanic Helper	$30.17	$47.86
Garage Parts Handler	$35.60	$43.93
GIS Technician A-1 FQ	-	$43.84
GIS Technician Helper	$31.05	$41.71
Instrument Technician	$48.97	$56.40
Janitor - M083	$32.02	$37.22
Lead Building Maintenance Mechanic	-	$53.84
Lead Cable Splicer	-	$57.24
Lead Electrician	-	$57.52
Lead Line Mechanic	-	$59.91
Lead Stock Handler	-	$48.95
Lead Utility Maintenance Worker (E Springfield)	-	$41.99
Line Crew Ground Helper	$34.18	$41.13
Line Helper	$35.70	$53.16
Line Mechanic FQ	-	$58.04
Meter Reader	$33.93	$40.04
Meter Reader-New	-	$30.72
Meter Service Installer FQ	$44.60	$46.35
Meter Service Installer Helper	$30.00	$43.37
Meter Service Representative FQ	$47.89	$51.87
Meter Service Representative Helper	$35.51	$44.50
Meter Specialist	$51.45	$58.98
Overhead Training Leader	-	$64.84
Response Specialist- Line	-	$63.25
Senior GIS Technician	-	$46.04
Senior Streetlight Inspector (Springfield)	$43.73	$50.21
Senior Test Specialist	$62.75	$65.27
Service Specialist	$54.74	$56.81
Specialized Mobile Equipment Apprentice (Prod)	$33.15	$36.89
Specialized Mobile Equipment Apprentice (T&D)	$33.15	$36.89
Specialized Mobile Equipment Operator (Prod)	$42.21	$46.62
Specialized Mobile Equipment Operator (T&D)	$42.21	$46.62
Specialized Mobile Equipment Operator A	-	$49.18
Splicer FQ	-	$55.79
Splicer Helper	$36.08	$51.80
Stockhandler FQ	-	$46.69
Stockhandler Helper	$30.00	$43.55
Street Light Inspector (Springfield)	$39.54	$44.88
Streetlight Line Mechanic	$42.67	$47.85
Temporary Summer Employee	-	$17.75
Test Specialist A	$52.85	$60.21
Test Specialist B	$46.24	$49.08
Test Technician	$40.56	$43.41
Utility Maintenance Worker	$36.83	$41.13
Utility Worker	-	$25.16

Effective October 1, 2025		
	Rate Per Hour	
Job Classifications	Min.	Max.
Area Operator (Springfield)	-	$58.02
Area Stockhandler (Io)	$49.24	$50.42
Assistant Distribution System Operator	-	$62.48
Building Maintenance Mechanic	$37.94	$54.67
Chief Auto Mechanic	-	$58.09
Distribution Construction Mechanic FQ	-	$47.65
Distribution Construction Mechanic Helper	$35.07	$43.48
Distribution Construction Worker	-	$31.07
Distribution System Operator	-	$67.83
Distribution System Operator Apprentice	$53.22	$56.94
Electrician FQ	-	$57.72
Electrician Helper	$34.15	$53.69
Electric Service Designer	$51.65	$56.77
Electric Service Designer Helper	$33.15	$49.80
Garage Assistant	$31.07	$36.20
Garage Mechanic FQ	-	$53.01
Garage Mechanic Helper	$31.08	$49.29
Garage Parts Handler	$36.67	$45.25
GIS Technician A-1 FQ	-	$45.15
GIS Technician Helper	$31.98	$42.97
Instrument Technician	$50.44	$58.09
Janitor - M083	$32.98	$38.33
Lead Building Maintenance Mechanic	-	$55.46
Lead Cable Splicer	-	$58.95
Lead Electrician	-	$59.25
Lead Line Mechanic	-	$61.71
Lead Stock Handler	-	$50.42
Lead Utility Maintenance Worker (E Springfield)	-	$43.25
Line Crew Ground Helper	$35.21	$42.37
Line Helper	$36.77	$54.76
Line Mechanic FQ	-	$59.78
Meter Reader	$34.95	$41.24
Meter Reader-New	-	$31.65
Meter Service Installer FQ	$45.94	$47.74
Meter Service Installer Helper	$30.90	$44.67
Meter Service Representative FQ	$49.33	$53.42
Meter Service Representative Helper	$36.57	$45.84
Meter Specialist	$53.00	$60.74
Overhead Training Leader	-	$67.13
Response Specialist- Line	-	$65.15
Senior GIS Technician	-	$47.42
Senior Streetlight Inspector (Springfield)	$45.04	$51.72
Senior Test Specialist	$64.63	$67.22
Service Specialist	$56.38	$58.52
Specialized Mobile Equipment Apprentice (Prod)	$34.15	$37.99
Specialized Mobile Equipment Apprentice (T&D)	$34.15	$37.99
Specialized Mobile Equipment Operator (Prod)	$43.48	$48.01
Specialized Mobile Equipment Operator (T&D)	$43.48	$48.01
Specialized Mobile Equipment Operator A	-	$50.66
Splicer FQ	-	$57.47
Splicer Helper	$37.16	$53.36
Stockhandler FQ	-	$48.09
Stockhandler Helper	$30.90	$44.86
Street Light Inspector (Springfield)	$40.73	$46.22
Streetlight Line Mechanic	$43.95	$49.28
Temporary Summer Employee	-	$18.28
Test Specialist A	$54.44	$62.01
Test Specialist B	$47.63	$50.55
Test Technician	$41.77	$44.71
Utility Maintenance Worker	$37.94	$42.37
Utility Worker	-	$25.92

Effective October 1, 2026		
	Rate Per Hour	
Job Classifications	Min.	Max.
Area Operator (Springfield)	-	$59.76
Area Stockhandler (Io)	$50.72	$51.93
Assistant Distribution System Operator	-	$64.36
Building Maintenance Mechanic	$39.08	$56.31
Chief Auto Mechanic	-	$59.83
Distribution Construction Mechanic FQ	-	$49.08
Distribution Construction Mechanic Helper	$36.12	$44.78
Distribution Construction Worker	-	$32.00
Distribution System Operator	-	$69.87
Distribution System Operator Apprentice	$54.81	$58.65
Electrician FQ	-	$59.45
Electrician Helper	$35.17	$55.30
Electric Service Designer	$53.20	$58.47
Electric Service Designer Helper	$34.15	$51.29
Garage Assistant	$32.00	$37.29
Garage Mechanic FQ	-	$54.60
Garage Mechanic Helper	$32.01	$50.77
Garage Parts Handler	$37.77	$46.61
GIS Technician A-1 FQ	-	$46.51
GIS Technician Helper	$32.94	$44.26
Instrument Technician	$51.95	$59.83
Janitor - M083	$33.97	$39.48
Lead Building Maintenance Mechanic	-	$57.12
Lead Cable Splicer	-	$60.72
Lead Electrician	-	$61.03
Lead Line Mechanic	-	$63.56
Lead Stock Handler	-	$51.93
Lead Utility Maintenance Worker (E Springfield)	-	$44.55
Line Crew Ground Helper	$36.26	$43.64
Line Helper	$37.87	$56.40
Line Mechanic FQ	-	$61.58
Meter Reader	$35.99	$42.48
Meter Reader-New	-	$32.59
Meter Service Installer FQ	$47.32	$49.17
Meter Service Installer Helper	$31.83	$46.01
Meter Service Representative FQ	$50.81	$55.03
Meter Service Representative Helper	$37.67	$47.22
Meter Specialist	$54.59	$62.57
Overhead Training Leader	-	$69.14
Response Specialist- Line	-	$67.10
Senior GIS Technician	-	$48.85
Senior Streetlight Inspector (Springfield)	$46.39	$53.27
Senior Test Specialist	$66.57	$69.24
Service Specialist	$58.08	$60.27
Specialized Mobile Equipment Apprentice (Prod)	$35.17	$39.13
Specialized Mobile Equipment Apprentice (T&D)	$35.17	$39.13
Specialized Mobile Equipment Operator (Prod)	$44.78	$49.45
Specialized Mobile Equipment Operator (T&D)	$44.78	$49.45
Specialized Mobile Equipment Operator A	-	$52.18
Splicer FQ	-	$59.19
Splicer Helper	$38.28	$54.96
Stockhandler FQ	-	$49.53
Stockhandler Helper	$31.83	$46.20
Street Light Inspector (Springfield)	$41.95	$47.61
Streetlight Line Mechanic	$45.27	$50.76
Temporary Summer Employee	-	$18.83
Test Specialist A	$56.07	$63.87
Test Specialist B	$49.06	$52.07
Test Technician	$43.03	$46.06
Utility Maintenance Worker	$39.08	$43.64
Utility Worker	-	$26.70

APPENDIX "B"
DUES DEDUCTION
(Weekly)

I hereby authorize and direct you to deduct from my pay union membership dues in the amount specified in accordance with the Constitution and Bylaws of the Union, this deduction to be made weekly and same to be paid to Local Union No. 455 in accordance with the terms of the collective bargaining agreement between it and the Company dated October 1, **2023**.

This authorization and direction shall be irrevocable for the period of one year or until the termination of the said collective bargaining agreement, whichever occurs sooner; and I agree and direct that this authorization and direction shall be automatically renewed and shall be irrevocable for successive periods of one year each or for the period of each succeeding applicable collective bargaining agreement between the Company and the Union, whichever shall be shorter unless written notice is given by registered mail by me to the Company and the Union not more than twenty working days and not less than ten working days prior to the expiration of each period of one year, or of each applicable collective bargaining agreement between the Company and the Union, whichever occurs sooner.

APPENDIX C

Springfield District

Commercial Department

C-1

(1) Meter Service Specialist
Meter/Service Rep.
(f) * Meter/Service Helper
Meter/Service Installer
(f) * Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Lead Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Lead Building Maint. Mechanic
Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-3

Distribution Construction Mechanic
Distribution Construction Worker
(f) * Distribution Construction Helper

D-4

Specialized Mobile Equip. Oper. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Area Operator
Lead Electrician
Electrician
(f) * Electrician Helper

D-7

D-8

Senior Streetlight Inspector
Streetlight Line Mechanic
(f) * Streetlight Inspector

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

D-9

Senior GIS Technician
GIS Technician A-1/B-2
(f)* GIS Technician C-2/B-3

TD-10

Test Technician

Dispatch Center

DC-1

Dispatcher
Assistant Dispatcher
(f) * Dispatch Center Trainee

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Distribution Construction Helper
Line Mechanic Helper
Specialized Mobile Equipment Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-3/C-2
GIS Technician C-2/B-3

Franklin Area

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.

Distribution Department

TD-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper
Overhead Training Leader

TD-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

TD-3

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. Oper. App.

TD-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

TD-6

Lead Electrician
Electrician
(f) * Electrician Helper

TD-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper

Distribution Department:

Splicer Helper
Line Helper
Specialized Mobile Equip. Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Hampshire District

Commercial Department

C-1

	Meter/Service Representative
(f) *	Meter/Service Helper
	Meter/Service Installer
	Meter/Service Installer Helper
(f) *	Meter Reader

C-2

***	Area Stockhandler
	Stockhandler
(f) *	Stockhandler Helper

C-3

	Building Maintenance Mechanic
(f) *	Building Maintenance Assistant
(f) *	Janitor

Distribution Department

D-1

	Response Specialist
	Lead Line Mechanic
	Line Mechanic
(f) *	Line Mechanic Helper
	Overhead Training Leader

D-2

	Lead Cable Splicer
	Splicer
(f) *	Splicer Helper

D-5

	Chief Auto Mechanic
	Garage Mechanic
(f) *	Garage Mechanic Helper

D-6

	Lead Electrician
	Electrician
(f) *	Electrician Helper

D-7

	Field Technician A-1
	Field Technician A-2/C-1
(f)*	Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:		Splicer Helper
		Line Mechanic Helper
		Electrician Helper
		Field Technician C-2/C-3

Berkshire District

Commercial Department

C-1

	Meter/Service Representative
(f) *	Meter/Service Helper
	Meter/Service Installer
	Meter/Service Installer Helper
(f) *	Meter Reader

C-2

***	Area Stockhandler
	Stockhandler
(f) *	Stockhandler Helper

C-3

	Building Maintenance Mechanic
(f) *	Building Maintenance Mechanic Asst.
(f) *	Janitor

Distribution Department

D-1

	Response Specialist
	Lead Line Mechanic
	Line Mechanic
(f) *	Line Mechanic Helper

D-2

	Lead Cable Splicer
	Splicer
(f) *	Splicer Helper

D-4

	Specialized Mobile Equip. Opr. A
	Specialized Mobile Equip. Opr.
(f) *	Specialized Mobile Equip. App.

D-5

	Chief Auto Mechanic
	Garage Mechanic
(f)	Garage Mechanic Helper

D-6

	Lead Electrician
	Electrician
(f) *	Electrician Helper

D-7

	Field Technician A-1
	Field Technician A-2/C-1
(f)*	Field Technician C-2/C-3

Starting Jobs

Commercial Department:	Meter Reader
	Stockhandler Helper
	Janitor
	Meter/Service Installer Helper
Distribution Department:	Splicer Helper
	Line Mechanic Helper
	Specialized Mobile Equip. Apprentice
	Garage Mechanic Helper
	Electrician Helper
	Utility Maintenance Worker
	Field Technician C-2/C-3

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* Positions to be posted
(f) See Step 3 Section XIV - Furlough of employees
*** Classification to be deleted - incumbents grandfathered
(1) For upgrading only

MEMORANDA OF UNDERSTANDING

1. Merit Increases and Classification Changes

The Labor Relations representative of the Employer will send to the Business Manager of the Union, each month, a list of employees in the bargaining unit who received merit increases and/or changes in classification during the preceding month.

2. Non-shift employees on Shift Basis

When nonshift employees are assigned temporarily on a shift basis to perform work which they normally perform on a day basis, they shall receive overtime compensation for those hours of work that fall outside the employee's regular scheduled working hours.

3. Tools

Broken or worn out hand tools and toolboxes used by Meter and Service Representatives and Electricians will be replaced at Employer's expense. Such replacements become the property of the employee. This agreement covers ordinary hand tools only and not special tools, which will be furnished by the Employer if the Employer determines such tools should be furnished by it.

4. Overtime

Each department superintendent will provide within the first fourteen (14) days of each month a copy of overtime records for the preceding month to the Business Manager or Steward of the Union.

5. Meal Allowance

The problem of providing food or making an allowance for meals often arises during emergency conditions and planned overtime work.

Whenever an employee works or is going to be required to work more than one and one half (1 1/2) hours beyond the regular scheduled quitting time, the Company shall pay such employee a meal allowance and an additional meal allowance shall be paid at the end of each five (5) hour interval of work thereafter. During these periods, the Employer will pay for time spent eating by such employee at the applicable overtime rate when the work is to be resumed after eating. If an employee works through to the completion of a job and is entitled to a meal under this plan, the employee shall be entitled to a mealtime allowance of forty-five minutes (45) at the applicable overtime rate.

An employee will be paid for a breakfast by the Employer when the employee is called out one and one half (1 1/2) hours or more before the regular starting time on the normal scheduled workday.

If an employee is called out on a day outside the normal schedule one and one-half hours (1-1/2) or more before the last normal scheduled starting time the employee will be paid for a breakfast and thereafter be paid for an additional meal after each five (5) hour interval of work. If an employee is called out outside their normal schedule, such

employee will be paid for a meal after each five hour interval of work.

After an employee is entitled to meal under the Meal Allowance Policy, the Company will pay the employee $10.00 for meals from 12:01 a.m. until 3:59 p.m. or $20.00 for meals from 4:00 p.m. to 12:00 midnight plus forty-five minutes (45) allowance at the applicable overtime rate for such meal. Restaurant slips or receipts will no longer be used and the employee will be responsible for paying for their own meals.

During times of emergency when employees cannot be released long enough to make arrangements for their meals, the Company at its expense will make suitable arrangements for same. Under such conditions, the provisions of this Section for the payment of meals shall not apply. Under such conditions, employees will earn meals based upon the eligibility guidelines above.

6. Union Elections

The Union has permission on a trial basis to place ballot boxes on Employer property to facilitate handling the election of Union officers and ratification of the agreement. It is understood that such voting will not take place on Employer time and shall not interfere with an employee's work.

7. Protective Clothing

The Employer will furnish rubber aprons, gloves, and boots for employees working on station emergency batteries.

8. Line Helper S4

A Line Helper S4 shall not be required to work on energized primary lines, other than tying in, unless a Line Mechanic or above is on the same pole or in a bucket elevated to the working position immediately adjacent to the pole where work is being performed.

9. Payday

The Employer will endeavor to get paychecks out on Thursday in weeks which include a holiday. When a holiday falls on Thursday, employees will receive their paychecks on the preceding Wednesday.

10. Subsistence Allowance (Work Assignments Outside WMECO/HWPCO Territory Excluding Training

Whenever an employee is temporarily assigned to work in another area requiring a temporary change in residence, the employee shall be entitled to a subsistence allowance of $65.00 per day. An employee authorized to make occasional use of the employee's personally owned vehicle for Employer business during working hours will be paid for such use at the applicable corporate rate per mile for all miles.

10a. On-Site Reporting - Expense Allowances (Within WMECO/HWPCO Territory)

1. When required to work distant from the "home base" (or normal reporting location), employees will be paid expense and travel allowances as follows:

1. (a) When the Company supplies transportation between the "home base" (or normal reporting location) and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1. (b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. (a) When an employee is required to report for work on the job, within the area served by the "home base" (or normal reporting location), or where the reporting location is less than 15 miles away from the home base, they will be paid **sixteen** dollars **and fifty cents ($16.50)** per day in lieu of the provisions of Section 3 of this Memorandum.

2. (b) For the purposes of this Memorandum, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's "home base" (or normal reporting location) and the job locations involved.

3. Except when Section 1. or Section 2. of this Memorandum is applicable, as determined by the Company, an employee is required to make their own arrangements to report at a job location, including all training assignments, outside their "home base" (or normal reporting location) jurisdiction, will be paid a daily expense allowance as provided under one of the following plans:

Plan A - If the distance one way is at least 15 miles, but not over thirty miles or less, ***$31.15*** per day.

Plan B - If the distance one way is over thirty miles but not over fifty, ***$55.20*** per day.

Plan C - If the distance one way is over fifty miles but not over seventy miles, ***$63.13*** per day.

Plan D - If the distance one way is over seventy miles but not over ninety miles, ***$71.30*** per day. When the distance is beyond ninety miles the employees will be paid the applicable corporate mileage cents per mile for all miles beyond ninety miles.

3. (a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1 of this Memorandum, they will be paid an expense allowance on that day under one of the following plans:

Plan E - If the distance one way is thirty miles or less, ***$26.77*** per day.

Plan F - If the distance one way is over thirty miles, ***$36.75*** per day.

3. (b) If an employee is required to report at two or more job locations outside of their "home base" (or normal reporting location) jurisdiction on one day, they will be paid the daily expense allowance provided under the plan applicable to the

job location which is the greatest distance from the "home base" (or normal reporting location). In addition, the applicable corporate cents per mile one way will be paid for the actual distance traveled between the job locations involved on the day. This Section 3 (b) will not be applied to require an employee to report at two or more job locations on one day involving plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

11. Hospitalization and Surgical Coordination of Benefits

The Employer and the Union agree in principle that benefits under the Employer's Hospitalization and Surgical Plan for an employee and the employee's dependents shall be coordinated with similar benefits for such employee or the employee's dependents under any plans of any other Employer. The parties will mutually agree upon an amendment of the Employer's Plan to carry out such principle.

12. Live Primary Splicing

The Employer agrees that the practice of live primary cable splicing will be discontinued.

13. Specialized Mobile Equipment

The schedule of rates applicable to a Specialized Mobile Equipment Operator will apply to the following equipment:

Bulldozer
Locomotive
15-Ton Track Crane
Sterling Digger
18-Ton Grove Crane
Tractor Trailer
Davis Task Force
Loader Backhoe

14. Leave of Absence for Full-Time Business Manager

The Employer has agreed to consider and work out with the Union at a later date the specific details of a leave of absence policy for a full-time Business Manager.

15. Training Programs

The Employer will discuss all training programs with the Union and give full consideration to Union suggestions before putting any such new training programs into effect. Any test in connection with the above will be mutually agreed upon by the Employer and the Union.

Time Merit Progression programs as applied at CL&P are to be adopted. Details to be worked out. Areas of participation include Line Mechanics, Cable Splicers, Electricians, Mechanics, Meter and Service representatives, and Auto Mechanics. Employees who fail to successfully complete the TMP program will be terminated or reassigned in accordance with the procedure outlined below.

Method of transfer, reassignment or termination of employees who fail to successfully complete TMP training programs in accordance with the following:

Person From Within the Company

If they do not qualify in ninety (90) days, they can return to their former job.

Over ninety (90) days--will be evaluated periodically and informed of their status. If they fail to successfully complete the training program, they will be reassigned in accordance with the agreement.

Person From Outside the Company

Will be evaluated periodically and informed of their status. If they fail to successfully complete the training program, they can be terminated or reassigned in accordance with the agreement.

16. Personal Time Off

If the work schedule permits, an hourly paid employee may be granted personal time off from work without any loss in pay if, in the opinion of the employee's supervisor, a good and sufficient reason for the time off is given.

17. Allowance for Tools for Garage Mechanics

A**n eight** hundred **($800.00)** dollar annual allowance will be granted to each **Garage M**echanic who is required to furnish hand tools, representing a substantial investment as evidenced by the pictures shown by the Business Manager at a 1963 negotiation meeting, as a condition of employment.

The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

Any Testing Equipment, Diagnostic Tools, Torque Wrenches, Specialty Tools or Socket Sets over ½ inch drive required by the Company for performance of any job will be supplied by the Company as shop tools. The employee will be responsible for any tools lost or damaged through the employee's own negligence.

Any repair and/or replacement of a cordless/battery operated tool, including batteries, shall be the responsibility of the employee. The employee shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall replace employees' personally owned hand tools used on Company assigned work if worn out or broken in normal use on the job provided the tools are not covered under warranty at the time they are worn out or broken. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

If an employee's tools are stolen, not lost, while they are on Company property, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

18. Leave of Absence

(a) The Employer will grant a leave of absence for up to two years to an employee who is elected to a full-time government office. All Employer benefits will cease during any such leave of absence. Upon return to employment promptly upon expiration of the leave of absence, the employee will retain seniority rights but seniority will not accumulate during the term of such leave. Such leave may be extended by the Employer upon application for an extension in writing by the employee. No more than one employee from the local Union will be granted a leave hereunder at any one time without the consent of the Employer.

(b) Upon written request from the Union, the Employer will grant a leave of absence for up to one year to an employee who is elected to the office of a full-time Union representative for the local Union. All Employer benefits will cease during any such leave of absence, except upon request in writing by the Union, the Employer will maintain the employee's insured benefits during such leave of absence so long as the Union pays all costs required to maintain such benefits. The employee's seniority status will be such as may be mutually agreed upon by the Employer and the Union. Such leave of absence may be extended by the Employer upon application for an extension in writing by the Union. No more than one employee from the Company will be granted a leave of absence under this paragraph (b) at any one time without the mutual consent of the Employer and the Union, except in the case of a full-time permanent position for the Local Union for which the Company will agree to grant a leave of absence to one additional employee.

(c) Special cases for a leave of absence will be given consideration by the Employer.

19. Accidental Death and Dismemberment Insurance for a Job-Connected Death

In case of accidental death on the job where a benefit is payable under the Accidental Death and Dismemberment Policy, the Company will provide an additional benefit equal to the amount payable under the Accidental Death and Dismemberment Policy, thus providing Triple Indemnity from all sources in such a case.

20. Illness or Injury Immediately Preceding or During Scheduled Vacation *prior to year-end.*

An employee who has been unable to take all of their vacation by December 31 due to a verified incapacitating illness, will have their incapacitated vacation time, up to eighty (80) hours, extended until December 31 of the following year, scheduled at the option of the Employer. **The eighty (80) hours of vacation includes the forty (40) hours of vacation carried over in accordance with Section XI, Subsection (b).**

21. Day Before Christmas

Employees who cannot be released for 4 hours on the day before Christmas or given compensating time off on the day before New Year's will be paid 4 hours' pay at their regular straight-time rate. This paragraph will be applicable to shift employees on a scheduled day off and to employees on vacation or out sick.

22. Safety Shoe Allowance

The Company will increase the safety shoe for the Overhead, Underground, Electrical Maintenance, Building Maintenance, Meter Service Installers and Representatives, Field Technicians, Garage, Mappers, Test Technician and Storeroom employees per the following:

The Company will provide up to **$300.00** allowance to employees in the departments listed above, towards the purchase of safety footwear (*up to two pairs) annually* that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in Sections 1 and 4 of ANSI Standards Z41-1999.

The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to one purchase per year. Ordering safety shoes through the Company stock rooms has been discontinued.

Meter Readers will be eligible for up to $100.00 (up to two pairs) annually for *non-EH* rated safety shoe reimbursement. Receipts to be furnished and the shoes must be ANSI accepted.

23. Safety Regulations for Rubber Gloving Energized Conductors in the 15kV Class

The safety regulations outlined in the Memorandums of Understanding dated February 22, 1974, entitled the WMECO Practices and Procedures for Rubber Gloving Energized Conductors in the l5 kV Class are incorporated into the Agreement by reference. Any changes in the WMECO Practices and Procedures for Rubber Gloving Energized Conductors in the l5 kV Class, as outlined in the above Memorandums of Understanding, shall be a matter of discussion between the parties before becoming effective. Once the Company has made a decision on any such change in the above rules only, with the exception of Item 2, "All standard safety rules now in effect shall be followed," the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change, based on the effect such change would have on the safety of the employees involved.

In the event the Union wishes to question whether a new or changed safety regulation in the above-stated Memorandums of Understanding is reasonable, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties. In the event the committee is unable to agree, then the same issue shall be submitted to arbitration under Section 16 of the current collective bargaining agreement and the designated arbitrator may use the two safety specialists as consultants in reaching a decision following a hearing on the issue.

24. Notification of Industrial Accidents

Company will supply the Union in writing the names of all employees who are out of work as a result of an industrial accident within five (5) working days from the date workmen's compensation begins, whether or not this be a new accident or a recurrence.

In the event a claim for workmen's compensation is denied by the Company, the Union will be notified within two (2) working days.

25. Streetlight Inspector

The following duties will be added to the established duties of the Streetlight Inspector:

A. Set up to 20-foot streetlight poles--wire to hand holes.
B. Assist qualified personnel in service disconnects and re-connects--overhead and URD.
C. Assist qualified personnel in installing and removing residential type services--overhead and URD.
D. Plant inspections--overhead and URD.
E. Pole inspections.
F. Regular patrol of lines as required.
G. Minor maintenance, such as molding repairs, guy repairs, stenciling poles, applying switch nomenclature to poles, stenciling padmounts, etc.

26. Streetlight Line Mechanic

The following duties will be added to the established duties of the Streetlight Line Mechanic:

A. Set up to 20-foot streetlight poles--wire and hook up in hand holes.
B. Service disconnects and reconnects--overhead and URD.
C. Install residential type meter and service where no present service exists (not to include upgrading of service), and remove both meter and service where service is to be terminated-- overhead and URD.
D. Plant inspections--overhead and URD.
E. Pole inspections.
F. Regular patrol of lines as required.
G. Minor maintenance, such as molding repairs, guy repairs, stenciling poles, applying switch nomenclature to poles, stenciling padmounts, etc.

27. Medical Monitoring

The Union will receive reports upon request of all medical monitoring of bargaining unit employees in anonymous form. Upon request by a Bargaining Unit employee and/or the Union and provided that individual employee authorizations are submitted when required, the Company shall provide such safety and health information as is available.

28. Cross Rostering

The Company will assure that qualified available employees normally located at the reporting base are the first to be offered the assignment.

Once a cross rostering assignment has been made and unscheduled overtime of two and one-half (2-1/2) hours or less is needed to complete the day's work assignment, those cross rostered employees assigned may be offered the overtime assignment.

Scheduled overtime, under cross rostering, will be assigned to the available qualified employees under the Contract the work site is covered by.

Overtime (call-outs) will be assigned to employees whose Contract governs that work site.

This language is not intended to add or subtract from the existing practices where employees of Connecticut Light and Power Company work in the Western Mass. Region or the practices now in existence where Western Mass. Electric Company employees work in the Connecticut Light and Power territory.

29. Upgrade to Lead Cable Splicer

When two (2) splicers are assigned to work together, one (1) will be upgraded to lead cable splicer.

30. The Company to supply coveralls to Garage Mechanics. Each Garage Mechanic will be supplied with two (2) pairs initially and one (1) pair per year thereafter. The employee will be responsible for cleaning and maintenance.

31. Transmission Line Work Premium

Springfield Line Mechanics assigned to the Transmission Line groups will receive an additional dollar and fifty cents ($1.50) per hour, added to their regular rate when assigned to perform transmission line work.

32. Job-Site Reporting or Transfers. Providing qualifications meet the job requirements, job-site reporting will be determined by “department” seniority if there are no volunteers.

33. Underground Fault Locating (Thumping)

For non-substation related fault locating, after an unsuccessful campaign to reach Electrical Maintenance personnel in the affected district, the qualified underground/overhead personnel on site of an event will be allowed to test and locate primary cable during emergencies in accordance with current substation protocol.

34. Meter Service Representative Upgrade

Meter Service Installers and Representatives (fully qualified) will be paid $1.00 per hour additional upgrade when working in a two-person crew while performing work that includes training of other Representatives or Installers. An example of this is a CT/PT project that requires more than one person. At no time will Meter Service Representatives be upgraded while doing disconnect or reconnect work or performing the function of a “second person” in disconnect/reconnect situations.

35. **Combined OT Lists**

The Hadley and Cummington overtime lists for the Line Department shall be combined into one list for all overtime assignments. Overtime shall be offered in accordance with the contract.

Cummington shall be considered a satellite of the Hadley Area Work Center.

36. **Field Engineering Department's Use of Company Vehicles**

The Company may authorize an employee who is assigned a Company vehicle to take the vehicle home. A WMA Field Engineering employee who takes a Company vehicle home shall be subject to the following conditions:

When an employee reports to the East Springfield AWC at the start of the day, the employee must be in the office at the beginning of their assigned shift. If the employee is assigned to report elsewhere at the start of the day and the reporting location is closer to the employee's home than the assigned office, the employee must arrive at the reporting location at the beginning of their assigned shift and leave to travel home at the end of their assigned shift. (Note 1)
If the reporting location at the start or end of the day is further from the employee's home than the assigned office, the time spent traveling beyond the employee's commute time to or from the East Springfield AWC shall be on Company time.

For example, if an employee normally has a 20-minute commute to the East Springfield AWC and the reporting location is 45 minutes away, the employee is expected to show up at the reporting location 25 minutes after the beginning of their assigned shift and leave 25 minutes before the end of their assigned shift.

Note 1:

For current WMA Field Engineering Dept. employees with commute times to the Springfield AWC greater than 30 minutes, the time used to determine the "employee's commute time" shall not exceed 30 minutes.

Anyone hired or transferred to the WMA Field Engineering Department following ratification of the October 1, 2023 contract will be required to live within a 15-minute commute of the Western Massachusetts operating region.

37. **Field Engineering Group Gap Training**

Establish a training rotation and qualification card to support Distribution Automation work competency purposes.

The training rotation will be required for all qualified employees within the department. The training rotation will take up to 2 months from start time to completion. Month one of the rotation will be spent in training. Month two will be spent training the next employee in the rotation. The training rotation begin on or about January 1, 2024.

The Company and Union shall meet within ninety (90) days of ratification of the October 1, 2023 contract to develop the specifics of the training rotation, to discuss training, establish qualification card requirements, and address other related topics. The committee will also update the TMP as necessary based on distribution automation training requirements.

MEMORANDUM AGREED TO ON MAY 1, 1967

Each employee Safety Committee member will be directed by their supervisor to attend Safety Committee meetings unless an existing emergency prevents the employee's attendance. Each Committee shall rotate one-half (1/2) of the members of the Committee every six (6) months so that at no time shall more than one-half (1/2) of the Committee be composed of new members. It is understood that a Safety Committee member whose work schedule calls for starting at 7:00 a.m. will report for work at 8:00 a.m. on the morning of a scheduled safety meeting.

MEMORANDUM

WESTERN MASSACHUSETTS ELECTRIC COMPANY-UNION

SAFETY COMMITTEES

It is recognized that a number of properly functioning employee safety groups throughout the Company may aid in maintaining constant vigilance and interest in safe practices and tend to reduce accidents. Therefore, in connection with the operation of Safety Committees within the Company, the following items are to be observed:

1. There shall be small functioning Company-Union Safety Committees. They shall meet regularly on prearranged dates to review current accidents and safety problems and to offer recommendations for improvements in safety.

2. Each district/area shall establish a Company-Union Safety Committee. The Committee shall be composed of two (2) members selected by management with remaining membership selected from and by the employees of the Company and shall represent the selecting group.

3. Each Safety committee shall elect a chairperson and secretary to serve for a twelve (12) month period. It shall be the duty of the secretary to keep minutes of the meeting and arrange for their typing and reproduction with sufficient copies for distribution. The secretary shall be responsible for assuring the accuracy and relevance of safety committee minutes before distribution.

    a. Copies shall be posted on the bulletin board in the area served by the committee.

    b. One copy of the minutes shall be sent to the superintendent responsible for the function represented. The responsible superintendent shall review the recommendations with supervisors in the department. The superintendent takes action deemed necessary and reports such action to the Safety Committee. In cases where this action is questioned, the chairman of the Safety Committee and the superintendent shall meet to discuss the matter. Should agreement not be reached at this meeting the matter will be referred to the Safety Supervisor who will further investigate and report back to both the superintendent and the committee chairman. Should the committee be dissatisfied with the report of the Safety Supervisor, the chairman of the committee may request a meeting with the Accident Review Board. The Board will review the problem with the committee members, the superintendent and the Safety Supervisor and make their recommendation to the President.

c. At the regular meetings of the Accident Review Board, the Safety Supervisor will make a brief report of action taken on safety committee recommendations.

4. In order to best utilize the services of the Safety Supervisor, it may be necessary as well as desirable to combine in one committee the safety efforts of several stations, departments, or groups. The membership in any one committee, however, should not be so large as to interfere with the proper functioning of the committee.

5. Members who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting during their regular working hours will not lose their regular wages while attending such committee meeting.

6. Members who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting outside of their regular working hours will be paid while so attending, in accordance with the Company overtime pay policy.

7. Members, who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting which is held at a location other than their regular working location, will be entitled to transportation from their regular station to the location where the meeting is being held and return to their regular station.

   If such transportation cannot be furnished by the Company, the supervisor may approve the use of public transportation or mileage of the employee's own vehicle, such mileage being paid in accordance with the Company mileage allowance policy.

8. Mileage from item 7 will be entered for reimbursement through the COLT payroll system.*

9. Proper notation of time spent in safety committee meetings shall be indicated on the employee's time slip.

E. H. Wessells, Jr.
Safety Supervisor

May 1, 1965
*Revision 10/01/01

METER SERVICE JOB FAMILY

The Company proposes the establishment of a Meter Job Family Progression for the Meter Reader, Meter Installer, and Meter Representative positions. Progression within the Meter Job Family is outlined below:

Meter Reader Progression to Meter Service Installer Helper:

- Meter Readers progress to any/all open Meter Service Installer Helper (S1) positions when / if they become available provided they meet necessary qualifications of successfully passing the CAST test at the Meter Service Installer level or higher. Qualified Meter Reader candidates will fill open Installer positions based on Department seniority in the district where the open position exists (i.e., Springfield, Pittsfield, or Hadley).

- If the open Meter Installer position is not filled by a Meter Reader from the same district, the job will be made available to Meter Readers from the other districts and filled based on Company (union) seniority.

- If no Meter Readers are qualified or interested in filling the position(s), the job will be posted according to Section XXII of the union contract.

- Meter Readers who accept a transfer to Meter Installer Helper positions will enter the new classification at the TMP Step 5 (S-5) wage rate. However, for TMP progression they will start at S1. Also, with the exception of general wage increases, employee's wage rate will be frozen (red-circled) at the S-5 wage rate until employee progresses through their TMP steps and becomes equal with TMP progression increases.

- All Meter Installers/Installer Helpers can be assigned to read meters when necessary.

- All Meter Installers/Helpers hired after 1/1/02 will be considered shift workers and thus can be assigned to work shift hours. For example, an Installer hired after 1/1/02 can be assigned to read meters as a 2nd shift mobile AMR driver should the need arise due to resource limitations (i.e., due to sickness, vacation, workers compensation / light duty, equipment failure, etc.) If this were to occur , as is the case with any schedule changes, the Company will adhere to Section VI of the union contract.

Meter Service Installer Progression to Meter Service Representative:

- Meter Service Installers progress to any/all open Meter Service Representative positions when / if they become available provided they are at the fully qualified Installer level (TMP S6 or higher) and have successfully passed the CAST test at the Meter Service Representative level or higher. Qualified Meter Service Installer candidates will fill open Meter Service Representative positions based on Department seniority in the district where the open position exists (i.e., Springfield, Pittsfield, or Hadley).

- If an open Meter Service Representative position is not filled by a Meter Service Installer from the same district, the job will be made available to Meter Installers from the other districts and filled based on Company (union) seniority.

- If no Meter Service Installers are qualified or interested in filling the Meter Service

Representative position(s), the job will be posted according to Section XXII of the union contract.

- Meter Service Installers who accept a transfer to Meter Service Representative positions, will enter the new classification at their current rate of pay and appropriate TMP training level as determined by the company. They will remain at their current rate of pay until such time as their training and pay are equal and then be eligible to continue through the TMP training/salary process.

Other Items

- For the existing Installer Helpers (6) who transferred directly from their former Meter Reader position and as a result were required to take a cut in pay, the Company agrees to progress these employees to the S5 Installer/Helper wage rate prior to any general wage increase and freeze (red circle) them at this wage rate (with the exception of future general wage increases) until employee becomes equal with TMP progression step increases. In addition, these employees cannot be bumped by employees in a lower classification (i.e., Meter Reader).

- The Union agrees to cap the existing Meter Reader wage rate (prior to any general wage increase) for all new hire Meter Readers (i.e., Mobile AMR drivers). This is the same rate as the Temp Meter Reader rate (per the Three Year Manpower Agreement for new hire Meter Readers). All existing Meter Readers will be grandfathered and maintain their current wage structure per the contract.

- As part of this agreement, both the Company and the union agree to meet within 90 days of contract ratification to discuss the issue of combining the Meter Service Installer and Meter Service Representative positions into one TMP (job family) program.

- The Company recognizes that there may be circumstances in the future where injured or disabled employees may need to be considered for open Meter Service Installer or Meter Service Representative positions. In the event that a situation arises under this agreement that relates to section *XX - Disability Management*, the Company will abide by this section of the contract.

- The Company reserves the right to determine the proper mix of Meter Service Installer versus Meter Service Representative positions in a district based on need / workload requirements.

MEMORANDUM OF UNDERSTANDING

LEAD LINE MECHANIC

August 24, 1979

The following understandings were reached between the Company and the Union with respect to establishing the job classification of Lead Line Mechanic to be the leader of a two-person overhead line crew.

1. Job Classification

Lead Line Mechanic Expectations

Talking points regarding the Lead Line Mechanic Memorandum of Understanding DTD August 24, 1979

- Progress of the assigned job
  - Directs all crew members
  - Ensures applicable guidelines and procedures are adhered to (construction standards, vehicle operation, etc)
  - Ensures appropriate break / lunch times are adhered to
  - Ensures the productivity of the crew
  - Communicate any change / delay of daily assignment to their Supervisor in a timely manner
  - Ends work in a reasonable time to return to the AWC / show-up location
  - Provide Supervisor a job status update for the tasks assigned

- Employees own safety, the safety of the employee assigned to the employee and the safety of the general public as it relates to the job being performed
  - Ensures all crew members adhere to all safety standards
  - Ensures a safe job site / work zone set-up
  - Ensures a comprehensive and complete job brief (tailboard) is conducted and documented

- All assigned equipment and material related clerical and stores activity
  - Ensures crew has all required material / equipment / tools for daily job assignment
  - Ensures all required paperwork is submitted at the end of day
    - Crew timesheets, tailboard sheet, completed job packet, police detail sheets, trouble tickets, etc.

2. Progression

Lead Line Mechanic will be added to Occupational Group D-2 or TD-2 on the same level as Response Specialist in Appendix C. It is understood that Response Specialist will be

combined with Line Mechanic for purposes of promotion to Lead Line Mechanic under the provisions of Section 13 of the Agreement.

3. Reduction in Force

Lead Line Mechanic will be added to the top of Occupational Group D-2 and TD-2 under Section 14 of the Agreement.

4. Call Outs

Lead Line Mechanic and Line Mechanic will be combined for purpose of equalization of overtime and emergency call outs.

5. Upgrading

A Lead Line Mechanic will be upgraded to Crew Supervisor-Lines in accordance with Section 12d of the Agreement whenever a third person is added to the employee's crew. The Lead Line Mechanic (this also includes Lead Electricians and Lead Cable Splicers) cannot refuse this upgrade.

When two or more two-person crews are working as a coordinated unit and a Supervisor is not present on the job, one of the Lead Line Mechanics or temporary Lead Line Mechanic will be upgraded to a supervisory position in accordance with Section 12d of the Agreement.

When two Line Mechanics (or Response Specialists) are working together as a two-person crew, one will be upgraded to Lead Line Mechanic in accordance with Section 12d of the Agreement.

The letter of understanding concerning upgrading on a two-person crew on page 100 of the Agreement is rescinded and will be removed from the Agreement.

6. Added Person On a Job

It is agreed that a Lead Line Mechanic or temporary Lead Line Mechanic may request and receive an additional employee or employees on a job.

When such a request is considered as unnecessary by the Company, it will provide the employee or employees but will point out its reasons for believing the request unnecessary. If such requests continue, the Company will take appropriate action, subject to the provisions of Section l6 of the Agreement.

7. Use of Nonclimbers as One Person of a Two-Person Crew

When working on live primaries, the Company will not assign a non-climber as one person of a two-person crew. It is the position of the Company that this restriction does not apply to opening and closing a cutout, taking load and voltage checks, replacing a fuse or isolating an area because of a fault, and work which can safely be performed by one person. All non-climbers will receive necessary safety training prior to being assigned as one person of a two-person crew. This training will include one person bucket rescue and mouth-to-mouth and CPR.

In the application of the above use of non-climbers, it is recognized that an issue exists between the Company and the Union concerning the applicability of the Lineman's Safety Act.

Both parties have agreed in principle to submit their differences to the court and obtain a declaratory judgment on this matter.

8. It is agreed that a Line Helper S1 will not be assigned as one person on a two-person crew for the first six months of the employee's trainee period. The Helper S1 will receive necessary safety training prior to being assigned as one person of a two-person crew.

A Line Mechanic Helper S2 will not be required to work alone on energized conductors.

Revision made 10/01/16

Memorandum of Understanding
Between
The Western Massachusetts Electric Company dba Eversource Energy and
IBEW Local 455

Response Specialist – Line

The purpose of this document is to outline the scope and parameters of the Response Specialist position in Massachusetts as agreed to between Western Massachusetts Electric Company dba Eversource Energy (the "Company") and IBEW Local 455 (the "Union"), collectively referred to herein as the "Parties." In accordance will collective bargaining agreements between the Parties dated October 1, **2023** (the "CBAs"), both Parties agree as follows.

Job Duties and Description
Attachment A

Schedule:
The hours of coverage will be up to 24 hours daily and 7 days per week. Shifts may be up to twelve (12) hours per shift.

Holidays:
Section VIII - Holidays

Number of positions for the staffing of the Response Specialist:
The Company proposes a maximum level of up to 24 Response Specialists. **If the Company intends to increase staffing levels beyond 24 Response Specialists, the Company and Union shall meet and discuss staffing and/or schedule changes at least sixty (60) days prior to implementation.**

During the time period of June 1st through September 30th, the parties agree to upgrade one line mechanic in each district (3) to a Seasonal Response Specialist to be paid at the Response Specialist rate.

Backfilling shift vacancies within the Response Specialist organization:
The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective districts. If needed, an open shift can be offered to other Response Specialists as determined by management.

Reporting location(s):
Springfield
Pittsfield
Hadley (30 minutes from Hadley, Montague or future combined site.)

Coverage area:
The area that is covered by The Western Massachusetts Electric Company:

Supervisory Direction:
Response Specialists will be directed through the System Operations Center ("SOC"). The Field Supervisor will provide day-to-day direction for the Response Specialists.

Mutual Aid:

A. Response Specialists will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

B. Response Specialists will not be eligible to perform mutual aid assignments on Company property unless approved by management.

Training:
The Company will schedule all required ongoing training and updates.

Response Specialist initial staffing:
Response Specialist positions will be offered to and filled in conjunction with the WMECo collective bargaining agreement.

Staffing

- Internal Candidates – Hiring process in accordance with contractual provisions. The **Response** Specialist position requires a minimum rating of 1st class line worker and 12 months experience in such position.

- External candidates – The **Response** Specialist position requires a minimum rating of 1st class line worker. Potential candidates to be given a physical skills test. Successful candidates to be offered a position within the Response Specialist organization. Candidates who accept a position will receive training/orientation prior to beginning their new role.

Retention
Incumbent qualified employees who elect to accept a position within the Response Specialist classification will be retained in accordance with the Collective Bargaining Agreement.

Employees hired from outside of the Local 455 pool of candidates will be retained for a minimum of three (3) years.

Seniority:
For the purposes of Section XIII, Response Specialist and Line Mechanic will be considered as the same classification.

Implementation:
Post and fill Response Specialist positions upon contract ratification.

Attachment A

Eversource Response Specialist Duties

The responsibilities will include, but not be limited to, clearing faulty and unsafe conditions, including maintaining or restoring electrical service, by temporary or permanent means to include bracing/lashing poles, securing pole tops, floating conductors, extending secondary, or as described below listed duties.

The below illustrative duties will be performed as a single-person crew or as a multi-person crew as dictated by the task and applicable work methods.

1. Clearing faulty and unsafe conditions including maintaining or restoring electrical service by temporary or permanent means;

2. Operate primary* and secondary fault locating equipment on URD systems in order to isolate the faulted equipment and restore the customers;

3. Operate switching and control devices on both the overhead and underground systems (pad mounted equipment). **See Attachment B for further information;**

4. Connect, disconnect, and operate portable transformers, generators, and temporary primary jumpers under emergency or urgent conditions;

5. Replace transformers with assistance of other qualified employee(s);

6. Replace damaged or faulty equipment during the initial response;

7. Perform streetlight repair work including replacing defective bulbs, photocells, and heads along with new installations.

8. Install and remove minimal cover up as needed. This may include primary conductors;

9. Perform secondary overhead and URD service connections associated with connecting customers including new customer connections;

10. Perform overhead distribution system line patrols;

11. Perform URD and overhead equipment inspections;

12. Make current and voltage measurements, as required;

13. Determine and record causes of failures and communicate the findings to the SOC;

14. Communicate the status of outages to the SOC – on-site, restoration projections, ETRs, etc.;

15. Investigate customer concerns, communicate with customer when needed to provide information;

16. Investigate and correct complaints of interference to telephone, radio, or television reception;

17. Document and submit required records and reports associated with trouble, line patrols, equipment inspections, and other related work;

18. Utilize mobile data terminals as they become available;

19. Utilize Rapid Pole Set Trailer in maintaining or restoring electrical service.

*this includes all URD/DB single phase systems and three phase radials

Attachment B

There are various types of pad mounted switchgear in Western Massachusetts. Some of the most common are PMH, PME and ISG. Response Specialists would not normally respond to this equipment; however, the Company may train them if they were to be utilized to restore customers while EM personnel are responding to an event.

There are many more types of gear in the industry. Therefore, this is for discussion purposes only and not meant to be all-inclusive.

October 1, 2023

LOU – Roving Electrical Maintenance Agreement – 10/01/2004 (Revised 10/01/2010 and 10/01/2023)

MEMORANDUM OF UNDERSTANDING
ROVING ELECTRICAL MAINTENANCE & CONSTRUCTION

October 1, **2023**

Mr. **John Beaudoin**
Business Manager/Financial Secretary
I.B.E.W. Local 455
474 Page Boulevard
Springfield, Massachusetts 01104

Subject: Revision of Roving Maintenance Overtime Agreement

Dear Mr. **Beaudoin**:

The purpose of this memorandum of understanding is to update and clarify the roving maintenance agreement. The MOU addresses issues such as the scope of assignment, selection of employees to the roving crew, overtime distribution, travel, rotation and job site reporting expense. In addition, management will discuss with all workers prior to the start of a **one** month assignment, the work load that is known, to the best of their knowledge, for that period of time.

1. Scope of Assignments

Work assignments will include assignments to any properties in Massachusetts owned and/or operated by Western Massachusetts Electric Company (WMECO) and assignments to any location to which WMECO has contracted to perform work in Massachusetts.

Work to be performed will include, but not limited to:

- Major Maintenance (i.e., de-energized inspection, test and maintenance).
- Test (i.e., de-energized test and inspection).
- Construction projects (major or minor).
- Any assignment of less than three days is not considered a roving assignment.

Clarification of Roles of Construction and District Maintenance Electricians is as follows :

A. The primary role of the Substation Construction Electrician but not limited to this role will be work responsibilities related to the installation or replacement of substation equipment and protection systems – distribution and transmission.

B. The primary role of the District Electrical Maintenance Electrician but not limited to this role will be work responsibilities related to the maintenance of substation equipment for both distribution and transmission equipment. *Maintenance Electricians to remain as Switchers for Western Mass Station Switching to support Construction work.*

Clarification for switching on Construction Projects:

If a project is assigned to WMECO Construction, switching will be performed by the Construction Electricians listed on the **Authorized** Persons List (**A**PL) if the switching only involves the substation where they are working. This will also be scheduled in accordance with Section 6 Paragraph M of the Contract. Switching occurring at the completion of the Construction Project and involving Overtime work beyond the end of the normal work day will be performed by the local District Electricians and will be staffed by following Local District Protocol. Otherwise the switching will be performed by the Construction Electricians who have been working on the Project.

If a project or other work is being performed by an outside contractor in a substation, or transmission line construction work requires switching to be performed, district electricians will perform the switching activities.

Switching on off-hours (weekends/holidays/ outside regular work hours) to support Construction projects in a particular District **will** *be performed by the local district electricians with help from Construction electricians working* **at the station location where the project is taking place** *(blended) if needed. If more help is needed, management will go to district electricians in other districts.*

2. Selection of Employees

All employees in the following classification will be entitled to participate in the Roving work assignments to supplement WMECO Electrical Construction or other Districts as needed:

Lead Electrician
Electrician
Electrician Trainee

The Company seeks participation of qualified employees from the participating areas and Classifications as follows:

Springfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*
Pittsfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*
Hadley	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*

Hadley / Pittsfield – Roving Assignments

For support to other districts, the company will utilize Hadley and/or Pittsfield Electrical Maintenance Roving personnel based on business need and management discretion. The company will ask for volunteers to fill the roving assignment before employees are forced to fill the assignment on a seniority basis. These assignments are as follows:

Pittsfield: Two Electricians or a qualified electrician trainee
Hadley: Two Electricians or a qualified electrician trainee

Participation will be on a voluntary basis provided the required number is obtained. If the required number is not obtained, assignment to the program will be made on a junior to senior

(Department Seniority) basis.

3. Rotation

- Participants will normally rotate off assignment after a **one (1)** month period, except if the assignment is at a critical juncture.
- Lead person will not rotate.
- Assignment to such work will be for the duration of the work in most cases. However, if a roving job assignment involves planned overtime, staffing on the roving job assignment will be rotated every 4 weeks or after a critical juncture is completed, defined by the assigning supervisor.
- If all roving assignments are working planned overtime, staff rotation is not necessary.
- *Request volunteers for Roving assignments from all Districts first before forcing Electricians in District where substation project/maintenance work resides.*

4. Overtime Distribution

As far as practicable, overtime will be distributed equitably over the calendar year among the employees who are in the job classifications assigned to "roving electrical maintenance work." **E**mployees assigned to this work will not be subject to call-outs during the week except as follows: Electricians on roving assignments within their home district will remain on their respective district call-out list, Electricians roving outside of their home district will be removed from the call-out list during the week. In addition, the following will also apply:

The Company will maintain the separation of Springfield Electrical Maintenance and Construction Electricians into 2 Distinct Groups with their own respective Overtime lists.

The Company will continue to staff weekend and Holiday assignments for Construction projects from the Construction Overtime List first including any Rovers who may be working the particular job. Additional staffing to be requested from Substation Home District and then to other Districts.

Construction Electricians and District Rovers if applicable who are assigned to Transmission Projects or Customer Critical Distribution Projects will be removed from the A**R**COS List for the duration of the particular project to help honor WMECO's commitment to the Transmission and Distribution Organizations to adequately staff and complete these projects on time. If the electricians are working a regular 40 hour per week schedule for the Project, they will be allowed to remain on the A**R**COS list.

This requirement also applies to Storm Emergencies affecting the WMECO Service Territory.

The company will also discuss work that involves overtime with the current rovers, as far as practicable, in advance to the actual start of the job. Both parties agree that the procedure for determining how overtime work would be distributed will be determined by whether the overtime is planned or unplanned and whether it is during the week or weekend. It will be a factor only if the work is identified as requiring overtime prior to the start of the job. Not all roving work or construction work will require overtime. The following chart will be the manner by which employees' will be selected for work that is determined to have overtime associated with the

work prior to the start of the work. This could be modified depending on other circumstances and discussion with the work force and Union representation.

PLANNED OVERTIME CHART

Planned Overtime – Weekdays

• Low person on the Roving Electrical Maintenance job assignment for the quarter (unless already assigned to a job) will be asked to work the assignment to its completion unless there are reasons to change personnel such as vacation, sickness, or end of quarterly rotation for the group of rovers. Some special reasons may also be considered with prior discussion with the parties involved.

Unplanned Overtime – Weekdays

• Roving Electrical Maintenance Workers on the job will continue to be selected as they are now.

Planned Overtime – Weekends

• Maintenance repair work on weekends and Holidays to be staffed from District Lists. Utilize staffing of Lead/Clearance Holder with the remainder of crew complement to come from the District list where the maintenance work resides. Additional staffing will then come from other Districts and then from Construction Electrician Group if necessary.

5**. On-Call**

On Call Assignments will be assigned to the Maintenance Electricians for District On Call assignments.

- *Prior to forcing a Springfield Electrician to be On Call if necessary, volunteers can be sought from the Construction electrician group provided that they are not already committed to a Planned Overtime assignment or working outside of the Springfield District.*

6. **Storm Assignments**

Storms and Out of Town Assignments will be filled by the Maintenance Electricians first with additional staffing coming from the Construction Electrician group as needed.

7. **Gassing SF6 Breakers Protocol**

Maintenance Electricians will continue Gassing SF6 Breakers to support Capital Construction Projects.

8. **Vacuum Filling Process**

- **Both Maintenance Electricians and Construction Electricians will support the Vacuum filling process for oil filled transformers being installed or replaced under a Capital Construction Project.**

- **District Maintenance Electricians' Work Hours to support Vacuum Processing shall be:**
  - **Monday through Thursday – 10:00 P.M. to 6:00 A.M.**
  - **Weekends, and Holidays – 6:00 P.M. to 6:00 A.M.**

- **Construction Electricians will support the Vacuum Process during their scheduled work hours of 6:00 A.M. to 4:00 P.M. on Monday through Friday with one electrician working extended hours to transition the Substation Escort access responsibilities to the incoming Maintenance electrician.**

- **Construction Electricians will work 6:00 A.M. to 6:00 P.M. on Saturdays, Sundays, and Holidays as needed to support the vacuum processing for the transformer replacements assigned to the Construction group and transition to the Maintenance Electricians when they arrive at the substation to begin their shift.**

- **When support is not needed for the full shift, the Company may release the employee at completion of the assignment.**

- **If support is needed beyond the shift and is expected to be less than 2 hours, the Company may extend the hours of the employee assigned to provide support.**

- **Rest time rules shall apply to both groups as needed.**

- **District Electricians will cover all shifts for the vacuum processing for any Transformer replacements being performed by an outside contractor.**

9. Travel

When employees are required to make their own travel arrangements to report to job locations other than their base headquarters, they will be paid a daily expense allowance as follows: Any job site reporting assignments will be paid in accordance with the Collective Bargaining Agreement. For single day assignments, all employees shall be responsible to bring their PPE (i.e. hard hat, safety glasses, rubber gloves with keepers, leather gloves, traffic vest, and FR rain gear) with them to the job site reporting assignments. In addition, all roving employees job site reporting within their home district, but still available for call outs, shall have their PPE (as listed above) with them for call outs.

10. Hours of Work

The schedule hours of work may vary on each project. (Subject to 1994 WMECO Negotiations)

11. Filling Open Positions in WMECO Construction

The 30 minute reporting requirement will be removed for Construction Electrician positions. Electricians can continue to move from Construction to Springfield Maintenance when a job opening is created provided that the interested electrician lives within 30 minutes of the Springfield District to be consistent with WMECO Emergency Response requirements of a District Electrician. This applies to all electricians hired into the Construction Group after October 1st, 2010. Electricians can also continue to move **from Springfield Maintenance to Construction** when a job opening is created as well.

The present staffing provision to ask Construction and Springfield Maintenance electricians to fill each group's respective position vacancies first before posting to WMECO will remain as it has been.

Promotion to Lead position will be determined from each separate group's Seniority list.

12. Program Changes

Any changes to the "Roving Maintenance" program that affects participants (i.e. hours of work; assignments; overtime, etc.) shall be a matter of discussion between the parties before becoming effective.

At all times the provisions of the contract that apply will be adhered to with the exceptions being approved by both parties involved. If you are in agreement with above-outline process, please sign where indicated below and return a copy to me.

Sincerely,

Brooke Sherer
Director, Labor Relations

cc: C.Dooley

Agreed to by the Union:

_____ _____

John J. Beaudoin, Business Manager — Date
I.B.E.W., Local 455

LOU - October 30, 2000 – Expanded Duties for Distribution Construction Mechanic – Time Merit Progression Program.

Add the following *underlined* language to the existing 10/30/2000 letter:

"Expanded Duties: (1) Set up to 20 foot streetlight poles and heads, connect and maintain them. *In underground fed areas, the Distribution Construction department and Splicers will be able to install up to 35 foot dedicated streetlight poles and heads, connect and maintain them.*"

August 6, 1969

Mr. Thomas F. Eastwood, Business Manager
Local 455
International Brotherhood of Electrical Workers
l39 Arthur Street
Springfield, MA

Dear Mr. Eastwood:

This letter confirms the agreements reached on July 24, 1969, pertaining to the interpretation and understanding of the following statement in our May 1, 1969, union agreement:

Live Primary Splicing

The Employer agrees that the practice of live primary cable splicing will be discontinued.

It was agreed by the Employer and the Union that:

1. The 2400 volt to ground cable will be deenergized until it is fully insulated with insulating tape and shielding applied if required. The cable will then be energized and the wiping and filling of the sleeve will be performed. The above operation is included as a part of the duties of a Cable Splicer A-1.

2. The classification of Cable Splicer A-1 will be incorporated in the agreement with a rate of $4.745 effective on April 27, 1969, and $5.055 on May 3, 1970.

3. The four employees in Local 455 who were, prior to May 1, 1969, classified as Cable Splicer A-1, will be reclassed to that classification, retroactive to April 27, 1969. One employee in Local 909 will be reclassified accordingly after Local 909 agrees to the settlement agreed to with Local 455 and Mr. Keilty.

4. When First Class Cable Splicers are qualified and are desirous to perform all the duties of an A-1 Splicer, such employees will be reclassified and paid accordingly.

5. The six employees who were relieved of their duties with a loss in wages for failing to complete the cable splicing jobs on July 3, 1969, will have their loss in wages restored.

Will you kindly sign one copy of this letter acknowledging your agreement with the written understanding and return it to me for our records.

Very truly yours,

WESTERN MASSACHUSETTS ELECTRIC COMPANY

Donald A. Bartlett
Director of Industrial Relations

_____
Thomas F. Eastwood, Business Manager
Local 455 IBEW (AFL-CIO)

cc: L. E. Maglathlin, Jr.
R. Webler
R. E. Hatin

January 25, 1971

Mr. Joseph R. Hallett, Jr., Business Manager
Local 455
International Brotherhood of Electrical Workers
61 Warwick Drive
Ludlow, MA 01056

Dear Mr. Hallett:

In connection with the Massachusetts Classified Driver License Law which became effective on January 1, 1968, all employees who are required to drive a truck having a registered gross weight in excess of 18,000 pounds must have a Class 2 license and those employees required to drive a truck having a registered gross weight in excess of 18,000 pounds drawing a trailer having a registered gross weight in excess of 6,000 pounds must have a Class 1 license.

Effective at once, the Company agrees to reimburse each employee, who will be required to have a Class 1 or Class 2 license to perform the duties of the employee's job classification and who has been authorized by the employee's supervisor to take such examination, for the cost of taking the written examination and the driving test conducted by The Commonwealth of Massachusetts, Registry of Motor Vehicles. Such reimbursement shall be made only once to an employee for the class of license required. The current costs are $2 for the written examination and $3 for the road test. This procedure does not include the cost of the usual driver's license which is currently $10 for a four-year period.

As in the past, the Company will cooperate with those employees designated, both in preparing for and taking the examination.

Will you kindly indicate your approval of this procedure by your signature and return one copy to me for our files.

Very truly yours,

Donald A. Bartlett
Director of Industrial Relations

Approved _____ _____
Business Manager, Local 455 Date

May 19, 1975

Mr. Edward W. Collins, Jr.
Business Manager of Local 455
145 State Street
Springfield, MA 01103

Dear Mr. Collins:

The following is the understanding reached between the Company and the Union on May 19, 1975, regarding multiple arbitration proceedings:

> "Unless otherwise agreed to by the Company and the Union, the parties agree that grievances which arise out of a common fact pattern will be heard in one arbitration proceeding, and grievances which do not arise out of a common fact pattern will be heard in separate arbitration proceedings."

Will you kindly sign one copy of this letter acknowledging your agreement with this understanding, and return it to me for our records.

Sincerely,

Donald E. Riga
Manager of Personnel

DER/

_____
Edward W. Collins, Jr., Business Manager
Local 455 IBEW (AFL-CIO)

cc: C. A. Caffrey
R. E. Torrey
R. F. Webler

June 10, 1975

Mr. Edward W. Collins, Jr.
Business Manager, Local 455
Intl. Brotherhood of Elec. Workers
145 State Street, Room 416
Springfield, MA 01103

Dear Mr. Collins:

It is agreed by the undersigned that if welding is required on gas turbines the Company will use qualified and available WMECO bargaining unit employees before using nonbargaining unit persons.

If the manufacturer of the turbine, for purposes of warranty or guaranty, requires its own employees, or other experts supplied by them, to perform welding the parties hereto agree that such persons shall be allowed to perform the welding.

In determining who is qualified the Company will consider production department welders and employees who demonstrate an ability to perform such welding following a testing procedure to be agreed upon by the Company and the Union.

The Company will give the Union reasonable notice within the context of the work to be performed of such welding.

Very truly yours,

WESTERN MASS. ELECTRIC COMPANY

By: _____

IBEW, Local 455

By: _____

July 17, 1975

Mr. Edward W. Collins, Jr.
Local Union 455
International Brotherhood of
Electrical Workers
145 State Street
Springfie1d, MA 01103

Dear Mr. Collins:

During our negotiations just concluded, it was stipulated and agreed by the Employer and the Union that certain employee Relations Policies were not part of the collective bargaining agreement and therefore are not subject to grievance and arbitration. While not all inclusive, specific reference was made to the employee Purchase Plan, Christmas Bonus, Educational Aid, Appliance Service for employees, Service Awards, Matching Gifts and recreational activities.

Will you kindly sign one copy of this letter acknowledging the Union's agreement with the written understanding and return it to me for our records.

Very truly yours,

WESTERN MASSACHUSETTS ELECTRIC COMPANY

Donald E. Riga
Manager of Personnel

_____
Edward W. Collins, Jr.
Business Manager
Local Union 455, IBEW

_____
Date

May 10, 1983

Mr. Edward W. Collins, Jr.
Business Manager, IBEW Local 455
655 Page Boulevard, Room 213
Springfield, MA 01104

Dear Mr. Collins:

Re: Switching Assignments at Northfield Station

The following is proposed with respect to switching assignments within the Northfield 16R Switching Station:

1. For Planned/Scheduled maintenance work requiring manual operation of switching devices within the confines of the Switching Station's ring bus, the Greenfield Area Maintenance Operators will perform the required switching.

2. For Planned/Scheduled maintenance work requiring operation of switches 1X1-4 and 1X1-9 and switches 3X1-4 and 3X1-9 to isolate the Northfield 1X1 or 3X1 345-kV pipe type cable, Northfield Mountain Electrical Maintenance personnel will perform the required switching.

If this proposal meets with your approval, please sign one copy of this letter and return it to me.

Sincerely,

Donald E. Riga
Regional Personnel Manager

Approved:

_____
Business Manager, IBEW Local 455

June 23, 1986

Mr. Edward W. Collins, Jr.
Business Manager/Financial Secretary
International Brotherhood of Electrical Workers
Local 455
655 Page Boulevard, Room 213
Springfield, MA 01104

Dear Mr. Collins:

In regard to indemnification of employees, the same protection extended to Union employees in Connecticut will apply to Union employees in our Massachusetts subsidiaries.

Sincerely,

Vincent F. Villano
Regional Personnel Manager

March 22, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local 455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Time Merit Progression (TMP)

Dear Mr. O'Rourke:

This letter is to confirm the agreement between the Company and the Union concerning the administration of the Time Merit Progression (TMP) Program for the Western Mass. Region. This agreement is applicable to all TMP classifications listed in the HWPCO and WMECO agreements.

Acceleration

The Company will notify the Union prior to acceleration of employee in any of the TMP classifications.

A TMP Committee consisting of three (3) representatives from the Company and two (2) representatives from the Union will meet to review qualified candidates for possible acceleration within the steps of the TMP classifications. The Chairperson of this committee will be a Regional Personnel Representative.

The committee will be made up as follows:

Three (3) representatives from the Company

1. A representative from Regional Personnel (Chairperson of Committee).

2. The Superintendent, Manager, or their designee, from the work location in which the employee being considered for acceleration is located.

3. A supervisor from the department in which the employee being considered for acceleration is located.

Two (2) representatives from the Union

1. The Business Manager or Assistant Business Manager from the work locations involved.

2. The second Union representative will be a journeyman from the job classification in which acceleration is being considered.

The Company or the Union may request the TMP Committee to review an employee for acceleration. Acceleration must be based upon equivalent experience or education. The

requesting party shall be responsible for providing the necessary documentation to support an objective evaluation of the employee.

Pre-requisite: An employee will be considered eligible for acceleration only after an appropriate evaluation period in the TMP Program.

Examples of documentation showing equivalent experience or education required to support such an evaluation are:

1. The employee shall satisfactorily demonstrate ability to perform at the level of technical competence required for the requested acceleration step.

While not limited to the following, examples of other formal documentation to demonstrate equivalent experience or education:

A. References - verifiable satisfactory past work experience comparable to the work experience requirements to the applicable TMP Program

B. Certificates - formal documentation of training courses and schools attended and successfully completed, which are comparable to the work experience or classroom training requirements of the applicable TMP Program.

If consensus has not been reached after the Committee has reviewed the request for acceleration, a majority vote of the five (5) member committee will determine if acceleration is to take place and to which step an employee will be accelerated.

An employee may be accelerated only one time within a job classification.

An employee who is denied acceleration may be subsequently resubmitted to the TMP Committee for review after six (6) months from the date of denial and then only if there is new objective-demonstrable information of experience gained prior to entry in the TMP Program to support such reconsideration.

Job Postings TMP Classifications

Employees with one or more years of Company seniority who are selected to fill a posted job opening will be transferred into the new position at the second rate step. If the employee has 18 months or more of Company seniority, they will start at the third rate step. Transfers into the second or third rate step as described in this paragraph are for compensation purposes only.

Notwithstanding TMP language to the contrary, the Company reserves the right to maintain such transferred employees in their respective transfer rate steps until such time as their training corresponds with their rate step up to the length of time the employee received transfer credit for, i.e., one (1) year or eighteen (18) months. The employee is expected to satisfactorily complete the first three (3) steps.

Any employee currently in TMP job classification who applies for a job in a classification having training requirements similar to the employee's current TMP classification (i.e., Electrician - Station Electrician) will be placed in an appropriate step after review by the TMP Committee. Appendix A - hereof (Company and Union)

Employees who are helpers in the TMP classification are not eligible to apply for posted journeyman positions that are posted within their classifications. When an employee in a TMP classification is a successful applicant for a position within the same classification in another location, the employee will transfer in the same step of the TMP classification that the employee presently holds.

Upgrading

It is not intended by the Company to have employees performing the duties of a higher job classification. No upgrading will be permitted within the TMP steps either from step-to-step or from a trainee to a journeyman level. Helpers in TMP are trainees and have not received the full qualifications required for them to perform all duties in a higher classification. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained or while demonstrating skills proficiency under the direction, supervision and observation of a qualified individual.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

Signed:

_____
William H. O'Rourke
Business Manager
I.B.E.W., Local 455

Revision 10/01/2004: With the merger of Field Technicians and GIS Technicians into the Gray book, the following transfer step/rates will apply. Employees with 18 months or more within the Union will transfer into Field Technician positions at the C-1 rate; level of training to be determined. Employees with 12 months or more within the Union will transfer into Field Technician positions at the C-2 rate; level of training to be determined. For GIS Technicians – employees with 12 months or more within the Union will transfer in at the C-1 rate and employees with 18 months or more within the Union will transfer in at the B-3 rate. In both cases, level of training to be determined.

July 10, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local 455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Access

Dear Mr. O'Rourke:

The company and the Union agree the procedures listed below will be followed to address the situation of a Union-selected qualified industrial hygienist having access to Western Massachusetts Electric Company facilities:

1. Prior to making a request for such access, the Union will exhaust all other reasonable alternatives to obtain the industrial hygiene information including the right of the Company to perform or conduct such tests or surveys requested by the Union and thereafter to provide the test or survey results to the Union. The Company will endeavor to provide such relevant test data to the Union within four weeks of the test or survey insofar as is practical.

2. If requested by the Company, the Union will meet with the Company to discuss the relevancy of the information sought and the necessity of access. It is the Company's position that the Union has the burden to investigate reasonable alternatives to access by a hygienist before requesting such access.

3. If the reasonable alternatives are not able to produce the information or resolve the Union's questions, a union-selected qualified industrial hygienist shall be granted access to the test area or location where there remains a question. A mutually agreed time and date will be established in a timely manner. It is understood that whenever access is granted it shall be for a specific and reasonable period and shall not interfere with Company operations. The Union will make available to the Company the results of the analysis within four weeks of the test or survey insofar as practical.

4. The Company shall have the right to accompany the Union's representatives which shall not exceed three in number including one qualified industrial hygienist.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

August 1, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local #455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Long-Term Care

Dear Mr. O'Rourke:

At the 1989 negotiations the following item concerning Long-Term Care was agreed upon by the Company and the Union.

Effective January 1, 1990, the Company will implement coverage for Long-Term Care. Plan provisions include:

Eligibility:	Active bargaining unit employees eligible for coverage under the terms of this Agreement.
Benefit:	Long-term care is an insurance coverage that provides for out-of-pocket expenses not covered under traditional health insurance plans for illnesses or disabilities that tend to require custodial, long-term care.
Costs:	The employee will have payroll deductions to cover the premium for this insurance. employees will pay the full premium for this insurance. The Company will not be making any contribution towards this coverage. However, Northeast will assume administrative costs for this Plan and provide the advantage and availability of this insurance through group coverage.
Conversion Option:	The Plan will have an option to convert to individual coverage with the carrier. In addition, depending upon the participant's age when entering the Plan and length of participation, the coverage may be paid up at retirement.

Note: The selection of carrier and all details of coverage are not yet finalized. Until the final selection takes place, full details cannot be provided.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

PWB:cc

May 25, 2001

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Dispatcher Rate/Rotating Shift Differential

Dear Mr. O'Rourke:

The Company and the Union have reached agreement on the above-noted subject. All monies associated with this agreement will be retroactive to April 15, 2001 and will remain in effect for the duration of the current Agreement.

Dispatcher Rate (Hourly)	(Effective 10/1/00)	(Effective 4/15/01)
Dispatcher	$29.57	$31.00

Dispatcher Rotating Shift Differential

When a Dispatcher is assigned to work on a rotating shift schedule of normal work coverage, a premium of two dollars ($2.00) per hour will be added to their basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, rotating schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 7:00 a.m., or following 7:00 p.m..

If you are in agreement with above, please sign below where indicated and return to me.

Sincerely,

James G. Connolly
Sr. H.R. Consultant - Labor Relations

JGC/cc
cc: R. Coates
R. Lizotte
R. Pawloski
M. Smith
B. Young

Agreed to by the Union:

William H. O'Rourke - Local 455 Date

April 19, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Dear Mr. O'Rourke:

This letter replaces my letter to you dated April 4, 2000 and is an effort to clarify my letter dated March 2, 2000 regarding Response Time/Furlough. The intent of the two bullet items that reference "10/1/2001" is that any current WMECO employee (as of 4/19/00) who bids or is transferred into one of these positions where the issue of response time to call-outs is applicable **before** 10/1/2001, would be considered "grandfathered".

I hope this clears up any questions you have.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

JC/cc
cc: J. Connolly
R. Kiddy
M. Smith
B. Young

March 2, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Letter of Agreement - Response Time/Furlough

Dear Mr. O'Rourke:

The Company and Union agree that employees hired after January 1, 2000 to a job with requirements that include emergency overtime work outside of normal scheduled hours, will be required to make themselves available at their reporting base within approximately one-half hour.

It is further agreed, unless negotiated differently at the conclusion of the October 1, 2001 negotiations:

- Employees transferred after 10/01/2001 to a job with requirements that include emergency overtime work outside of normal scheduled hours, will be required to make themselves available at their reporting base within approximately one-half hour.

- Section VII - Call-Out Pay, paragraph (b) will be modified to read, "*employees transferred after October 1, 2001 whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour*."

- Section XIV - Furlough of employees, paragraph (g), will be added to read, "*The Company will not contract out work regularly performed by employees covered under this Agreement if it would result in the layoff or demotion of its regular employees*."

These modifications will be in the October 1, 2001 Summary of the new Agreement and appropriate sections of the new Agreement.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

Agreed to by the Union:

_____ _____
William H. O'Rourke, Local 455 Date
Business Manager/Financial Secretary

March 2, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Three Year Manpower Plan

Dear Mr. O'Rourke:

With the on-going deployment of Automatic Meter Reader (AMR) technology throughout Western Massachusetts Electric Company which will reduce costs, improve metering services and provide flexible customer/supplier choices and in an effort to minimize the impact this will have within the Western Massachusetts Region, the Company would propose the following:

Commitment

The commitment as outlined below would allocate a position for every Meter Reader (employed as of 1/1/2000) provided they successfully pass the appropriate pre-selection test.

To help facilitate employees' ability to successfully test and bid into the above positions, the Company would offer after hour educational classroom instruction and this would include access to self-study material.

As Meter Readers are selected for posted job classifications, we would backfill these Meter Reader positions, where appropriate, with Long-term Temporary employees at a rate of $13.10/hour. (This rate would change each year in accordance with Schedule "A" rates that are negotiated by the Company and Union.) The long-term temporary employees, while filling these positions until the conclusion of the AMR installations, would be eligible for medical benefits. These medical benefits would be applicable only to the Long-Term Temporary Meter Reader employees hired as a result of the installation of the AMR's. The Company anticipates the AMR installation will be completed by July 1, 2003.

As the AMR process evolves, the need for long-term temporary (LTT) employees will dissipate thus resulting in the furlough of the LTT employees and the "benchmark" number would be reduced respectively pursuant to the 1997 Massachusetts Restructuring Act, Chapter 164, Section 1E, Paragraph (b), of Massachusetts General Laws.

Over the next three years the Company anticipates openings in the following classifications to accommodate this commitment:

- Linemen Helper S-1
- Splicer Helper S-1
- Distribution Construction Worker
- Stockhandler Helper S-1
- Meter Service Installer Helper S-1
- Electrician Helper S-1

Year 2000 Employment Opportunities

The Company would propose the following job posting opportunities during the year 2000. This proposal would require the Union's sign-off on the attached Letter of Agreement regarding Response Time/Furlough dated March 2, 2000.

- Three (3) Meter/Service Installer Helper S-1 positions
- Six (6) S-1 positions (from the following classifications: Line/Splicer/Electrician)
- One (1) Stockhandler Helper S-1 position

The Company and Union further agree to meet and discuss expanded duties for the Distribution Construction Workers (DCW) classification which will result in two additional DCW employees. An AMR Installation Committee will be formed to address attaining the three-year installation requirements.

Finally, the Company and Union agree that upon medical clearance by the Berlin Health Unit, David Burniske will be offered a Regular Meter Reader position in the Pittsfield Work Center and will be considered eligible for the commitments in this Agreement.

If you are in agreement with the above, please sign below and return to me.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

Agreed to by the Union:

_____ _____

William H. O'Rourke
Business Manager/Financial Secretary
Local 455 - I.B.E.W.

Date

JC/cc
cc: J. Connolly
D. Hanks
R. Kiddy
K. Kuhlman
K. Millerd
R. Pawloski
M. Smith
B. Young

October 30, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Expanded Duties for Distribution Construction Mechanic - Time Merit Progression Program

Dear Mr. O'Rourke:

The Company and Union have reached agreement on the above-noted subject. Detailed below are the expanded duties and associated rates for the Distribution Construction Worker classification as well as a Time Merit Progression rate schedule. For occupational group seniority, these classifications would be included in D-12 of Appendix "C", List of Occupational Groups, Springfield District, Distribution Department.

The program would be a two year (2) Time Merit Progression as outlined below.

Distribution Construction Helper (f) Steps S-1, S-2, S-3 Rate: $16.40 - $19.87

Duties: Includes all current duties

Distribution Construction Worker Step S-4 Rate: $20.35

Expanded Duties: Includes duties of operating the backhoe, minor maintenance such as molding repairs, guy repairs, stenciling poles.

Distribution Construction Mechanic Step S-5 Rate: $22.32

Expanded Duties: (1) Set up to 20 foot streetlight poles and heads, connect and maintain them. *In underground fed areas, the Distribution Construction department and Splicers will be able to install up to 35 foot dedicated streetlight poles and heads, connect and maintain them.*"

(2) Service disconnects and reconnects
(3) Install residential service where no present service exists, including upgrading of service, and remove both meter and service where service is to be terminated.
(4) Stenciling padmounts

OVERTIME

Call-outs: The current practice of calling in Cable Splicers for all electrical-related trouble will continue.

Planned Overtime: The current practice of utilizing Cable Splicers on planned overtime for electrical-related job assignments will continue.

Extended Day: If a job assignment continues beyond the normal workday and involves job duties as

listed in items #1, #2 and #3 above, a Cable Splicer will be utilized until there are qualified Distribution Construction Mechanics.

Specialized Mobile Equipment Operator George Poehlman will be included in the Distribution Construction Overtime List and receive overtime assignments in the same manner as all employees of the department. He will be allowed to enter the Distribution Construction Mechanic T.M.P. program if he so desires.

The Company agrees to grandfather present Distribution Construction Worker employees at their current rate if they choose not to progress in the classification and will be considered “red-circled” and will remain in a furlough classification. It is further agreed, incumbents who enter the Program will be allowed to do so at their current rate of pay. The two incumbents who presently hold a backhoe license will enter the Program at the S-4 rate and must successfully complete all steps of the T.M.P. program within 30 months, at which time they will be eligible for the Distribution Construction Mechanic level. All incumbent employees will have until December 31, 2000 to decide whether to enter the T.M.P. program. This position requires successfully passing the CAST test. Incumbents will be exempted from this requirement.

If you are in agreement with the above-outlined program, please sign where indicated and return to me.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

JC/cc
cc: E. Burke
J. Connolly
R. Kiddy
R. Pawloski
M. Smith

Agreed to by the Union:

_____ _____
William H. O’Rourke - I.B.E.W., Local 455 Date
Business Manager/Financial Secretary

May 31, 2001

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Mobile AMR Driver Positions - 1st and 2nd Shifts

Dear Mr. O'Rourke:

The Company and the Union have reached agreement on the above-noted subject. The Mobile AMR Driver positions will be operated out of the Springfield District and will be shift positions. The first shift will operate from 6:00 a.m. to 2:00 p.m., Monday - Friday and the second shift will operate from 1:30 p.m. to 9:30 p.m., Monday - Friday.

The Company will ask for volunteers from our existing Meter Reader work force for re-assignment to these positions. This process will be done by a "Company Notice" bulletin board posting. If there are more employees volunteering than positions, the positions will be filled based on Union seniority.

Employees choosing the first shift will be moved into this position at their current rate of pay. The employees choosing to work the second shift will receive an additional $1.10 shift differential to their current rate of pay and three payments on 7/01/01, 8/01/01 and 9/01/01 consisting of $250.00 per payment for a one time, overall total payment of $750.00.

This agreement will remain in effect until such time the Union ratifies a new Collective Bargaining Agreement with the Company.

If you are in agreement with the above, please sign where indicated and return a copy to me.

Sincerely,

James G. Connolly
Sr. H.R. Consultant - Labor Relations

JGC/cb
cc: D. Hanks
R. Lizotte
K. Millerd
R. Pawloski

Agreed to by the Union:

William H. O'Rourke, Local 455 Date

EVERSOURCE ENERGY

300 Cadwell Drive
Springfield, MA 01104

January 4, 2019

Mr. Brian Kenney
Business Manager
IBEW Local 420
474 Page Blvd
Springfield, MA 01104

Re: Field Training

Dear Mr. Kenney:

This letter confirms our understanding and agreement regarding the field training pilot program for helper classifications. The Company and Union understand and agree to the following:

- Line Helpers shall participate in the field training program for the first eighteen (18) months of hire or transfer into the helper classification. As part of the field training program, helpers will report to a designated training location.
- The field training program may be extended to additional helper classifications. The terms of the field training program for additional helper classifications will be negotiated with the Union.
- The Company shall post one (1) Overhead Training Leader position.
- Employees in the Overhead Department who are eligible for the Training Leader position will be polled from senior to junior by Gray Book seniority. Final candidates will be selected based upon review and approval by a four (4) person committee comprised of two (2) Union representatives and two (2) Management representatives.
- The Company and the Union will meet to discuss supplemental training needs.
- The Employee who accepts the Overhead Training Leader position will be eligible for emergency and planned overtime in their respective districts, only during the hours after their regularly scheduled shift on Friday until no later than 11:00 p.m. (inclusive of missed meal time) on Sunday as well as holidays.
- Employees who accept the Overhead Training Leader position will be eligible for Mutual Aid, in accordance with the current practice in their respective district.

EVERSOURCE ENERGY

300 Cadwell Drive
Springfield, MA 01104

- Employees who accept the Overhead Training Leader position will not be eligible to be placed on-call during the work-week. The Overhead Training Leader will be eligible to be placed on-call for weekends (Sunday – no later than 11 p.m.) or holidays.
- If an employee decides to leave the Overhead Training Leader position and return to his or her respective district, he or she must submit written notice at least sixty (60) days prior to the intended release date.
- The rate of pay for the Overhead Training Leader will be $53.85. This rate is inclusive of any upgrades/adders during the work-week when engaged in training.
- The Company and the Union shall meet on a monthly basis as needed to provide updates on the field training program and discuss the progress of helpers.
- If the Company decides to discontinue the field training program, contractual provisions shall apply. Employees in the Overhead Training Leader position(s) shall return to their respective districts.

Sincerely,

James G. Connolly
Senior Labor Relations Consultant

ACCEPTED FOR THE UNION:

Mr. Brian Kenney, Business Manager
Local 455 – IBEW

11/7/19
Date

I.B.E.W. LOCAL UNION 455
Office: 474 Page Boulevard
Springfield, MA 01104
413-733-7398

UNIT 2 HADLEY\CABOT
Meets 2nd Wednesday each month - TBD
Smitty's Tavern, Chapman St., Greenfield, MA 01301

UNIT 3 PITTSFIELD
Meets 1st Thursday each month - TBD
American Legion Hall
Pittsfield, MA 01201

UNIT 4 SPRINGFIELD
Meets 3rd Tuesday each month - TBD
I.B.E.W., Local 455
474 Page Boulevard, Springfield, MA. 01104

Always keep in mind the
Company Safety Policy:

NO JOB IS IMPORTANT ENOUGH
TO INVOLVE A SACRIFICE
OF SAFE WORK PRACTICES

AGREEMENT

Between

NSTAR Electric Company & NSTAR Gas Company
d/b/a Eversource Energy

and

Utility Workers Union Of America, A.F.L. - C.I.O.

and

Local No. 369, U.W.U.A., A.F.L. - C.I.O.

*** * * * * * * ***

PRODUCTION & MAINTENANCE

AND

OFFICE-TECHNICAL & PROFESSIONAL UNIT

Dated: June 2, 2015

® GRAPHIC COMMUNICATIONS UNION GCIU LABEL INTERNATIONAL UNION 21N
EAST COAST PRINTING, INC.

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AGREEMENT made and entered into this 1st day of June 2015 by and between the NSTAR Electric Company & NSTAR Gas Company d/b/a Eversource Energy, a Massachusetts corporation hereinafter referred to as the "Company", and the Utility Workers Union of America, hereinafter referred to as the "Union", affiliated with the A.F.L.-C.I.O., and Local Union No. 369, U.W.U.A., A.F.L.-C.I.O., hereinafter referred to as the "Local".

WITNESSETH THAT the Company and the Union and the Local agree as follows:

PART ONE
GENERAL PROVISIONS

ARTICLE I
Recognition and Representation

1. The Company recognizes the Union and the Local as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment or other conditions of employment of all employees of the Company in the Production & Maintenance and Office-Technical & Professional Unit, established by the merger of the following: the former Utility Workers Union of America, A.F.L.-C.I.O., Local 392 (Production, Maintenance and Clerical Employees) certified by the National Labor Relations Board in Cases No. 1-RC-2422 on October 3, 1951 and No. 1-RC-17675 on August 9, 1982; and the former Utility Workers Union of America, A.F.L.-C.I.O., Local 387 (Office-Technical and Professional Employees) established by the merger of the former Professional Unit, certified by the National Labor Relations Board in Case No. 1-RM-85 on July 17, 1950 and the former Office and Clerical Unit, certified by the National Labor Relations Board in Case N0. 1-RC-1638 on August 3, 1950; and the former Brotherhood of Utility Workers of New England, Inc. Local 333 (New Bedford District) as certified by the National Labor Relations Board in Case No. 1-R 1725 on January 3, 1944; and the former Brotherhood of Utility Workers of New England, Inc. Local 338 (Plymouth District) as certified by the National Labor Relations Board in Case No. 1-R-1717 on January 11, 1944; and the former Brotherhood of Utility Workers of New England, Inc. Local 339 (Cape & Vineyard District) as certified by the National Labor Relations Board; and the former Production and Maintenance Unit as certified by the National Labor Relations Board in Case No. 1-RC-1368 on June 29, 1950, as amended by direction of said Board on April 20, 1955. Person(s) employed by the Company who, it is agreed, are represented by the Union under the foregoing certifications are those now or hereafter holding the job titles listed in either Schedule A-P&M or Schedule A-OT&P annexed. If, when new job titles are created or the duties of the incumbents of present job titles are changed, there shall be a disagreement whether an incumbent is or is not eligible for representation by the Union under any of the foregoing job titles, the question shall be decided under the Grievance Procedure in Article XXXIV and the provisions for Arbitration under Article XXXV. The term "employee" or "employees" as used in this Agreement means a person or persons employed by the Company in said Production & Maintenance and Office-Technical & Professional Unit.

2. The term "probationary employee", as used in this Agreement, means a newly-hired employee during the first six (6) months of continuous employment by the Company during which period the Company will determine the suitability of such new employee for acceptance as a regular employee. If such employee is released by the Company for any reason during such period, such actions will not be subject to the Grievance Procedure in Article XXXIV and the provisions for Arbitration under Article XXXV. Otherwise, the probationary employee will be covered by this agreement and will have the full benefit of the Grievance Procedure and the provisions for Arbitration. Upon becoming a regular employee, he/she will be placed on the appropriate roster and his/her seniority determined in accordance with Article XVII.
3. The Company (meaning, for the purposes of this Agreement, NSTAR and all subsidiaries) agrees that the Company will remain entirely neutral with regard to any future UWUA organizing efforts neither opposing, expressing an opinion nor aiding the Union in its ongoing efforts.
In addition, with prior consultation with the Director of Employee & Labor Relations, the Union shall have reasonable access for communications to employees in a manner which does not disrupt operations.

ARTICLE II
Union Membership

1. The Company agrees that it will require, as a condition of employment, that all probationary and regular employees now employed or hereafter employed under job titles subject to this Agreement or hereafter transferred to such job titles shall become members of the Union and shall continue as members thereafter so long as this Agreement is in effect, except as follows:
   a. Employees who, because of entering into the military service of the United States prior to the date hereof, have left the employ of the Company and have been or shall be re-employed in accordance with the provisions of law to the extent that this exception is required by law;
   b. Present employees during the period of one (1) month after the date of this Agreement;
   c. Probationary employees employed hereafter during the first month or (30) days of their employment as such, whichever shall be longer;
   d. Employees regularly employed on a part-time basis, paid by the hour and working not more than twenty (20) hours per week except for Customer Service Representatives (CSR's) working under twenty (20) hours per week;
   e. If a steam plant or electric plant or other business is hereafter acquired by the Company, employees of the former owner to the extent that the Company may, in order to effect such acquisition, be obligated to assume any legal obligations as to such employees inconsistent with these Union membership requirements;
   f. Employees with respect to whom the Company has reasonable grounds for believing (1) that membership in the Union was not available to the employee on the same terms and conditions generally applicable to other members, or (2) that membership was denied or terminated for reasons other than the failure of the employee to tender the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership.

2. If an employee shall become subject to discharge by the Company because of the foregoing provisions as to membership in the Union, the questions whether such discharge is justifiable or required under all the circumstances and is lawful shall be decided (if the Company or the Union requests, but without prejudice to such other rights as the employee may have) in accordance with the Grievance Procedure in Article XXXIV and the provisions for Arbitration in Article XXXV.
3. Any employee subject to the foregoing requirements as to Union membership who is transferred or promoted to a job title which is not subject to those requirements shall have the privilege of withdrawing from the Union membership; and the Union and the Local agree that such withdrawal shall not prevent any such employee from retaining employment in the event that thereafter the employee is transferred back to his/her former rating. The seniority status of such an employee transferred back shall be determined by mutual agreement between the parties hereto.

ARTICLE III
Payroll Deductions

1. The Company will recognize assignments to the Local of wages of employees for payment of their membership dues biweekly and for payment of initiation and other fees when made in accordance with the provisions of Section 302(c)(4) of the Labor Management Relations Act of June 23, 1947 (Public Law 101, 80th Congress) and of Section 8 of Chapter 154 of the General Laws (Ter. Ed.) of Massachusetts, and the Company will remit such membership dues to the Union or Local as directed by the Union.
2. The Company agrees to deduct such dues, initiation and other fees biweekly for each employee to whom any earned wages are due, unless his/her assignment of wages provides that such deductions be made at some other time. When wages for that week are payable in advance for vacation purposes, the deduction will be made from the advanced wages for that week.

ARTICLE IV
Mutual Obligations

The Company recognizes an obligation to promote good employee relations by maintaining rates of pay, wages, hours of employment and other conditions of employment that are equitable, reasonable and fair; and the Union and the Local recognize the obligation of the Company to furnish adequate uninterrupted service to the public and to maintain such earnings as will enable the Company adequately to perform its duties. The Company will not discriminate against an employee because of his/her membership in or his/her lawful activity on behalf of the Union**.** Neither the Company nor the Local will unlawfully discriminate against an employee on the basis of gender, color, race, religion, age, ancestry, national origin, creed, sexual orientation, citizenship, genetic information, mental or physical disability, or veteran status.

ARTICLE V
Management Rights

1. The Union and the Local recognize the right and power of the Company to select and hire all employees; to promote employees; to determine the necessity for filling a vacancy; to transfer employees from one position to another; to suspend, discipline, demote or discharge employees; to assign, supervise or direct all working forces and to maintain discipline and efficiency among them; to lay off employees and to stagger employment when required because of lack of work or curtailment of work; and generally to control and supervise the Company's operations and to exercise the other customary functions of Management in carrying on its business without hindrance of interference by the Union, the Local or by employees. If the Local claims that the Company has exercised the right to suspend, discipline, demote or discharge employees in an unjust or unreasonable manner, such claim shall be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV. If the Local claims that the Company has exercised any of the other foregoing rights in a capricious or arbitrary manner, such claims shall be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV.
2. The Company, the Union and the Local recognize the responsibility of the employees to comply with reasonable rules, regulations and practices prescribed by the Company.

ARTICLE VI
No Strikes or Lockouts

1. Recognizing that the Company, as a public utility, is under a paramount duty of providing continuous service in the interest of health, safety and convenience of the community it serves, the Company, the Union and the Local agree that the strikes and lockouts are undesirable means of settling disputes between them. The Company agrees that there will be no lockout of the employees during the terms of this Agreement or during any period of time while negotiations are in progress between the parties for a continuance or renewal of it. The Union and the Local agree that, during said term and any such period of negotiation, neither the Union, nor the Local, nor the employees will cause or participate, directly or indirectly, in any strike or in any retarding or stopping of work or picketing for any cause whatsoever.
2. The Union and the Local agree that, in the event of any unauthorized strike or retarding or stopping of work or picketing, it will cooperate with the Company in getting the employees to return to, and remain at, work and in securing a termination of any unauthorized strike or retarding or stopping of work or picketing in violation of the provisions of this Article. The Union and the Local recognize the right of the Company to take disciplinary action, including discharge, against any employees who engage in any strike, intentional retarding or stopping of work or picketing in violation of the provisions of this Article.
3. The Company agrees that, in the event of an unauthorized strike, retarding or stopping of work or picketing on the part of any of the employees during the life of this Agreement or during any period of time while negotiations are in progress between the parties for a continuance or renewal of it, there shall be no liability on the part of the Union or the Local or on the part of any of their officers, agents or members who do not participate therein provided that the Union or the Local or their officers, agents and members take the action specified in the foregoing paragraph.
4. The Company agrees that it shall not compel employees covered by this Agreement to cross any picket line that may be established on or around customers' premises as a result of a labor dispute. However, the Union and the Local, realizing the Company's obligation to maintain uninterrupted service, will attempt to obtain permission from the striking Union for safe passage through such picket line whenever necessary.

ARTICLE VII
Emergencies Declared by Chief Executive Officer

In cases of emergency, the existence of which is declared by the Chief Executive Officer, or in his/her absence by a designated alternate, the Company will notify an officer of the Local immediately. During the period of such emergency, the Company may suspend any or all of the job specifications, and employees may be assigned to serve the best interest of the Company. Any question regarding the proper pay of an employee while performing, during such an emergency, duties not consistent with his/her regular job specification shall be submitted in writing to the Company no later than thirty (30) days after the Company notifies an officer of the Local of the termination of such emergency. Such question shall be reviewed by a committee consisting of two (2) members designated by the Local and two (2) members designated by the Company; and if they are unable to agree, the question, provided it was so submitted but not otherwise, shall be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV.

ARTICLE VIII
Union Activities

1. Employees shall not engage in Union activities during working hours or on Company property except with the consent of the Director of Employee & Labor Relations, or his/her designated representative, upon request of the President, Vice President or Secretary-Treasurer of the Local or any other member of the Local duly authorized by its President.
2. The Director of Employee & Labor Relations, or his/her designated representative, shall give such consent, including permission for accredited representatives of the Local, to visit work locations during working hours in connection with matters arising out of this Agreement when such consent may, in the judgment of the Director of Employee & Labor Relations, or his/her designated representative, be given without serious interference with the work. The person in charge of the work location will furnish, if required, a guide for reasons of personal safety.
3. The fulltime representatives, acting as Business Agent, Secretary-Treasurer and President of the Local, or a designated alternate, will, upon proper identification, have the right to visit any specified work location where members of the Local are at work after securing permission from the Director of Employee & Labor Relations or his/her designated representative. The person in charge of the work location will furnish, if required, a guide for reasons of personal safety.
4. The Union Steward at the work location, after arranging with his/her supervisor, may confer at reasonable times and for reasonable periods with employees or with his/her supervisor concerning grievances provided there is no serious interference with the work.

5. Upon request of the President or Secretary-Treasurer of the Local to the Director of Employee & Labor Relations, the Company will, on reasonable notice and so far as the exigencies of its business permit, allow up to forty (40) employees (but at any one time not more than three (3) employees from any one division of the Company) time off, without loss of seniority but without pay, to attend business or committee meetings or conventions of the Union or affiliate.
6. Upon written request of the Secretary-Treasurer of the Local to the Director of Employee & Labor Relations, the Company shall grant a leave of absence for a period of three (3) years to the full-time representatives acting as Business Agent, Secretary-Treasurer and President of the Local. Upon re-instatement, they will retain the same company and department seniority and seniority on the ratings that they would have had if they had not been on leave of absence. Upon their permanent promotion to the next higher rating on the job progression chart showing the ratings held by them at the time of their leave of absence, they shall advance on said next higher rating to the roster position they would have had:
   a. if they would have been promoted to said next higher rating during the period of their leave of absence had they not taken such leave; and
   b. if they are found qualified by fitness and ability and are promoted at the time when the first vacancy occurs after their return from leave of absence.
7. Upon the request of the President of the National Union, or his/her designated alternate, to the Director of Employee & Labor Relations, the Company shall grant a leave of absence for a period not to exceed one (1) year to not more than ten (10) employees (but at any one time not more than two (2) from any one division of the Company) for Local or National Union activity.
8. In case of any leave of absence authorized by the Director of Employee & Labor Relations, or his/her designated representative, extending over a period of four (4) consecutive weeks, participation in the Company's group insurance, retirement, and hospitalization and surgical benefit plans shall be a subject of special arrangement with the Director of Employee & Labor Relations, or his/her designated representative. The Company will not pay any part of the cost of such participation.
9. Any employee granted a leave of absence under this Article shall, at the expiration of his/her leave of absence, be required to submit to a physical examination by the Company's Medical Director; but, irrespective of the result of such examination, he/she will be re-instated in accordance with his/her seniority.
10. The Company shall, upon request of the Local, furnish to the individual designated to the Company by the Secretary-Treasurer of the Local information with respect to the rates of pay, wages, hours of employment and other conditions of employment of any employee.
11. The Company agrees to permit the Local to use designated Company bulletin boards for posting notices dealing with official union business provided that, in the opinion of the Director of Employee & Labor Relations, or his/her designated representative, such notices are non-controversial in nature and do not adversely affect the best interests of the Company.

ARTICLE IX
Conformation to Laws, Regulations and Orders

1. It is understood and agreed that all agreements herein are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory commissions having jurisdiction. If any of said laws, regulations, rulings or orders shall conflict with any provisions of this Agreement, the parties shall confer in an effort to negotiate a lawful substitution or modification; but, if as a result of such conference no substitution or modification is agreed upon, the disagreement shall not affect the remaining provisions of this Agreement and shall not constitute a question subject to the Grievance Procedure in Article XXXIV or Arbitration under Article XXXV.
2. Nothing in this Agreement shall be deemed to require the Company, the Union or the Local to commit an unfair labor practice or other act that is forbidden by, or is an offense under, existing or future laws affecting the relations of the Company with its employees.

PART TWO
WORK DAY, WORK WEEK AND WORK SCHEDULES

ARTICLE X
Work Day and Work Week

1. The work day shall consist of eight (8) hours and the work week shall consist of five (5) days of eight (8) hours each.
2. For non-shift employees, the working hours will be included between approximately 7:00 a.m. and 6:00 p.m. and normally the five (5) regular work days will be Monday through Friday. For the purpose of this Agreement, "non-shift employees" are defined as those whose posted schedules specify work on any five (5) days of the calendar week between the hours stated in the preceding sentence, and all other employees are defined as "shift employees".
3. The present established practice in applying paragraph 2 with respect to scheduling employees as shown on Stipulation #4 shall not be changed unless such changes are mutually agreed to.
4. The Union and the Local agree that the limitations on scheduling contained in this Article shall not apply to employees assigned to ordinary maintenance and repair work formerly performed by contractors outside the hours specified for non-shift employees as defined in paragraph 2 of this Article.
5. It is understood and agreed that, if present operating conditions change or if technological improvements change existing equipment or introduce new equipment to such an extent as to justify the Company changing the present Monday through Friday schedules, the Company shall submit the changes to the Local for approval. If the proposed changes do not meet with the Local's approval, the issue shall be settled in the Grievance Procedure in Article XXXIV and by Arbitration under Article XXXV.

ARTICLE XI
Work Schedules

Work schedules shall be posted by departments for all employees in accordance with the following rules:

1. Department work schedules for employees shall be posted for each four (4) week period in final form as described below. They shall specify the times at which the scheduled employees begin and end each work day and shall specify the normal work days (in forty (40) hour weeks), and the normal days off for the period.
2. The hours of a work day, as posted, shall be consecutive, except for time out for meals; but in positions where the nature of the work requires continuous operation, eight (8) consecutive hours may be worked, during which lunch may be eaten without interruption to service or deduction in pay. Such time out for meals, in those operations where time is usually taken out for meals, shall commence not less than four (4) or more than five (5) hours after the scheduled starting time.
3. The Company work week shall be the calendar week commencing on Sunday at 12:00 a.m. and two (2) of an employee's normal days off shall be consecutive for at least three (3) times in every twenty-eight (28) days.
4. Schedules for the employees concerned shall be posted in final form no later than 3:00 p.m. on the Wednesday before the period starts and shall be submitted to the Local's interested steward or stewards no later than 3:00 p.m. on the preceding Wednesday.
5. In the event of a disagreement between the steward or stewards and the manager regarding any feature of a final schedule not settled under the provisions of Article X, such schedule shall become effective when posted, but thereafter, the disagreement may be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV.
6. The following shall not constitute a change in the final posted schedule:
   a. A change of forty-five (45) minutes or less of the time for starting and ending one or more work days from the times posted in the applicable work schedule.
   b. Hours worked in lieu of posted hours at the request of, or to suit the convenience of, the employees.
   c. A change in hours of work incident to a permanent promotion of the employee.
7. Departures from the regular daily assignments may be made for the convenience of an employee with the consent of the Company subject to the provisions of paragraph 6(b) of this Article.
8. The Company will endeavor to distribute Saturday and Sunday work equitably among the employees at a given work location engaged in the grade of work for which Saturday and Sunday scheduled work assignments are required.

PART THREE
COMPENSATION OF EMPLOYEES

ARTICLE XII
Wages

1. Except as provided in this Article, and in Article XXXVII of this Agreement, the classifications and rates of pay contained in the Hourly Pay Schedule (Schedule C) annexed hereto, effective June 2, 2015, shall not be changed or amended during the life of this Agreement unless by mutual agreement of the parties hereto.
2. a. It is agreed that the job specifications (Schedule B) dated April 3, 1955, as amended, are incorporated into this Agreement and shall remain in effect during the life of this Agreement, except as they may be changed in accordance with the provisions of subparagraph (b).
   b. The Company, the Union and the Local will continue to cooperate when the introduction of any new machinery, equipment, systems, operations or procedures occurs which calls for changes in present job specifications or new job specifications.
   The Company will give the Local 90 days' advance notice of such contemplated introduction of any new machinery, equipment, systems, operations or procedures; and, during the 90-day period, the Company will negotiate with the Local what changes in present job specifications or new job specifications are appropriate, the rates of pay for the same and the treatment of employees directly or indirectly affected by such changes. During such negotiations, the parties will give due consideration to training programs for employees so affected, to their promotional opportunities and seniority rights. The Company agrees that no present employee will be laid off or reduced in pay as a result of such changed or new job specifications. Reasonable training will be given to the affected employee or employees, where necessary, to assist them to qualify for the job or jobs to which they have been assigned.
   If no agreement is reached at the end of the 90-day period, the Company may establish and put into effect such changed or new job specifications no sooner than twenty (20) days thereafter. However, the Company may install and operate such new machinery or equipment and institute changed or new job specifications as a result thereof after negotiation with the Local irrespective of the time limits above and whether or not agreement is reached. Any dispute arising between the parties concerning the true interpretation or application of this subparagraph (b) shall be subject to the provisions of Arbitration under Article XXXV of the Agreement, except that the Board of Arbitration or Arbitrator selected by the operation of this Article XII, 2(b) shall not have the right or power to preclude or delay the installation or operation of the new machinery or equipment selected by the Company, provided that the foregoing shall not be deemed to affect the rights and powers of arbitrators in respect of any grievances arising under other provisions of this Agreement.
3. The Company agrees that, if employees are required to work outside of the territory served directly by the Company in order to render assistance to other companies, said employees shall be paid six percent (6%) above the employee's regular hourly rate, plus reimbursement for necessary subsistence and traveling expenses not otherwise furnished. This section shall not apply to work performed on the properties, lines or equipment, wherever located, which belongs to the Company.
4. The following rules will govern the compensation of employees who are required to perform work for the Company outside of territory served directly by the Company and outside of cities and towns whose requirements are supplied by it either in whole or in part, hereinafter called "NSTAR territory":
   a. Such work by an employee for a normal work day shall be paid for at the employee's regular hourly rate and overtime work shall be paid for at his/her overtime rate. Hours so worked shall be reported in the usual manner on time sheets.

b. For any scheduled day on which an employee is required to be outside NSTAR territory and does not work eight (8) hours, he/she shall be paid for any hours worked in accordance with paragraph (a) above and for the difference between eight (8) hours and the hours worked at his/her regular hourly rate.
c. For the purpose of these rules, hours spent in authorized travel and not otherwise compensated for will be reported as such and shall be paid for at his/her regular hourly rate.
d. Expense money for transportation, meals and lodgings, when required, will be advanced to the employee prior to his/her departure for any work assignment outside NSTAR territory and will be accounted for by the employee, with appropriate supporting vouchers, upon his/her return.
e. Notwithstanding the provisions of subparagraphs (b), (c) and (d) above, this paragraph 4 shall not apply to work performed on the properties, lines or equipment, wherever located, which belong to the Company.

5. Payday shall normally be on Thursday of each week. When a holiday falls on a Wednesday, the Company will pay at least earned base pay on Thursday.

ARTICLE XIII
Overtime and Premium Pay

1. Overtime compensation and premium rates shall be paid to employees subject to this Agreement in accordance with the following rules:
   a. Each employee's overtime rate shall be one and one half (1 1/2) times his/her regular hourly rate.
   b. Except as otherwise provided in this Agreement, an employee shall be paid a premium rate which shall be his/her overtime rate for all hours worked outside the hours established by schedules posted in accordance with the provisions of Article XI of this Agreement as his/her basic normal or regular work day and work week, and no other extra compensation shall be paid for hours so worked. An employee shall not be paid the premium rate for more than forty (40) hours in any posted period when the work outside his/her posted schedule was due to a change in his/her schedule or shift or days of relief after the schedule was posted. The following shall not constitute work outside an employee's basic normal or regular work day or work week:
      i. A change of forty-five (45) minutes or less of the time for starting and ending one or more work days from the times posted in the applicable work schedule.
      ii. Hours worked in lieu of posted hours at the request of, or to suit the convenience of, the employee.
      iii. A change in hours of work incident to a permanent promotion of the employee.
   c. When an employee is called in to work overtime which is not continuous with other hours worked, his/her compensation for the overtime, including any pay for travel time, shall not be less than his/her overtime rate for four (4) hours.
   d. So far as practicable, overtime work shall be distributed equitably among those employees engaged in the grade of work for which overtime assignments are required. A record of the overtime worked within a division by employees represented by the Union, in accordance with this Agreement, will be made available to the steward or stewards representing employees in that division and will be posted at least once every month. Any demonstrated inequity in the distribution of overtime shall be corrected by the Company by future assignments of overtime work. Should the Company fail to make such a correction satisfactory to the Local, the question shall be settled under the Grievance Procedure in Article XXXIV and by Arbitration under Article XXXV.
   e. Employees required to work overtime shall not be required to take time off to compensate for overtime worked or to be worked.
2. a. An employee required to work two (2) hours overtime continuous with the expiration of his/her regularly scheduled work day shall be furnished with a meal or a meal allowance not to exceed eight

dollars and fifty cents ($8.50) per meal and an additional meal or meal allowance for each additional five (5) hours of continuous overtime work; provided that from and after June 2, 2016, the eight dollars and fifty cents ($8.50) shall be increased to eight dollars and seventy-five cents ($8.75); and provided that from and after June 2, 2017, the eight dollars and seventy-five cents ($8.75) shall be increased to nine dollars and no cents ($9.00).

b. An employee required to work two (2) hours or more overtime immediately preceding his/her regularly scheduled work hours shall be furnished with a meal or a meal allowance not to exceed eight dollars and fifty cents ($8.50) per meal two (2) hours after such overtime starts and an additional meal or meal allowance for each additional five (5) hours of continuous overtime work; provided that from and after June 2, 2016, the eight dollars and fifty cents ($8.50) shall be increased to eight dollars and seventy-five cents ($8.75); and provided that from and after June 2, 2017, the eight dollars and seventy-five cents ($8.75) shall be increased to nine dollars and no cents ($9.00).

c. Employees, who are entitled to the premium for work in excess of sixteen (16) hours provided in paragraph 4 of this Article, shall receive a meal or meal allowance every fifth hour of work, to be computed from the time of the next preceding meal or meal allowance without regard to whether such work is of continuous duration, until released from work for at least an eight (8) hour rest period.

d. Employees required to work overtime who continue into their regularly scheduled hours outdoors, but normally would not have been required to work outdoors due to weather conditions, shall continue to receive a meal or meal allowance every five (5) hours until released from such outdoor work.

e. Employees called in for overtime work which does not immediately precede or follow regular scheduled hours shall receive a meal or meal allowance not to exceed eight dollars and fifty cents ($8.50) after each five (5) hours of such overtime work; provided that from and after June 2, 2016, the eight dollars and fifty cents ($8.50) shall be increased to eight dollars and seventy-five cents ($8.75); and provided that from and after June 2, 2017, the eight dollars and seventy-five cents ($8.75) shall be increased to nine dollars and no cents ($9.00).

f. Employees entitled to a meal or meal allowance under this paragraph 2 who are allowed time off to eat such meal shall be paid for only one half (1/2) hour of such time off. All employees so entitled will be given time off to eat such meal except:
   (1) In cases where conditions exist which are hazardous to the general public, customer and Company equipment; and
   (2) In cases involving employees, such as station operating personnel, who normally eat their meals on the job and for whom there is no relief available. However, when relief is available for such station operating personnel, these employees shall be allowed time off for meals but such time off shall be limited to one such period between the overtime work and their regular scheduled tour of duty.

g. (1) When an employee is notified prior to the conclusion of his/her scheduled work day and he/she is required to start work at his/her "scheduled starting time" on his/her scheduled day off and to work all or any part of his/her "scheduled hours", he/she shall not receive any meal or meal allowance during said "scheduled hours".
   (2) When an employee, having received the notice mentioned above, is required to start work at his/her "scheduled starting time" on his/her scheduled day off, works his/her full span of "scheduled hours" and then continues to work hours thereafter, he/she shall receive meals or meal allowances in accordance with paragraph 2(a).
   (3) When an employee, without the notice mentioned above, is required to work any hours on his/her scheduled day off, he/she shall receive meals or meal allowances in accordance with paragraph 2(e).

(4) When an employee, regardless of notice, is required to start work on his/her scheduled day off at a time other than his/her "scheduled starting time", he/she shall receive meals or a meal allowance in accordance with paragraph 2(e).

(5) The terms "scheduled hours" and "scheduled starting time" as used in paragraph (g) shall be construed to mean the same hours and starting time for which the employee is scheduled on a regular scheduled work day. When an employee is scheduled on "relief," the term "regularly scheduled work day", as used in this subparagraph, shall be construed to mean the hours scheduled on the day shift.

3. a. In a twenty-four (24) hour period in which there has been no rest period of at least eight (8) continuous hours, an employee who has worked sixteen (16) hours or more shall receive, in addition to his/her regular rate, an overtime premium equal to his/her regular hourly rate for such hours worked in excess of sixteen (16) hours, and he/she shall continue to receive said premium until his/her release from such work for at least an eight (8) hour rest period. He/she shall be entitled, when released from such work, to a rest period of eight (8) hours without pay before returning to work; provided, however, that if the rest period extends into his/her next regular scheduled hours for six (6) or more hours, he/she shall be excused from duty for that regularly scheduled period without loss of pay, and provided further that, if the rest period extends into his/her next regular scheduled hours for less than six (6) hours, he/she shall be excused from duty for that portion of his/her scheduled hours which is covered by the rest period without loss of pay. The provisions of this subparagraph shall not apply to an employee who is scheduled to work sixteen (16) hours in the twenty-four (24) hour period.

b. In the case of an employee who has worked eighteen (18) hours or more in any twenty-four (24) hour period, he/she shall be entitled, when released from such work, to a rest period of ten (10) continuous hours without pay before returning to work provided, however, that if the rest period extends into his/her next regular scheduled hours for six (6) or more hours, he/she shall be excused from duty for the regularly scheduled period without loss of pay and provided further that, if the rest period extends into his/her next regular scheduled hours for less than six (6) hours, he/she shall be excused from duty for that portion of his/her scheduled hours which is covered by the rest period without loss of pay. This paragraph shall not be applied in a manner to defeat the intent for which the Article was written.

4. Any employee who, in any seven (7) day period, works his/her second scheduled day off, having worked at least six (6) hours or having been called in to work any hours on his/her first day off and all of his/her scheduled hours in said period, shall receive a premium (which includes his/her overtime pay) equal to his/her regular hourly rate for any hours worked on his/her second day off. If, during such scheduled hours of work, such employee is entitled to a paid rest period or is not required to work on a scheduled holiday, these rest period and holiday hours are to be considered as worked for the purpose of this paragraph. An employee who has earned a premium in accordance with this paragraph will not be entitled to another premium until he/she has again qualified for it on the basis of work performed after the period for which the premium was earned.

5. An employee scheduled to work on a Sunday shall be paid, in addition to his/her regular hourly rate, a premium of thirty-five percent (35%) of his/her regular hourly rate for each scheduled hour worked on a Sunday.

6. The following provisions shall govern travel associated with overtime:

a. An employee required to work overtime shall be allowed and compensated for forty (40) minutes overtime at the overtime rate specified in paragraph 1 of this Article, hereinafter called "travel time", except as provided in paragraph 8 of this Article, when obliged to travel to or from work, subject to the provisions in subdivisions (b), (c) and (d) of this paragraph.

b. When called to work overtime that does not immediately precede or follow posted work hours, an employee shall be entitled to travel time both ways.
c. Whenever overtime work immediately precedes posted work hours and begins between the hours of 11:30 p.m. and 6:30 a.m. or whenever overtime work immediately follows posted work hours and ends between the hours of 11:30 p.m. and 6:30 a.m., an employee shall be entitled to travel time one way.
d. (1) When an employee, having received not less than forty (40) hours' prior notice, is required to start work at his/her "scheduled starting time" on his/her scheduled day off and to work all or part of his/her "scheduled hours", he/she shall not receive any travel time under paragraph 6.
(2) When an employee, having received the notice mentioned above, is required to start work at his/her "scheduled starting time" on his/her scheduled day off, works his/her full span of "scheduled hours" and then continues to work hours thereafter, he/she shall receive travel time in accordance with subparagraph (c) of this paragraph.
(3) When an employee, without the notice mentioned above, is required to work any hours on his/her scheduled day off, he/she shall receive travel time in accordance with subparagraph (b) of this paragraph.
(4) When an employee, regardless of notice, is required to start work on his/her scheduled day off at a time other than his/her "scheduled starting time", he/she shall receive travel time in accordance with subparagraph (b) of this paragraph.
(5) The terms "scheduled starting time" and "scheduled hours", as used in subparagraph (d) of this paragraph, shall be construed to mean the same hours and starting time for which the employee is scheduled on a regularly scheduled work day. When an employee is scheduled on "relief", the term "regularly scheduled work day", as used in this subparagraph, shall be construed to mean the hours scheduled on the day shift.

7. If an overtime assignment is cancelled by less than twelve (12) hours' notice to the employee prior to the start of the overtime work, he/she shall receive two (2) hours pay at his/her regular straight-time hourly rate.
8. The following provisions shall govern travel associated with change in work area:
a. When an employee is assigned to work outside his/her posted work area, one (1) hour each way at his/her straight-time rate shall be included in calculating his/her time.
b. An employee shall not be entitled to travel time provided in the preceding paragraph if, at the option of the Company, he/she is authorized to travel during his/her posted working hours.
c. An employee working overtime outside his/her posted work area shall be allowed and compensated for the travel time as provided in paragraph 6(a) or for travel provided in subparagraph (a) of this paragraph, but not both.
d. Posted "Work Areas" and posted "Work Centers," as referred to in this paragraph shall be in accordance with paragraph 9 of this Article.
9. The Company's Work Areas and Work Centers are the following:

Work Centers and Work Areas

All Departments
Boston Area
Comprising all of Boston within the area bounded by a line from Neponset Bridge via Neponset Circle, Gallivan Boulevard, Morton Street, Arborway, Jamaicaway and Riverway to Fenway; thence via Brookline Avenue, Park Drive, Medfield Street, St. Mary's Street and Granby Street to the Charles River Dam to Charlestown Avenue to Somerville-Boston line and via the Mystic River shoreline to Neponset Bridge.

Electric Operations – Overhead and Underground

Work Areas	Work Centers
Boston: Comprising that part of the Boston Area under "All Departments" including Allston, Brighton, Brookline, Dorchester, Hyde Park, Milton, Roslindale, Roxbury and West Roxbury.	Boston Service Center, Hyde Park Service Center and other reporting points in the area
Somerville: Comprising Arlington, Cambridge, Charlestown, Chelsea, East Boston, Somerville, Stoneham, Winchester and Woburn	Somerville Service Center and Station 211 (Woburn)
Southborough: Comprising Acton, Ashland, Framingham, Holliston, Hopkinton, Maynard, Natick, Sherborn, Sudbury and Wayland	Southborough Service Center
Walpole: Comprising Bellingham, Canton, Dedham, Dover, Medfield, Medway, Millis, Norfolk, Sharon, Walpole and Westwood.	Walpole Service Center
Waltham: Comprising Bedford, Burlington, Carlisle, Lexington, Lincoln, Needham, Newton, Waltham, Watertown and Weston.	Waltham Service Center

Work Areas	Work Centers
Plymouth: Comprising North of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Carver, Duxbury, Kingston, Marion, Marshfield, Pembroke, Plymouth, Plympton, Rochester and Wareham	Plymouth Service Center and other reporting points in the area
New Bedford: Comprising Acushnet, Dartmouth, Fairhaven, Freetown, Lakeville, Mattapoisett, New Bedford and Westport	New Bedford Service Centers (Gas & Electric),.Acushnet, Wareham, Doty Street, Carver Street and other reporting points in the area
Yarmouth: Comprising South of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Barnstable, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth and Martha's Vineyard	Yarmouth Service Center, Falmouth Garage, Orleans Garage, Martha's Vineyard and other reporting points in the area

Electric Operations – Station Operations

Work Areas	Work Centers
1. Boston/Metro: Comprising that part of the Boston Area under "All Departments" including Allston, Brighton, Brookline, Cambridge, Dorchester, Jamaica Plain, Mattapan, Milton, Roslindale, Roxbury and South Boston	Posted reporting points in area including Boston Service Center, Stations 36 and 329
2. Northeast/Suburban: Comprising Acton, Arlington, Bedford, Burlington, Cambridge, Carlisle,	Posted reporting points in area including Somerville Service

Charlestown, Chelsea, Concord, Deer Island, East Boston, Everett, Lexington, Lincoln, Maynard, Newton, Somerville, Stoneham, Waltham, Watertown, Wayland, Wellesley, Weston, Winchester and Woburn	Center, Waltham Service Center, Stations 17, 33, 34, 211, 250
3. Southwestern/Suburban: Comprising Ashland, Bellingham, Blackstone, Canton, Dedham, Dover, Framingham, Holbrook, Holliston, Hyde Park, Jamaica Plain, Medfield, Medway, Milford, Milton, Millis, Natick, Needham, Norfolk, Quincy, Roslindale, Sharon, Sherborn, Southborough, Sudbury, Walpole, Weston, West Roxbury, Westwood and Weymouth	Posted reporting points in area including Walpole Service Center, Stations 13, 20, 24, 65, 146, 446

Work Areas	Work Centers
4. Plymouth: Comprising North of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Carver, Duxbury, Kingston, Marion, Marshfield, Pembroke, Plymouth, Plympton, Rochester and Wareham	Plymouth Service Center, and other reporting points in the area which includes Station 713
5. New Bedford: Comprising Acushnet, Dartmouth, Fairhaven, Freetown, Mattapoisett, New Bedford, Westport and Fall River	New Bedford Service Center, and other reporting points in the area
6. Yarmouth: Comprising South of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Barnstable, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth and Martha's Vineyard	Yarmouth Service Center and other reporting points in the area

Operation Services – Meter Technical

Work Areas	Work Centers
Region 1: Comprising Allston, Boston, Brighton, Brookline, Cambridge, Dorchester, Hyde Park, Jamaica Plain, Mattapan, Milton, Quincy, Roslindale, Roxbury and West Roxbury	Boston Service Center and other reporting points in the area
Region 2: Comprising Arlington, Bedford, Belmont, Burlington, Carlisle, Charlestown, Chelsea, Concord, East Boston, Everett, Lexington, Lincoln, Needham, Newton, Somerville, Stoneham, Waltham, Watertown, Weston, Winchester and Woburn	Waltham Service Center, Somerville Service Center and other reporting points in the area
Region 3: Comprising Acton, Ashland, Bellingham, Canton, Dedham, Dover, Framingham, Holliston, Hopkinton, Maynard, Medfield, Medway, Millis, Natick, Norfolk, Sharon, Sherborn, Sudbury, Walpole, Wayland and Westwood	Walpole Service Center, Southborough Service Center and other reporting points in the area
Region 4: Comprising North of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Carver, Duxbury, Kingston, Marion, Marshfield, Pembroke, Plymouth, Plympton, Rochester and Wareham	Plymouth Service Center and other reporting points in the area
Region 5: Comprising Acushnet, Dartmouth, Fairhaven, Freetown, Lakeville, Mattapoisett, New Bedford and Westport	New Bedford Service Center and other reporting points in the area
Region 6: Comprising South of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Barnstable, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth and Martha's Vineyard	Yarmouth Service Center, Martha's Vineyard Service Center and other reporting points in the area

Gas Operations

Work Areas	Work Centers
1. Plymouth: Comprising Plymouth, Carver and Kingston.	Plymouth Service Center and other reporting points in the area
2. New Bedford: Comprising Acushnet, Dartmouth, Fairhaven, Freetown, Mattapoisett, Marion, New Bedford and Rochester	New Bedford Service Center and other posted reporting points in the area

Field Service Collections

Work Areas	Work Centers
Region 1: Comprising Bellingham, Boston, Brighton, Brookline, Canton, Charlestown, Chelsea, Dedham, Dover, Dorchester, Hyde Park, Jamaica Plain, Mattapan, Medfield, Medway, Millis, Milton, Norfolk, Roslindale, Roxbury, Sharon, Sherborn, Walpole, West Roxbury and Westwood	Boston Service Center and other reporting points in the area
Region 2: Comprising Acton, Arlington, Ashland, Bedford, Burlington, Carlisle, Framingham, Holliston, Hopkinton, Lexington, Lincoln, Maynard, Natick, Needham, Newton, Somerville, Stoneham, Waltham, Watertown, Wayland, Weston, Winchester and Woburn	Waltham Service Center, Southborough Service Center and other reporting points in the area
Region 3: Comprising North of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Carver, Duxbury, Kingston, Marion, Marshfield, Pembroke, Plymouth, Plympton, Rochester and Wareham	Plymouth Service Center and other reporting points in the area
Region 4: Comprising Assonet, Dartmouth, Fairhaven, Freetown, Mattapoisett, New Bedford and Westport	New Bedford Service Center and other reporting points in the area
Region 5: Comprising South of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Barnstable, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth and Martha's Vineyard	Yarmouth Service Center, Martha's Vineyard Service Center and other reporting points in the area

Meter Reading

Work Areas	Work Centers
Region 1: Comprising that part of Boston Area under "All Departments" including Allston, Brighton, Brookline, Cambridge, Canton, Charlestown, Chelsea, Chestnut Hill, Dedham, Dorchester, East Boston, Jamaica Plain, Hyde Park, Mattapan, Milton, Needham, Newton Center, Newton Highland, Newton Upper Falls, Roslindale, Roxbury, Sharon, Somerville, Waban, Walpole West Roxbury and Westwood	Boston Service Center and other reporting points in the area
Region 2: Comprising Arlington, Auburndale, Bedford, Burlington, Carlisle, Lexington, Lincoln, Newton, Newton Lower Falls, Newtonville, Stoneham, Waltham, Watertown, Weston, West Newton, Winchester and Woburn	Waltham Service Centers and other reporting points in the area
Region 3: Comprising Acton, Ashland, Auburn, Bellingham, Berlin, Boylston, Cherry Valley, Framingham, Gleasondale, Grafton, Holden, Holliston, Hopedale, Hopkinton, Hudson, Jefferson, Leicester, Linwood, Marlboro, Maynard, Medfield, Medway, Mendon, Milford, Millbury, Millis, Millville, Natick, Norfolk, Northboro, Northbridge, Sherborn, Southborough, Sudbury, Shrewsbury, Stow, Sutton, Tipton, Uxbridge, Wayland, Westborough, Whitinsville and Worcester	Southborough Service Center and other reporting points in the area
Region 4: Comprising North of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Carver, Duxbury, Kingston, Marion, Marshfield, Pembroke, Plymouth, Plympton, Rochester and Wareham	Plymouth Service Center and other reporting points in the area
Region 5: Comprising Acushnet, Assonet, Dartmouth, Freetown, Fairhaven, Lakeville, Mattapoisett, New Bedford and Westport	New Bedford Service Center and other reporting points in the area
Region 6: Comprising South of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Barnstable, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth and Martha's Vineyard	Yarmouth Service Center, Martha's Vineyard Service Center and other reporting points in the area

All Other Departments

Work Areas	Work Centers
1. Boston: Comprising that part of the Boston Area under "All Departments" including Allston, Brighton, Brookline, Dorchester, Hyde Park, Milton, Roslindale, Roxbury and West Roxbury.	Boston Service Center, Hyde Park Service Center and other reporting points in the area
2. Somerville: Comprising Arlington, Cambridge, Charlestown, Chelsea, East Boston, Somerville, Stoneham, Winchester and Woburn	Somerville Service Center and Station 211 (Woburn) and other reporting points in the area
3. Southborough: Comprising Action, Ashland, Framingham, Holliston, Hopkinton, Maynard, Natick, Sherborn, Sudbury and Wayland	Southborough Service Center and other reporting points in the area
4. Walpole: Comprising Bellingham, Canton, Dedham, Dover, Medfield, Medway, Millis, Norfolk, Sharon, Walpole and Westwood.	Walpole Service Center and other reporting points in the area
5. Waltham: Comprising Bedford, Burlington, Carlisle, Lexington, Lincoln, Needham, Newton, Waltham, Watertown and Weston.	Waltham Service Center and other reporting points in the area
6. Plymouth: Comprising North of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Carver, Duxbury, Kingston, Marion, Marshfield, Pembroke, Plymouth, Plympton, Rochester and Wareham	Plymouth Service Center and other reporting points in the area
7. New Bedford: Comprising Acushnet, Assonet, Dartmouth, Fairhaven, Freetown, Lakeville, Mattapoisett, New Bedford and Westport	New Bedford Service Center and other reporting points in the area
8. Yarmouth: Comprising South of the Canal-Bourne, Buzzards Bay, Sagamore and Sandwich; Barnstable, Brewster, Chatham, Dennis, Eastham, Falmouth, Harwich, Mashpee, Orleans, Provincetown, Truro, Wellfleet, Yarmouth and Martha's Vineyard	Yarmouth Service Center, Falmouth Garage, Orleans Garage, Martha's Vineyard Service Center and other reporting points in the area

10. New regular work centers may be established from time to time by the Company, together with the work areas to be associated therewith. If the Local shall not agree to the boundaries of such a work area as established by the Company, it may, within ten (10) days after notice of such establishment, submit the question of the proper boundaries for settlement under the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV and the Board of Arbitration chosen thereunder shall have the power to make its decision retroactive to the date of the change.

11. a. When an employee, with Company authorization, uses his/her own automobile in the performance of his/her work, the Company shall reimburse such employee the IRS mileage allowance per mile for the distance traveled on Company business or in connection with Company work, provided that for each day he/she so uses his/her automobile, he/she shall receive a minimum of five dollars ($5.00).

b. If an employee with Company authorization uses his/her own automobile in the performance of his/her work and is required to truck tools and equipment that are cumbersome or bulky or weigh in excess of twenty (20) pounds, the Company shall reimburse such employee the IRS mileage allowance per mile for the distance traveled on Company business or in connection with Company work, provided that for each day he/she so uses his/her automobile, he/she shall receive a minimum mileage allowance of five dollars ($5.00); and he/she shall also receive, for each day he/she so uses his/her automobile, a trucking allowance of four dollars ($4.00).
c. No mileage or trucking allowance shall be payable in connection with travel between the employee's home and his/her posted work center or work area when he/she is reporting for or leaving his/her regular scheduled work.
d. The Company will reimburse an employee entitled to an allowance for the use of his/her automobile in accordance with the preceding subparagraphs for parking charges actually paid in the downtown Boston area while his/her automobile was being used on Company business or in connection with Company work.
e. If an employee, without prior notice, is called in to work overtime between the hours of 1:00 a.m. and 6:00 a.m. and uses his/her own automobile with Company authorization, the Company shall reimburse such an employee the IRS mileage allowance per mile for the distance traveled between his/her home or the outside perimeter of the Company's territory nearest his/her home to the reporting point, whichever is the lesser, provided that for each such call-in, he/she shall receive a minimum mileage allowance of five dollars ($5.00).
f. No allowance shall be made when an employee uses his/her automobile for his/her own convenience, even though such use is with the Company's knowledge and consent.
g. It is the intention of the Company to reduce, as far as practicable, the use of employee-owned automobiles.
h. Should the Internal Revenue Service (IRS) change the mileage allowance during the term of this agreement, the Company mileage allowance will change accordingly. Such change will become effective one (1) month following publication by the IRS. The Company's minimum allowance shall not be affected by an IRS change

12. A fixed premium of one dollar and twenty cents ($1.20) per hour will be paid for hours an employee works at heights of eighty-five (85') feet or more above the ground on poles or structures, which are part of the Company's Overhead Transmission. Said premium shall be paid to employees when working in the Sumner, Congress, Mystic or Weymouth tunnels.

PART FOUR
VACATIONS, HOLIDAYS AND EXCUSED ABSENCES

ARTICLE XIV
Vacations and Vacation Compensation

1. a. Eligibility: All regular employees (including part time employees) are covered by this agreement and are eligible for vacation according to the provisions below.
   b. Vacation Year: The vacation year commences on January 1st of each calendar year and ends December 31st of that year.
   c. Vacation Benefits: Annual vacation allowance is based on years of service with the Company. Vacation is not accrued during the current vacation year into future vacation years.
   d. Vacation Allowance Schedule (Full time employees).

Years of Service	Vacation Allowance
Less than 1 year	1 day for every 2 months
One year but less than 5 years	10 days
Five years but less than 15 years	15 days
Fifteen years but less than 20 years	20 days
Twenty years but less than 30 years	25 days
Thirty years or more	30 days

   (1) The vacation benefit is granted on January 1 of the year in which the 5th, 15th, 20th or 30th anniversaries are reached.
   (2) New Employees: During the first year of employment, employees will be eligible for a vacation benefit equal to one (1) day for every two (2) months of employment from the first of the month following their date of hire through their first anniversary date at which time they will be entitled to a total of ten (10) days for that remaining calendar year. If the date of hire is the first of the month, the entire month will be credited towards the total calculation.

   e. Vacation Allowance (part-time employees). Part time employees who work twenty (20) hours or more are entitled to the vacation allowance scheduled above pro-rated based on their scheduled number of hours worked in a week.
2. The pay for each day or week of vacation for an employee entitled thereto during the first and second calendar years of employment shall be based upon his/her regular hourly rate in effect immediately preceding his/her vacation. After the second calendar year of employment, the pay for each day or week of vacation for such employee shall be computed from the average of his/her weekly earnings for the calendar year preceding the year in which his/her vacation occurs or his/her regular pay for a normal week not exceeding forty (40) hours, whichever is greater. If during such employee's vacation period a holiday recognized by the Company under Article XV occurs, he/she shall receive a day's pay as provided in said Article XV in addition to his/her vacation pay provided for in the preceding sentence provided, however, that at the option of the Company, the employee may elect to take the holiday as an additional day off concurrently with his/her vacation period in lieu of the day's pay. The employee may also take the additional day off at a later time provided his/her request is submitted and approved thirty (30) days prior to the day he/she is requesting off.
3. Two (2) weeks of a vacation shall be continuous except in extraordinary cases and by agreement between the employee's steward and his/her manager.
4. So far as practicable, considering the nature of the Company's business, vacations shall be arranged by managers, in conference with stewards, so that the vacation spread shall be as short as possible, and conditions permitting, two (2) week vacations shall be confined to the period between June 15th and

September 15th. A third, fourth, fifth or sixth week of vacation earned under subparagraphs (e), (g) or (j) of paragraph 1, shall be scheduled by the manager, in conference with stewards, and usually shall be outside the normal vacation period. Each employee shall submit to his/her supervisor his/her choice of dates for third, fourth, fifth or sixth week of vacation on or before October 1st of that year. In extraordinary circumstances, vacations may be rescheduled. Vacations will be chosen and assigned under this paragraph on the basis of Company seniority as defined in paragraph 2 of Article XVII except where different vacation patterns are agreed upon. In case of dispute between a manager and the stewards concerning vacation scheduled, the matter shall be referred to the Director of Employee & Labor Relations, or his/her designated representative, for final decision.

5. a. In the event that an employee in any calendar year does not have his/her full vacation for a reason which is beyond the control of the employee, an adjustment shall be made immediately after the end of that year by paying the employee as of December 31st of that year for vacation due as provided in paragraph 2 of this Article but not taken. The term "reason which is beyond the control of the employee" is defined to include any action by the Company affecting an employee's vacation. However, at the option of the Company, provided the employee so requests in writing no later than December 15th of any year, any weeks or days of vacation due to the employee as of December 31st of that year under paragraph 2 of this Article but not taken may be carried over to and taken in the following calendar year but not thereafter.
   b. At the option of the Company, provided the employee so requests in writing no later than March 15th in any calendar year, his/her vacation due for that year under paragraph 2 of this Article may be carried over to and taken in the following year but not thereafter. In so requesting carryover of vacation, the employee shall state his/her reasons for such request and shall indicate whether or not he/she desires the carried over vacation to be separate from or consecutive with his/her regular vacation in said following calendar year.
   c. The Company will give an answer to any requests of an employee made under the foregoing subparagraphs (a) and (b) within thirty (30) days from the date of the receipt of said request.
   d. It is understood and agreed that under no circumstances will carryover of vacation, as provided in this paragraph 5, be permitted beyond the end of the calendar year next following the year in which the vacation was due.
6. In the case of an employee retiring from employment, he/she shall have the option to either be allowed the vacation entitled to his/her credit prior to his/her retirement date or work up to retirement date, in which case an adjustment shall be made by paying the employee for vacation due but not taken. In the event an employee elects to work up to his/her retirement date, he/she shall give notice in writing not less than ninety (90) days prior to such retirement.

ARTICLE XV
Holidays, Floating Days and
Holiday/Floating Day Compensation

1. The following days shall be recognized as holidays on the day on which they are observed:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
President's Birthday	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

   Insofar as practicable, employees will not be required to work on a holiday. In addition to the above holidays, employees are entitled to two (2) floating days annually. An employee may elect to take floating days at any time providing he/she submits request thirty (30) days prior to the day/days he/she is requesting and said request is approved by the employee's department manager. However, it is agreed that no more than three (3) employees in any job classification shall be allowed a particular day off. This is in addition to the normal complement of employees allowed on vacation.
2. If an employee is not required to work on any of the aforementioned holidays which occur while this Agreement is in effect, he/she shall be entitled to a holiday allowance equivalent to eight (8) hours' pay at his/her straight-time rate.
3. If, during any period which includes his/her scheduled work periods immediately before and after a holiday, an employee is on leave of absence, is absent on sick leave or is without pay, he/she will not be paid or receive time off for scheduled time not worked on the holiday.
4. Except as provided in paragraphs 6 and 7 of this Article, if an employee is required to work on a holiday which falls on a scheduled work day, he/she shall be paid, in addition to the pay provided in paragraph 2, as follows:
   a. He/she shall be paid a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each scheduled hour worked; however, where the scheduled hours worked are not continuous with other hours worked on the holiday, he/she shall be paid not less than the amount due for four (4) hours of such work.
   b. He/she shall be paid for each unscheduled hour worked a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each such hour worked; however, where the unscheduled hours worked are not continuous with other hours worked on the holiday, he/she shall be paid, if any, not less than the amount due for four (4) hours of such work.
   c. Only the greater of the foregoing minimum pay provisions shall apply to any period of continuous work covering both scheduled and unscheduled hours.

   If an employee is required to work on an approved and scheduled floating day, the floating day will be rescheduled.
5. Except as provided in paragraphs 6 and 7 of this Article, if an employee is required to work on a holiday which falls on his/her scheduled day off, paragraph 2 of this Article shall not apply and hours so worked shall be paid for as follows:
   a. He/she shall be paid his/her regular hourly rate and, in addition, a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each of the first eight (8) hours or less so worked; however, he/she shall be paid not less than the amount due for four (4) hours of such work.
   b. He/she shall be paid his/her regular hourly rate, and in addition a premium equal to one and one half (1 1/2) times his/her regular hourly rate for each such hour worked in excess of eight (8) hours.
6. An employee required to work on a holiday during hours which are continuous with hours worked on the day preceding or the day following the holiday shall not be entitled to the minimum holiday pay for hours worked stated in paragraphs 4 and 5, however, such employee shall be paid for the hours worked

on the holiday in accordance with the otherwise applicable provisions of paragraphs 4 and 5. In no event shall such employee's pay for the entire period worked under the paragraph be less than an amount equal to his/her regular hourly rate for eight (8) non-overtime hours.

7. For the purpose of this Article, it is agreed that a holiday begins at 12:01 a.m. and ends with 12:00 midnight on the day on which it is observed; but, when a posted shift begins or ends on a holiday, all of the hours of the shift shall be considered as worked on the holiday if fifty percent (50%) or more of the hours of the shift, as posted, fall within the holiday; otherwise, all the hours of the shift shall be considered as worked on the day which is not the holiday.
8. In years that a holiday falls on a Saturday, employees will have the option of taking an extra day's pay or taking an additional floating day. If a floating day is elected, the employee must give six (6) months' notice prior to the holiday of which option he/she is electing. Such floating days must be taken between January 2nd and April 30th or between September 15th and December 1st of the calendar year in which the Saturday holiday falls. The employee must receive department approval at least thirty (30) days prior to the requested day off.
9. Holiday/Floating day (part-time employees). Part time employees who work twenty (20) hours or more are entitled to four (4) paid Company Holidays as follows: New Year's Day, Independence Day, Thanksgiving and Christmas. They are also entitled to one (1) floating day pro-rated based on their scheduled number of hours worked in a day.

ARTICLE XVI
Excused Absences From Work

1. a. Employees shall be allowed time off without loss of pay for all scheduled work days falling within the three (3) day period next following the date of a death in the immediate family. In cases where the funeral is held on the fourth day following the death, the employee shall be allowed this day off without loss of pay if it is a scheduled work day. The "immediate family" shall include the wife, husband, son, daughter, father, mother, sister, brother, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandson, granddaughter, grandmother and grandfather of the employee. The "immediate family" shall also include a person who is actually a member of and living in the employee's household through a tie of obligation or friendship. In extraordinary cases, the Director of Employee & Labor Relations, or his/her designated representative, may, in his/her discretion, allow time off in the event of death of other person(s). Should a death occur in the immediate family of an employee who is on vacation, the foregoing provisions of this section shall apply and the days allowed due to the death will not be considered to be vacation but will be rescheduled. Normally, such days will be rescheduled outside the normal vacation period and will not interfere with the scheduled vacation of another employee.
   b. Employees shall be allowed one (1) day off without loss of pay to attend the funeral of a brother-in-law or sister-in-law when the funeral is held on a scheduled work day.
2. Any employee permitted to leave the job or remain away from work because of an emergency existing at home shall, at the discretion of the Director of Employee & Labor Relations, or his/her designated representative, suffer no loss of pay.
3. a. An employee hired prior to April 1st in any year who is absent for an ordered short tour of military training duty with an organized Reserve or National Guard unit will be paid the difference (if any) between his/her regular hourly rate for forty (40) hours and his/her certified military pay for each week of such absence provided that said difference will not be paid for more than three (3) weeks, covering fifteen (15) Company work days, in any calendar year.
   b. An employee absent, as a result of being called for jury duty, will be paid his/her regular hourly rate for forty (40) hours each week or for eight (8) hours for each day of such verified absence. The employee's days off during the week of such absence for jury duty shall be deemed to be Sunday and

Saturday. An employee shall be eligible for payment under this paragraph only once every three (3) years.

c. An employee subpoenaed as a witness in a Massachusetts Court during scheduled work hours shall be paid for no more than eight (8) hours of such time for each day on which he/she is required to comply with said subpoena provided that he/she shall be eligible for this payment only once every three (3) years. An employee shall not be eligible if he/she is a party to the court action and must submit a copy of the subpoena to his/her supervisor as soon as it is received.

PART FIVE
TENURE OF EMPLOYMENT

ARTICLE XVII
Seniority

1. The following provisions as to seniority were first established as of December 5, 1950 and have been amended by subsequent Agreements between the Company, the Union and the Local by this Agreement. As so amended, they shall continue in effect.
2. Company seniority is defined as length of continuous service with the Company. Department or division seniority is defined as total length of service in a given department or division, and neither department nor division seniority shall be impaired by a consolidation of departments. Seniority on the rating is defined as the total time worked in a given permanent rating. For these seniority provisions, "rating" is defined as a grade within a job title or the job title itself if it is not subdivided into grades.
3. The Company seniority of each present employee and his/her seniority in the department, division and rating in which he/she is employed shall be maintained. The seniority of an employee hired after December 5, 1950 shall be determined in accordance with paragraph 2 of this Article.
4. In determining an employee's Company seniority, the continuity of his/her service shall be deemed to be broken by termination of employment by reason of resignation or discharge or by reason of layoff for more than three (3) years.
   Company seniority of employees who are granted leave of absence for any of the following reasons shall accrue for the period of any such leaves: (a) military service for the period during and after which they have re-employment rights under the Selective Service Act of 1948 as amended; (b) absence on Union business as provided in Article VIII of this Agreement; (c) leave of absence authorized by the Director of Employee & Labor Relations.
5. a. Subject to the limitations of applicable laws prevailing when the question arises, any employee who, subsequent to the enactment of the Selective Service Act of 1948 as amended, left the employ of the Company for entry into any of the armed forces of the United States of America will retain the same Company and department seniority and seniority on the rating that he/she would have had if he/she had remained in the employ of the Company during the period of absence provided that his/her military service is terminated with a certificate of satisfactory completion of service and that within ninety (90) days thereafter he/she shall apply in writing to the Company for re-employment.
   b. The Company shall assign such an employee the rating held by him/her at the time of such entry provided he/she is then qualified by fitness and ability to perform the work in such rating; but, if he/she is mentally or physically unfit to perform the work in such rating, the Company shall endeavor to provide him/her with employment in any rating in any department of the Company for which the Company deems him/her to be mentally, physically and otherwise qualified and also provided that his/her Company seniority including the aforesaid military service shall be greater than that of the employee to be displaced.

c. (1) Upon permanent promotion, under the provisions of this Article XVII, of an employee who has served in the armed forces of the United States of America to the next higher rating on the job progression chart showing the rating held by him/her at the time of entry into the armed forces, he/she shall advance on said next higher rating to the roster position he/she would have had:
   A. if he/she would have been promoted to said next higher rating during the period of his/her service in the armed forces had he/she remained in the employ of the Company; and
   B. if he/she is found qualified by fitness and ability and is promoted either at the time when the first vacancy occurs after his/her return from service in the armed forces or within six (6) months of said time in cases where special training or license requirements are involved.

(2) Such advancement on the roster for said next higher rating, which shall be known as "roster re-adjustment", shall not, however, be available to such an employee:
   A. if he/she rejects any permanent promotion under the provisions of this Article to the first vacancy which is to be filled in such higher rating after his/her return from service in the armed forces for which he/she is first in order of seniority and is found qualified by fitness and ability; or
   B. if he/she is unable to qualify by fitness and ability for the first vacancy which is to be filled in said next higher rating after his/her return from service in the armed forces or within six (6) months after the occurrence of said first vacancy if special training or a license is required for said first vacancy.

(3) Roster re-adjustment shall not, in any event, apply to positions filled by the posting procedure provided in this Article. It is mutually agreed that an employee must be on the Company's active payroll in order to be eligible to file an application for a posted vacancy.

(4) In the absence of an established roster for a job progression chart, the seniority on the rating as defined in this Article XVII, paragraph 2, of an employee promoted to the next higher rating shall be re-adjusted in the same manner as though there had been an established roster.

(5) "The next higher rating" as used in this subparagraph (c) shall be interpreted so as to provide for a second roster re-adjustment in the rating which is the next above such next higher rating on the progression chart within one (1) year after the employee's first roster re-adjustment provided that he/she is able to qualify for such second re-adjustment by fitness and ability. Except as provided in this subdivision (5), such second re-adjustment shall be subject to all the provisions of this subparagraph (c) regarding roster re-adjustment.

6. "Job Progression", as used herein, is defined as the pattern of movement from one rating as defined in paragraph 2 of this Article to another rating which is normally (a) more favorable to the employee with respect to rate of pay and (b) related to the former rating in terms of job content.
Employees permanently or temporarily promoted to a position of next higher rating on a progression chart shall be paid the rate of the new classification or his/her former job classification, whichever is greater.
7. During the term of this Agreement, the Company, after agreement with the Local, shall prepare job progression charts showing the ratings and all job progressions between ratings in which employees, subject to this Agreement, may be employed.
8. After the job progression charts have been prepared, the Company shall prepare and post a roster for each job progression chart setting out the names, job titles and grades, Company, department and divisional seniority and seniority on the rating of all employees subject to the chart. Thereafter, when there are changes affecting the employees on any roster, the Company shall prepare and post at least once every six (6) months a revised roster. If any employee is aggrieved by his/her seniority status as first posted or any posted change therein, the Local may, within thirty (30) days after such posting and not thereafter, request the Company in writing to correct such posting; and upon adequate proof of error, the employee’s seniority status shall be corrected in accordance with the facts.

9. When a vacancy is to be filled in a job title and grade represented by the Local, the employee senior in the next lower rating on the applicable roster shall be entitled to the promotion if qualified by fitness and ability to fill the vacancy. Temporary filling of vacancy shall be made in the same manner until an appointment is made as provided herein.
10. In increasing and reducing forces, in making promotions, in making demotions for other than disciplinary reasons and in making appointments to fill vacancies in existing ratings and in newly created ratings, the Company shall determine the fitness and ability of all applicants for the new or different positions, and its decision shall be final except as follows: (a) if the Local claims that the Company has exercised its rights in making promotions or in making appointments to fill vacancies in existing ratings and in newly created ratings in an unjust or unreasonable manner, or that such action was due to discrimination against an employee because of his/her membership in, or his/her lawful activity on behalf of, the Union, such claim shall be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV; (b) if the Union or the Local claims that the Company has exercised any of its other rights set forth in this paragraph in a capricious or arbitrary manner, such claim shall be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV.
11. a. Notice of a vacancy in an existing rating or in a newly created rating, if such rating cannot be filled by an employee from the same roster who is qualified by fitness and ability, shall be posted at places accessible to all employees and shall remain posted for a period of twelve (12) days, within which period applicants eligible and desiring to fill such vacancy shall apply in writing to the representative of the Company designated in the notice. Such notice shall also set forth the job title and grade of the vacancy to be filled, the currently posted hours of work and days of relief and the rate of pay. The Company will review the applications and preference will be given to employees represented by Local 369 according to their Company seniority status within the job titles represented by Local 369. If there is no applicant or no applicant who is qualified by fitness and ability to perform the duties of the vacancy, the Company shall have the right to hire a new employee to fill such a vacancy. Except as otherwise provided in this Agreement, employees during their first six (6) months of employment taking a permanent assignment to a position that appears on a progression chart shall not be eligible for transfer to a position on another progression chart except for those positions that are filled by posting procedure. It is understood and agreed that the Company may post notices of vacancies for Overhead Lineworker, Grade C jobs prior to the time the vacancy exists for the purpose of establishing a list of qualified applicants for the Overhead Lineworker, Grade C position when the vacancies do occur, and the provisions of subparagraph (b) of this paragraph 11 shall not apply until said vacancy does exist.
    b. Within one (1) week after the expiration of the posting period provided for in this paragraph 11, the Company shall name the accepted applicant, but such acceptance shall not become effective until at least seven (7) days after the notice to the Local provided for in paragraph 12. The Company shall assign the accepted employee to the vacancy within thirty (30) days after the acceptance becomes effective or a grievance is pending under paragraph 12 of this Article, pay him/her the applicable rate of pay following the said thirty (30) day period and until he/she is assigned to the vacancy. Exceptions to the periods set out in the preceding sentence may be mutually agreed upon by the Director of Employee & Labor Relations and the President of the Local or their designated representatives. Seniority in this new rating shall commence on the date the acceptance to fill the vacancy becomes effective.
    c. When the filling of such a vacancy causes a vacancy in another rating, the Company will fill that vacancy in the same manner as provided in paragraphs 9 and 11.
12. The Local shall be notified in writing by the Director of Employee & Labor Relations, or his/her designated representative, giving the name of the employee who has been selected for promotion or to

fill a vacancy. Such notice shall be given not less than seven (7) days prior to the effective date of such promotion or filling of vacancy. The selection of the employee by the Company for promotion or to fill the vacancy shall not be subject to the Grievance Procedure in Article XXXIV or Arbitration under Article XXXV except in cases where the Local shall claim that the Company has exercised its rights in an unjust or unreasonable manner or that such action was due to discrimination against an employee because of his/her membership in, or his/her lawful activity on behalf of, the Union.

13. An employee accepting promotion or transfer to a new rating shall retain unimpaired his/her seniority previously established in his/her former rating without the right to displace juniors in the former rating so long as he/she may have employment in the new rating or in any rating in the same job progression for which he/she is qualified by fitness and ability. If, in the opinion of the Company, he/she is qualified to fill the new rating, he/she shall not return to the rating from which he/she came until a vacancy occurs therein, and he/she shall not have the right to attempt to qualify for another vacancy within ninety (90) days after such return. Any employee assigned to a vacancy shall have thirty (30) days in which to qualify. If, in the opinion of the Company, he/she is unable to qualify, he/she may return to the rating from which he/she came without loss of seniority therein. Should an employee, after accepting a new rating, desire to return to his/her previous rating and so informs the Company within thirty (30) days after being assigned to the new rating, he/she may return to his/her former rating when a vacancy occurs without loss of seniority therein. An employee who does not elect to return to his/her former rating within the thirty (30) days, as outlined in this Article, and continues on this rating for a period in excess of ninety (90) days shall not have the option to return to his/her former rating when a vacancy exists.
14. When forces are reduced, the employee having the least seniority on the rating shall be demoted or laid off first. Any employee demoted because of reduction in forces shall return to the rating previously held with accumulated seniority attained since his/her promotion.
15. When forces are reduced in the lowest rating of a job progression, the employee in that rating with the least Company seniority shall be laid off first. An employee who has transferred to his/her rating from another roster and not through job progression shall, instead of being laid off, have the right to return to a position on his/her former roster without loss of seniority status on that roster if then qualified by fitness and ability to perform available work. Instead of being laid off because of a reduction in forces, an employee who has been promoted to his/her rating from a lower rating in the same job progression shall have the right to displace juniors in such lower rating if qualified by fitness and ability. If the employee attained his/her rating neither from another roster nor through job progression, his/her demotion or layoff shall be in accordance with his/her Company seniority as determined by mutual agreement of the parties hereto. Layoffs shall be made in accordance with Company seniority, employees with the least Company seniority being laid off first with the right, however, if qualified by fitness and ability to perform the available work, to displace juniors in any beginner's class of work on any roster.
16. Notice of layoff or demotion because of a reduction in forces shall be given in the same manner and subject to the provisions of paragraph 12 of this Article except that such notice shall be given not less than thirty (30) days prior to the effective date of such layoff or demotion.
17. When forces are reduced in any rating, employees who have been laid off shall be returned to work in the inverse order in which they have been laid off provided that they are qualified and have the ability to perform the work available. The right to be recalled and the right of laid-off employees to accumulate seniority shall cease after three (3) years from the date of layoff. A laid off employee, who is notified by registered mail to return to work, must report to the Human Resources Organization within seventy-two (72) hours after such notice has been received by him/her or, having been sent to the last address he/she has given to such Organization, has been returned undelivered to the Company; and, when reporting, he/she shall advise the said Organization whether or not he/she will return. Should the employee fail to advise the Human Resources Organization within said seventy-two (72) hours that he/she will return to

work or fail to return to work within seven (7) days after advising said Organization that he/she will do so, the next employee shall be called. All laid-off employees with seniority rights shall be given an opportunity to return to work if qualified and able to perform the work available before any new employees are hired by the Company. This paragraph shall not be effective in the event of an emergency declared by the Chief Executive Officer of the Company, or his/her designated representative, as defined in Article VII of this Agreement.

18. No employee in the bargaining unit who has five (5) or more years of continuous service and who is desirous of continuing employment with the Company will be laid off or reduced in pay for lack of work. It is understood, however, that when forces are reduced that any such employee may be assigned to work of a lower rating in accordance with the provisions of this Article.

ARTICLE XVIII
Retrogression

1. If an employee with fifteen (15) years or more of service with the Company is, in the opinion of the Medical Director, unable thereafter to perform his/her regular duties due to a physical condition or impairment, the Company shall endeavor to assign him, for the duration of his/her employment by the Company, to a rating with comparable pay which, in the opinion of the Company, he/she is capable of performing or to a job of lower rating. His/her seniority on the rating into which he/she is placed will be determined by agreement of the Company and the Local.
2. If he/she is assigned to a comparable rating, he/she shall continue to receive the same regular hourly rate as theretofore. If he/she has twenty (20) but less than twenty-five (25) years of continuous active service and he/she is assigned to a lower rating, his/her compensation shall be established and shall continue thereafter at a rate not more than ten percent (10%) below the regular hourly rate of the rating from which he/she first retrogressed. If he/she has fifteen (15) but less than twenty (20) years of continuous active service and he/she is assigned to a lower rating, his/her compensation shall be established and shall continue thereafter at a rate not more than twenty percent (20%) below the regular hourly rate of the rating from which he/she first retrogressed.
   If he/she has twenty-five (25) years or more of continuous active service with the Company and is assigned to a lower rating, his/her compensation shall be established and shall continue thereafter at the same hourly rate of his/her rating at the time he/she first retrogressed or at a rate not more than ten percent (10%) below the regular hourly rate of the rating from which he/she first retrogressed, whichever is higher.

ARTICLE XIX
Substitutions and Temporary Assignments

1. a. Upon the substitution of an employee for another employee of higher rating in order to cover the absence of the latter for one (1) day or more, the substituting employee shall, during the period of substitution, be paid as if the substitution were a promotion.
   b. While it is the intent that under normal conditions the job specification will apply, it is understood that an employee may be required to perform for less than a calendar day the duties of higher ratings without an increase in pay, but not for the purpose of avoiding the payment of overtime rates.
   c. The substitution of an employee for another to cover absence on account of illness or disability shall not be changed during the illness or disability of such other employee in order to avoid the payment of increased compensation.
   d. The necessity for a substitution shall be the responsibility of the manager, but the decision as to the employee to be assigned for substitution shall be made by the manager in accordance with the provisions of Article XVII (Seniority), paragraphs 9 and 10.

2. Upon the temporary assignment of an employee to a position of higher rating other than as a promotion or substitution, he/she shall, during the period of assignment, be paid as if the assignment were a promotion.
3. An employee temporarily upgraded for a continuous period of twelve (12) months for reasons other than a substitution for another employee shall, at the expiration of the said twelve (12) month period, be made permanent on the rating to which he/she was first upgraded within said period. If, however, he/she is not the senior qualified employee on the rating from which he/she was first upgraded, the senior qualified employee shall be eligible to be made permanent on such rating.

ARTICLE XX
Dual or Combination Jobs

1. In the event that it is necessary to combine the work of more than one rating in order to make a regular full-time job, the compensation of the employee will be based upon the rating for the highest grade work to which he/she is assigned regularly twenty percent (20%) or more of his/her time in a scheduled work week.
2. The Company will not assign higher grade work to employees of lower rating for the purpose of avoiding the creation of a full-time position in the higher grade.

ARTICLE XXI
Work by Supervisors

No supervisor shall act in other than a supervisory capacity except under urgent conditions. This is not intended to prevent a supervisor from protecting life or property, giving occasional or emergency assistance or performing work for the purpose of instruction. However, the primary function of a supervisor is supervision, and he/she is not to perform work that will eliminate a man/woman or interfere with supervision.

This section will also apply to an employee while he/she is assigned temporarily to the directive duties of a supervisor in his/her absence.

ARTICLE XXII
Students

1. It is agreed that the Company may employ person(s) as cooperative or engineering students, not to exceed thirty (30) cooperative or engineering students on the Company's properties at any one time, which students may be transferred from time to time from one job to another as desired by the Company for training in connection with the cooperative educational program. The cooperative or engineering students are not included within the scope of this Agreement, but their employment shall not result in the layoff or loss of promotional opportunity of any regular employees included within its scope.
2. It is also understood that, in furthering the purpose of the educational program for these cooperative or engineering students, their activities will not conflict with the usual work assignments of regular employees and, upon request, the Company will furnish to the Local information concerning rates of pay and nature of work assignments of such students. Such students will be assigned to work activities only when associated with regular employees. Overtime work resulting from an assignment, which extends beyond the regular work period, will be permitted, but planned overtime will be assigned to these students only when regular employees usually assigned to the work are not available for such work. It is understood that Company policy does not permit cooperative or engineering students to operate Company vehicles in the course of their employment.

ARTICLE XXIII
Contractors

It is the policy of the Company to have its ordinary maintenance and repair work and such construction work, as is now the present practice, performed by its own employees except in cases of emergency, necessity or temporary peaks of work.

The Company will continue to review the matter of assigning ordinary maintenance and repair work on its property to outside contractors for the purpose of reducing such work assignments to the end that such work assignments be performed by employees of the Company when economically feasible to do so.

When it becomes necessary for the Company to use the services of outside contractors on ordinary maintenance and repair work, the rosters of employees assigned to ordinary maintenance and repair work in any section using such outside contractors will be maintained at their normal status so long as contractors are working in such section.

It is not the intention of the Company that the use of the services of outside contractors shall result in the layoff, demotion or reduction of pay of its regular employees.

PART SIX
BENEFIT PLANS

ARTICLE XXIV
Eversource 401K Plan

Eligible employees, hired prior to November 1, 2012, may participate in the Eversource 401K Plan

1. which is incorporated herein and which will continue unchanged and in effect according to the terms of the Plan, so long as this Agreement shall be in effect.
2. Eligible employees hired on or after November 1, 2012, will be enrolled in the NUSCO 401(k) and Med-Vantage Plans.

ARTICLE XXV
Eversource Pension Plan

Eligible employees will participate in the NSTAR Pension Plan which is incorporated herein and which will continue unchanged and in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

ARTICLE XXVI
DisabilityPlans & Group Insurance

Eligible employees will be covered under Short Term and Long Term Disability Plans which are incorporated herein and which will continue unchanged and in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Eligible employees will be covered under the Basic Group Life Plan, Accidental Death and Dismemberment Plan and Business Travel Accident Plan as are listed in the Group Welfare Benefits Plan which will continue unchanged and in effect, so long as this Agreement shall be in effect. Eligible employees, and their eligible dependents, may participate in the Supplemental Life Plan, Dependent Life Plan, and Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

ARTICLE XXVII
Health Plans

Eligible employees, and their eligible dependents, may participate in the Medical, Prescription Drug, Vision and Dental Plans as are listed in the Group Welfare Benefits Plan which will continue unchanged and in effect, so long as this Agreement shall be in effect.

ARTICLE XXVIII
Section 125 Plans

Eligible employees may participate in the Dependent Care Plan, Flexible Spending Account and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan which will continue in effect, so long as this Agreement shall be in effect.

ARTICLE XXIX
Other Benefit Plans

Eligible employees may receive Employee Assistance, Adoption Assistance and Education Benefits. The provisions of these benefits are summarized in the "Other Benefits" section of the Spectrum of Benefits binder as amended by the Memorandum of Agreement dated June 1, 2015, and are incorporated by reference herein.

ARTICLE XXX
Medical Examinations

The Medical Director shall examine, or cause to be examined, and pass upon the physical fitness of:

1. Any employee upon whom his/her own physician has placed restrictions shall be subject to examination until the restriction is removed.
2. When it is obvious, or if either the Company or the Local has information that the physical condition of an employee is such that it would be injurious to himself/herself, his/her fellow employees or the public, he/she may also be required to take a physical examination.
3. Employees returning to work as appropriate upon recovery from incapacity for ten (10) working days or more.
4. Employees, at their request, annually or by arrangement.
5. Employees requesting transfer to new positions.

If a conflict arises between the Medical Director hereafter, and/or his designated representative, and the treating healthcare provider concerning an individual's work capacity, the following process shall apply: The Medical Director shall attempt to contact the treating healthcare provider. If the Company is unable to make contact after three (3) attempts within three (3) working days, the Medical Director will notify the employee and the Union. The employee may then request the treating healthcare provider contact the Medical Director. If the treating healthcare provider fails to contact the Medical Director within one (1) working day, or the dialogue between the Medical Director and treating healthcare provider does not result in agreement over work capacity or return to work, the Medical Director may request an independent medical evaluation.

Compensation for the examinations will be resolved pursuant to the Memorandum of Agreement executed by representatives of the Company and Local 369.

PART SEVEN
MISCELLANEOUS WORKING CONDITIONS

ARTICLE XXXI
Work in Inclement Weather

1. a. Employees on List #1 (Schedule F), except under emergency or urgent conditions, will not be required to perform their normal work outdoors during stormy weather or unusually hot or cold weather conditions which would be considered as detrimental to the health or safety of employees. Temperature at ten degrees (10°) or less Fahrenheit will be considered severe weather.
   For overhead line forces only, temperatures at fifteen degrees (15°) or less Fahrenheit, accompanied by high winds, will be considered severe weather.
   Employees not required to perform their scheduled outdoor work may be assigned to other work indoors which will be consistent or related to their skills, and they will be paid at their regular hourly rates in the same manner as if they had performed their scheduled outdoor work.
   b. Employees on List #2 (Schedule F) will be expected to perform their normal work regardless of weather conditions. However, supervisory personnel are to endeavor to re-arrange work assignments to avoid, insofar as practical, unnecessary exposure to severe or extreme conditions.
   c. Employees whose job titles do not appear on List #1 or List #2 (Schedule F) will be required to perform their normal work regardless of weather conditions. However, outdoor assignments will be made only when, in the opinion of management, such assignments should not be deferred.
2. If, in the opinion of a steward, the weather conditions are detrimental to the health or safety of the employee he/she represents, the steward may appeal to his/her immediate supervisor, and if necessary, to his/her manager. If the decision is not satisfactory to the steward, the man/woman shall continue to work, but the steward may file a grievance under Article XXXIV and Arbitration under Article XXXV.

ARTICLE XXXII
Clothing and Equipment

1. For the safety and protection of its employees, the Company shall continue to have available hard hats, rubber coats, rubber boots, rubber gloves and work gloves for use by employees when necessary for their safety and protection.
2. The Company will provide individual hard hats and rubber boots for employees whose duties require frequent use of such clothing. The determination of the number of employees entitled to individual rubber clothing will be at the discretion of management. An employee assigned individual rubber clothing will be responsible for loss resulting from his/her negligence.
3. The Company will supply necessary protective clothing for exposures occurring outside the ordinary activities of his/her employment.
4. The Company agrees to have available suitable clothing with which to work in any place where the assigned duties of an employee require exposure to acids, or in lieu thereof at the Company's discretion, it will reimburse such employee for any damage sustained to his/her clothing while so employed.
5. The Company will select and furnish the necessary equipment and proper tools for carrying out any assigned work.

PART EIGHT
DISCIPLINE AND SETTLEMENT OF DISPUTES

ARTICLE XXXIII
Discipline, Suspension, Discharge or Demotion

1. Upon the suspension for disciplinary reasons of an employee, other than a probationary employee as defined in Article I, the Company will notify an officer of the Local verbally and the Secretary-Treasurer of the Local in writing and will give similar notice five (5) working days before the discharge or demotion for disciplinary reasons of any employee, other than a probationary employee.
2. The Local shall have the right, within ten (10) working days after such notice, to appeal in writing to the Director of Employee & Labor Relations on behalf of the employee suspended, discharged or demoted for disciplinary reasons; and, upon receipt of such appeal, the Director of Employee & Labor Relations, or his/her designated representative, will confer with the President and the Executive Board of the Local and other representatives of the Local, not to exceed five (5) in number.
3. After such a conference, a hearing on such appeal shall be conducted by the Company upon request of the Local. The hearing shall be conducted for the Company by a representative or representatives of the Company designated by the Senior Vice President of Human Resources or the Director of Employee & Labor Relations at which the employee involved shall be represented by the Local and the parties shall have the right to call witnesses.
4. If, as a result of such hearing, the Company and the Local cannot agree upon whether or not the employee is to be re-instated or upon the conditions of his/her re-instatement, the disagreement shall be subject to the Grievance Procedure in Article XXXIV, and may be submitted to immediate Arbitration under Article XXXV.

ARTICLE XXXIV
Grievance Procedure

A grievance shall be defined as any disagreement between the Local and the Company over the interpretation or application of one or more terms of this Agreement or other conditions of employment. It is understood that only the Local or the Company may present grievances and that either party may do so in accordance with the procedure set forth below. The Local and the Company recognize the importance of having grievances heard and resolved as soon as possible; that there should be a sincere effort on the part of each of the parties to settle differences at the lowest level of the grievance procedure possible and, therefore, agree that they will make every effort to process and respond to grievances in a timely manner.

a. A first discussion shall take place among the employee, steward and employee's supervisor. If agreement is reached at this step, it shall be without precedent or prejudice and cannot be cited in any other case. If agreement is not reached, the employee and supervisor will note in writing their respective views of the facts on the Grievance Form.
b. If either party is dissatisfied after Step 1, they will notify the Chief Steward or Department Manager within fifteen (15) calendar days. The Department Manager, or his/her designated representative, shall meet with the employee, Steward and Chief Steward and/or Executive Board member to attempt to resolve the grievance. If agreement is reached at this step, it shall be without precedent or prejudice and cannot be cited in any other case. If resolution is not reached, the Chief Steward or Department Manager shall so indicate on the Grievance Form within fifteen (15) days of the meeting.
c. After the completion of Step 2, the aggrieved party may submit a written grievance. The grievance shall state specifically what provisions of the Agreement are alleged to have been violated, the date of the occurrence, facts and circumstances, employees involved and remedy sought. A conference shall then

take place between the Business Agent and union representatives determined to assist in the case and the Company's management representatives designated to participate in such conferences. If a mutually satisfactory resolution is not reached at this level, the denying party shall notify the other in writing within fifteen (15) days unless extended by mutual agreement. The matter shall be deemed to have been resolved unless the party submitting the grievance refers it to arbitration, or request it be held in abeyance, within six (6) months of receiving the disposition of the grievance.

d. Any grievance that is of too broad a scope to be settled by or within a Department shall in the first instance be submitted in writing by the Secretary-Treasurer of the Local to the Director of Employee & Labor Relations with a request for conference, which shall include the name(s) of the person(s) who will represent the aggrieved employee or employees.

e. Employees shall not be paid for time spent when engaged in union activities except that they shall be paid their regular hourly rates for time spent during their scheduled working hours when conferring with the Management and when attending other meetings at the request of the Company. The term "conferring with the Management" shall include conferences between officers of the Local or stewards within the division concerned and the responsible officials of the Company within the department concerned and conferences with the Director of Employee & Labor Relations except that when conferring with the Director of Employee & Labor Relations under subparagraphs (c) and (d) of this Article not more than two (2) representatives of the Local and an aggrieved employee, when his/her attendance is necessary, shall be paid in accordance with this provision.

ARTICLE XXXV
Arbitration

1. If any grievance arises during the term of this Agreement which is not settled by mutual agreement of the parties under the Grievance Procedure in the preceding Article within fifteen (15) days after it has been delivered as provided therein, such grievances shall be settled in the following manner:
   a. If all parties shall mutually agree, by immediate referral to arbitration as provided in this subparagraph (d) below.
   b. By one or more further conferences, as may be needed, between the Executive Board of the Local (with the addition of National Representatives of the Union) and the responsible officials of the Company.
   c. By final conference between the President of the Company (or his/her designated representative) and the President of the Union (or his/her designated representative).
   d. If any grievance is not settled by agreement in the aforesaid conferences, then it shall be submitted at the request of either party to a Board of Arbitration to be selected in the following manner: one arbitrator shall be chosen by the Company and one by the Local and the two arbitrators so chosen shall meet promptly and as often as may be necessary to select the third arbitrator who shall be Chairman of the Board.
   e. If the two arbitrators chosen by the Company and the Local are unable to agree upon the choice of the third arbitrator within five (5) days, he/she shall be appointed by the American Arbitration Association under its rules for appointment from panels.
   f. The Board of Arbitration so chosen shall meet promptly and as often as may be necessary for the purpose of settling said grievance. The decision of said Board shall be in writing and signed by all members of the Board concurring therein. The decision of the majority of the Board shall be final and binding upon both parties, and a copy (together with the signed opinion, if any, from a dissenting arbitrator) shall be delivered promptly to each of the parties.
   g. No Board of Arbitration or arbitrator shall have the power to add to or subtract from or modify any of the terms of this Agreement or to pass upon or decide any question except the grievance submitted to the Board in accordance with the foregoing provisions. No award or decision of a

Board or Arbitration shall be retroactive for more than thirty (30) days before the grievance was reduced to writing as provided in paragraph (c) of the provisions for Grievance Procedure in the preceding Article. However, any arbitration decision which increased the rate of pay under Article XII, 2(b) which involved the introduction of new machinery, equipment, systems, operations, or procedures shall be retroactive to the date the employee was first assigned to the new duties.

h. Either party when requesting arbitration shall do so by delivering to the other party a notice in writing setting forth the grievance and the name of the arbitrator chosen by the party so requesting arbitration.

i. Each party shall compensate the arbitrator chosen by it for the time spent and expenses incurred in the arbitration, and the parties shall share equally in paying the compensation and expenses of the third arbitrator.

PART NINE
AMENDMENT AND DURATION OF AGREEMENT

ARTICLE XXXVI
Amendments

1. This Agreement is intended to cover the entire subject matter of the Company's relations with its employees as defined in Article I, except as provided in the Stipulations attached hereto, and except as provided for in Article IX entitled "Conformation to Laws, Regulations and Orders"; neither party shall have the right, without the consent of the other parties to insist upon any addition thereto, change therein or deletion therefrom. Amendments to this Agreement may be made, however, and amendments proposed in writing by one party shall be considered by the others and discussed by the parties jointly; but, if as a result of such negotiations no amendments are agreed to, the disagreement shall not constitute a dispute subject to the Grievance Procedure in Article XXXIV or to Arbitration under Article XXXV.

ARTICLE XXXVII
Duration of Agreement

1. This Agreement, except as otherwise provided in this Article as to the Eversource Pension Plan shall, upon the execution and delivery thereof, take effect as of June 2, 2015 and continue in effect to and including June 1, 2018 and thereafter from that date from year to year unless any party by written notice to the others given not less than sixty (60) days prior to June 1, 2018 or to June 1 of any subsequent year shall express its intention of terminating this Agreement on such date.
2. If, when such a notice of termination is given, a new contract has not been agreed to on or before the date upon which this Agreement is terminated, the parties may extend this Agreement for such further time as they shall mutually agree.
3. Effective as of June 2, 2015, the regular hourly pay rates of all employees covered by this Agreement shall be as set forth in "Hourly Pay Schedule C." Such increase shall not apply to the night work premiums as set forth in Schedule C.
4. a. The Eversource Pension Plan shall remain in effect to and including June 1, 2018 and shall be reviewed in 2018 by written notice from either party to the others given not less than sixty (60) days prior to June 1, 2018.

   b. If notice is given in accordance with Section 4(a) of this Article and no agreement on the changes proposed in the Eversource Pension Plan has been reached by June 1, 2018, the parties will make every effort to reach agreement thereafter. All provisions of the Agreement will remain in full force and effect thereafter except that:

(1) If no agreement has been reached by June 1, 2018, the provisions of Article VI, paragraph 1 will be waived until such Agreement is reached; and
(2) All provisions of the Agreement will be without force or effect during any period of any strike, retarding or stopping of work, or picketing that is authorized.

5. This Agreement shall be binding upon the parties hereto and on all successors and assigns of the Employer whether by sale, transfer, lease, acquisition, consolidation of operations or any portion of operations, or change of name.

IN WITNESS WHEREOF, this Agreement is signed in triplicate in the name and behalf of the parties by their duly authorized representative on the day and year first above written.

FOR **EVERSOURCE**

By Christopher L. Hall

FOR UTILITY WORKERS UNION OF AMERICA, AFL-CIO

By Shawn Garvey

FOR LOCAL NO. 369, UWUA, AFL-CIO

By Daniel F. Hurley

I, Craig A. Pinkham, Secretary-Treasurer of Local 369, Utility Workers Union of America, AFL-CIO, hereby certify that at a special meeting of said Local duly called and held June 8, 2015, at which a quorum was present, the above Agreement was accepted and approved by the membership of said Local by a majority of the members present and voting.

By Craig A. Pinkham

Dated: April 11, 2016

SCHEDULE A (P&M)
JOBS IN UNIT

Appliance Assembler
Automobile Mechanic
Backhoe Operator (Electric)
Backhoe Operator (Gas)
Cable Splicer 1C (New Bedford)
Chauffeur
Conduit Inspector-Maintenance
Construction Inspector-Cable
Construction Inspector-Conduit
Construction Inspector-Engineering
Construction Inspector-Major Projects
Dispatcher
Distribution Dispatcher
Distribution Dispatcher Apprentice
Distribution Planner (Gas)
Drafter (Gas)
Electric Customer Service Designer
Expediter Inspector
Field Clerk (Gas)
Field Service Technician
Field Service Technician Coordinator
Field Service Technician Trainee
Fitter & Service
Fitter & Service Technician (Plymouth-Gas)
Fossil Station Laborer
Gas Pump Attendant
Gas Sales Representative
Hot Stick Line Worker
HS Lineworker Transmission
Inspector-Cable
Inspector-Conduit
Inspector-Installations
Inspector-Overhead
Instrument & Lab Lead Person
Instrument & Lab Technician
Instrument & Repair Technician
Instrument & Repair Technician (Gas)
Instrument & Repair Technician Helper (Gas)
Janitor Power Plants
Laboratory Helper
Laborer (Gas)
Lamp Ranger
Lead Technician (Gas)
Leader-Automobile Repair
Leader-Building Painter

Leader-Cable & Conduit Earth Auger Operator
Leader-Equipment Service
Leader-Mechanical Maintenance
Leader-OH Lines Transmission
Leader-Overhead Lines
Leader-Underground Lineworker
Lineworker-Overhead
Lineworker-Underground
LNG Operator & Repair Technician (Gas)
Low Tension Troubleshooter
Maintenance & Repair Technician (Gas)
Maintenance & Repair Technician Helper (Gas)
Maintenance Mechanic Special
Master Electrician
Material Coordinator
Material Handler
Mechanic
Mechanic Apprentice
Mechanic-Buildings Maintenance
Mechanic-Central Shop
Mechanic-Electrical Maintenance
Mechanic-Electrical Maintenance Aerial Lift
Mechanic-Equipment Service
Mechanic-Facilities
Mechanic-Mechanical Maintenance
MV H S Lineworker Specialist
MV Lineworker, OH A Specialist
MV Lineworker, OH B Specialist
MV Lineworker, OH C Specialist
MV Util Lineworker Specialist
MV Utility Lineworker
Office Cleaner
Office Cleaner-Southern District
OH Training Coordinator
Oil Cable Inspector-Maintenance
Operating Mechanic
Operating Mechanic Apprentice
Operator-Generating Station
Operator-Substation
Overhead Hot Stick Trouble Shooter
Painter-Buildings
Painter-Production
Power Plant Assistant
Repair Technician (Gas)
Repair Technician Helper (Gas)
Report Dispatcher
Roving Operator
Service Dispatcher

Service Technician/Fitter (Gas)
Service Technician/Fitter (New Bedford-Gas)
Service Technician/Fitter Helper (New Bedford-Gas)
Station Electrician Leadman
Steam Fitter Special
Stock Keeper
Stock Keeper Duplicating
System Dispatcher
System Dispatcher Apprentice
Technical Investigator
Technician-Laboratory
Technician-Laboratory-Crane Operator
Transportation Dispatcher
Transportation Inspector-Maintenance
Trucking Coordinator
Underground Apprentice
Underground Lineworker/Leader/Troubleshooter
Underground Training Coordinator
Underground Training Coordinator – Conduit
Underground Trouble Shooter
Utility
Utility (Gas)
Utility Technician
Utility Worker
Utility Worker-Building Maintenance
Utility Worker-Prudential
Water Tender
Welder Utility (Gas)
Working Foreperson Underground Distribution
Working Leader Distribution (Gas-New Bedford)
Working Leader (Gas)
Working Leader Gas Distribution (Plymouth)
Working Leader Gas Supply (New Bedford)
Working Leader-Meter Representative (Gas)
Working Leader Planning (Gas)

SCHEDULE A (OT&P)
JOBS IN UNIT

Account Support Representative
Accountant
Accounts Payable Technician
Administrative Coordinator
Associate Economic Development Specialist
Business Customer Service Representative
Business Services Analyst
Buyer-Planner
Checker-Mechanical
Checking Clerk
Chemist
Clerk
Compliance Analyst
Computer Operator
Computer Operator-Leader
Computer Operator-Trainer
Computer Technician
Construction Cost Technician
Contract Management Engineer
Cost Accounting Technician
Cost Control Technician
Customer Relations Control Clerk
Customer Service Associate
Customer Service Clerk
Customer Service Engineer I
Customer Service Engineer II
Customer Service Representative
Data Input and Control Clerk
Department Administrative Assistant
Designer
Distribution Planner (Gas)
Drafting Technician
Duplicating Machine Operator
Economic Development Specialist
EDS Office Assistant
Electrical Control Clerk
Energy Efficiency Project Engineer
Engineer
Engineer Analyst-SCADA
Engineer-Associate
Engineer Gr 4
Estimator
Facilities Technical Assistant
Field Clerk (Gas)

Field Engineer
Field Engineer Gr 4
Field Meter Representative (Gas)
Field Monitor
Field Service Coordinator
Field Service Meter Reader
Field Service Representative
Fixed Asset Analyst
Fixed Asset Analyst II
Fixed Asset & Cost Analyst
Gas Sales Representative
Graphic Artist
Graphic Design Specialist
Group Leader
Inserter Machine Operator
Interval Data Operation Clerk
IS Media Analyst & Librarian
Key Punch Operator
Lead Computer Technician
Lead Drafting Technician
Lead Senior Designer
Lead Senior Designer II
Leader-Computer Technical
Legal Claims Special Collector
Logistics Systems Coordinator
Mainframe Printer Operator
Meter Office Administrator
Meter Reader
Meter Route Clerk
Mid Account Executive
Office Assistant
Operations Office Administrator
Payroll Representative
Power Systems Technician
Project Engineer-Energy Management
Project Engineer-Facilities
Records Keeper
Research Clerk
Revenue Protection Administrator
Right-of-Way Agent
Rights, Permits & Work Order Clerk
Route Clerk
Route Coordinator
Senior Buyer/Planner
Senior Computer Technician
Senior Customer Relations Control Clerk
Senior Customer Service Associate
Senior Customer Service Representative

Senior Designer
Senior Telecommunications Analyst
Service Technician
Software Staff Analyst
Special Collections Coordinator
Special Collector
Supply Management Technician
System Operations Assistant
Systems & Procedure Analyst
Technical Clerk
Telecommunications Coordinator
Telephone Operator

NSTAR
HOURLY PAY SCHEDULE C
Production & Maintenance and Office-Technical & Professional Unit

1. This hourly pay schedule sets forth the regular hourly pay rates for all job classifications and progression steps within these classifications. It includes the three percent (3%) general wage increase effective June 2, 2015, the two and three-quarter percent (2.75%) general wage increase effective June 2, 2016, the two and one-half percent (2.5%) general wage increase effective June 2, 2017.
2. "Night Work" premiums shall be paid as follows:
   a. A premium of one dollar and sixty-five cents ($1.65) per hour will be paid for hours worked on posted schedules starting after 1:59 P.M. and before 10:00 P.M., provided that, from and after June 2, 2016, the one dollar and sixty-five cents ($1.65) shall be increased to one dollar and seventy cents ($1.70), and provided that, from and after June 2, 2017, the one dollar and seventy cents ($1.70) shall be increased to one dollar and seventy-five cents ($1.75).
   b. A premium of one dollar and sixty-five cents ($1.65) per hour will be paid for hours worked on posted schedules starting after 9:59 P.M. and before 6:00 A.M., provided that, from and after June 2, 2016, the one dollar and sixty-five cents ($1.65) shall be increased to one dollar and seventy cents ($1.70), and provided that, from and after June 2, 2017, the one dollar and seventy cents ($1.70) shall be increased to one dollar and seventy-five cents ($1.75).
3. Progression in P&M hourly pay schedules having more than one step shall be as follows unless otherwise mutually agreed to under separate agreements:
   a. An employee on the first step of a two-step schedule shall work on that step for six (6) months and then be advanced to the top of his/her schedule.
   b. An employee on the first step of a three-step schedule shall work on that step for six (6) months and then be advanced to the second step where he shall work for six (6) months and then be advanced to the top of his/her schedule.
4. Progression in OT&P hourly pay schedules having more than one step shall be as follows unless otherwise mutually agreed to under separate agreements:
   LIST I
   a. An employee on the first step of a two-step schedule shall work on that step for six (6) months and then be advanced to the top step of his/her schedule.
   b. An employee on the first step of a three-step schedule shall work on that step for six (6) months and then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.
   c. An employee on the first step of a four-step schedule shall work on that step for three (3) months then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the third step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.
   d. An employee on the first step of a five-step schedule shall work on that step for three (3) months then be advanced to the second step where he/she shall work for three (3) months and then be advanced to the third step where he/she shall work for six (6) months and then be advanced to the fourth step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.
   LIST II
   a. An employee on the first step of a two-step schedule shall work on that step for six (6) months and then be advanced to the top step of his/her schedule.

b. An employee on the first step of a three-step schedule shall work on that step for six (6) months and then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.
c. An employee on the first step of a four step schedule shall work on that step for six (6) months and then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the third step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.
d. An employee on the first step of a five step schedule shall work on that step for six (6) months and then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the third step where he/she shall work for six (6) months and then be advanced to the fourth step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.
e. An employee on the first step of a six step schedule shall work on that step for six (6) months and then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the third step where he/she shall work for six (6) months and then be advanced to the fourth step where he/she shall work for six (6) months and then be advanced to the fifth step where he/she shall work for six (6) months and then be advanced to the top step of his/her schedule.

LIST III

a. An employee shall work on the first step for six (6) months and then be advanced to the second step where he/she shall work for six (6) months and then be advanced to the third step where he/she shall work for twelve (12) months and then be advanced to the fourth step where he/she shall work for six (6) months and then be advanced to the fifth step where he/she shall work for twelve (12) months and then be advanced to the top step of his/her schedule.

Local 369 - Production and Maintenance Pay Schedule
June 2, 2015 Through June 2, 2017

Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Auto Mechanic A	**B0623**	**2015-06-02**	$40.19							
		2016-06-02	$41.30							
		2017-06-02	$42.33							
			999							
Auto Mechanic B	**B0624**	**2015-06-02**	$33.80	$35.13						
		2016-06-02	$34.73	$36.10						
		2017-06-02	$35.60	$37.00						
			6	999						
Auto Mechanic C	**B0625**	**2015-06-02**	$29.55	$30.48	$31.85					
		2016-06-02	$30.36	$31.32	$32.73					
		2017-06-02	$31.12	$32.10	$33.55					
			6	6	999					
Auto Mechanic D	**B0626**	**2015-06-02**	$27.87	$28.98	$30.24					
		2016-06-02	$28.64	$29.78	$31.07					
		2017-06-02	$29.36	$30.52	$31.85					
			6	6	999					
Backhoe Operator (Elec)	**B1599**	**2015-06-02**	$34.15							
		2016-06-02	$35.09							
		2017-06-02	$35.97							
			999							
Backhoe Operator (Gas)	**B1598**	**2015-06-02**	$40.72							
		2016-06-02	$41.84							
		2017-06-02	$42.89							
			999							
Cable Splicer 1C (NB)	**B1600**	**2015-06-02**	$42.31	$43.67	$44.76					
		2016-06-02	$43.47	$44.87	$45.99					
		2017-06-02	$44.56	$45.99	$47.14					
			6	6	999					
Chauffeur	**B0647**	**2015-06-02**	$30.48	$31.85	$33.25					
		2016-06-02	$31.32	$32.73	$34.16					
		2017-06-02	$32.10	$33.55	$35.01					
			6	6	999					
Conduit Inspector - Maint A	**B1060**	**2015-06-02**	$37.69							
		2016-06-02	$38.73							
		2017-06-02	$39.70							
			999							
Const Insp Cable A	**B0688**	**2015-06-02**	$44.52	$47.15						
		2016-06-02	$45.74	$48.45						
		2017-06-02	$46.88	$49.66						
			6	999						
Const Insp Cable B	**B0689**	**2015-06-02**	$39.19	$42.31						
		2016-06-02	$40.27	$43.47						
		2017-06-02	$41.28	$44.56						
			6	999						
Const Insp Conduit A	**B0690**	**2015-06-02**	$45.57							
		2016-06-02	$46.82							
		2017-06-02	$47.99							
			999							
Const Insp Conduit B	**B0691**	**2015-06-02**	$43.85							
		2016-06-02	$45.06							
		2017-06-02	$46.19							
			999							

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Const Insp Conduit C	**B0692**	**2015-06-02**	$37.62							
		2016-06-02	$38.65							
		2017-06-02	$39.62							
			999							
Const Insp, Major Projects	**B0693**	**2015-06-02**	$41.45	$44.19						
		2016-06-02	$42.59	$45.41						
		2017-06-02	$43.65	$46.55						
			6	999						
Dispatcher	**B1147**	**2015-06-02**	$50.33							
		2016-06-02	$51.71							
		2017-06-02	$53.00							
			999							
Distrib Disp App 2	**B1150**	**2015-06-02**	$44.38							
		2016-06-02	$45.60							
		2017-06-02	$46.74							
			999							
Distrib Disp App 3	**B1149**	**2015-06-02**	$45.43							
		2016-06-02	$46.68							
		2017-06-02	$47.85							
			999							
Distrib Dispatcher Apprentice	**B1146**	**2015-06-02**	$43.86	$44.38	$45.43					
		2016-06-02	$45.07	$45.60	$46.68					
		2017-06-02	$46.20	$46.74	$47.85					
			2	2	999					
Distribution Disp	**B1148**	**2015-06-02**	$46.85							
		2016-06-02	$48.14							
		2017-06-02	$49.34							
			999							
Distribution Planner (Gas)	**B1601**	**2015-06-02**	$43.52							
		2016-06-02	$44.72							
		2017-06-02	$45.84							
			999							
Drafter (Gas)	**B1654**	**2015-06-02**	$34.03							
		2016-06-02	$34.97							
		2017-06-02	$35.84							
			999							
Elec Cus Svc Dsgnr	**B1218**	**2015-06-02**	$47.42							
		2016-06-02	$48.72							
		2017-06-02	$49.94							
			999							
Elec Meter Tester B	**B0737**	**2015-06-02**	$31.82	$34.08	$35.91					
		2016-06-02	$32.70	$35.02	$36.90					
		2017-06-02	$33.52	$35.90	$37.82					
			6	6	999					
Elec Meter Tester C	**B0738**	**2015-06-02**	$31.82	$33.24						
		2016-06-02	$32.70	$34.15						
		2017-06-02	$33.52	$35.00						
			6	999						
Elec Meter Tester D	**B0739**	**2015-06-02**	$26.96	$29.13	$31.01					
		2016-06-02	$27.70	$29.93	$31.86					
		2017-06-02	$28.39	$30.68	$32.66					
			6	6	999					

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Expeditor Inspec	**B0757**	**2015-06-02**	$35.04	$36.49	$38.30					
		2016-06-02	$36.00	$37.49	$39.35					
		2017-06-02	$36.90	$38.43	$40.33					
			6	6	999					
Field Clerk (Gas)	**B1597**	**2015-06-02**	$36.83							
		2016-06-02	$37.84							
		2017-06-02	$38.79							
			999							
Field Serv Tech-L1	**B1210**	**2015-06-02**	$32.55	$34.11	$35.73	$37.30				
		2016-06-02	$33.45	$35.05	$36.71	$38.33				
		2017-06-02	$34.29	$35.93	$37.63	$39.29				
			6	6	6	999				
Field Serv Tech-L2	**B1211**	**2015-06-02**	$38.71	$40.26						
		2016-06-02	$39.77	$41.37						
		2017-06-02	$40.76	$42.40						
			6	999						
Field Serv Tech-L3B	**B1212**	**2015-06-02**	$41.18							
		2016-06-02	$42.31							
		2017-06-02	$43.37							
			999							
Field Serv Tech-L3B&A	**B1213**	**2015-06-02**	$42.13	$43.05						
		2016-06-02	$43.29	$44.23						
		2017-06-02	$44.37	$45.34						
			6	999						
Field Serv Tech-Trainee	**B1209**	**2015-06-02**	$31.00							
		2016-06-02	$31.85							
		2017-06-02	$32.65							
			999							
Field Service Tech Coordinator	**B1640**	**2015-06-02**	$44.64							
		2016-06-02	$45.87							
		2017-06-02	$47.02							
			999							
Fitter & Srv Tech 1C (Ply-Gas)	**B1603**	**2015-06-02**	$41.35							
		2016-06-02	$42.49							
		2017-06-02	$43.55							
			999							
Fitter & Srv Tech 1C-LIC (Ply)	**B1677**	**2015-06-02**	$42.09							
		2016-06-02	$43.25							
		2017-06-02	$44.33							
			999							
Fitter & Srv Tech 2C (Ply-Gas)	**B1604**	**2015-06-02**	$35.62							
		2016-06-02	$36.60							
		2017-06-02	$37.52							
			999							
Fitter & Srv Tech 3C (Ply-Gas)	**B1627**	**2015-06-02**	$33.27							
		2016-06-02	$34.18							
		2017-06-02	$35.03							
			999							
Gas Sales Representative	**B1606**	**2015-06-02**	$47.44							
		2016-06-02	$48.74							
		2017-06-02	$49.96							
			999							

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H S Line Worker	**B0782**	**2015-06-02**	$43.07	$44.70						
		2016-06-02	$44.25	$45.93						
		2017-06-02	$45.36	$47.08						
			6	999						
H S Lineworker Transmission	**B1685**	**2015-06-02**	$48.62							
		2016-06-02	$49.96							
		2017-06-02	$51.21							
			999							
Insp Installations A	**B0789**	**2015-06-02**	$38.73	$39.92						
		2016-06-02	$39.80	$41.02						
		2017-06-02	$40.80	$42.05						
			6	999						
Insp Installations B	**B0790**	**2015-06-02**	$38.73							
		2016-06-02	$39.80							
		2017-06-02	$40.80							
			999							
Inspector Overhead	**B0794**	**2015-06-02**	$36.99	$38.26						
		2016-06-02	$38.01	$39.31						
		2017-06-02	$38.96	$40.29						
			6	999						
Inst & Repair Tech 1C (Gas)	**B1607**	**2015-06-02**	$43.37							
		2016-06-02	$44.56							
		2017-06-02	$45.67							
			999							
Inst & Repair Tech 2C (Gas)	**B1644**	**2015-06-02**	$38.91							
		2016-06-02	$39.98							
		2017-06-02	$40.98							
			999							
Inst & Repair Tech Hlpr (Gas)	**B1645**	**2015-06-02**	$35.10							
		2016-06-02	$36.07							
		2017-06-02	$36.97							
			999							
Laborer (Gas)	**B1608**	**2015-06-02**	$30.52							
		2016-06-02	$31.36							
		2017-06-02	$32.14							
			999							
Lamp Ranger	**B1242**	**2015-06-02**	$38.76							
		2016-06-02	$39.83							
		2017-06-02	$40.83							
			999							
Lead Technician (Gas)	**B1609**	**2015-06-02**	$40.69							
		2016-06-02	$41.81							
		2017-06-02	$42.86							
			999							
Lead Util Wrkr Bldg Mai A-MA	**B1686**	**2015-06-02**	$34.39							
		2016-06-02	$35.34							
		2017-06-02	$36.22							
			999							
Leader, Auto Repair	**B0814**	**2015-06-02**	$40.69	$42.89						
		2016-06-02	$41.81	$44.07						
		2017-06-02	$42.86	$45.17						
			6	999						

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Leader, Equip Service	**B0820**	**2015-06-02**	$39.92	$42.36						
		2016-06-02	$41.02	$43.52						
		2017-06-02	$42.05	$44.61						
			6	999						
Leader, O H Lines Transmission	**B1684**	**2015-06-02**	$50.99							
		2016-06-02	$52.39							
		2017-06-02	$53.70							
			999							
Leader, Overhead Lines	**B0823**	**2015-06-02**	$47.06							
		2016-06-02	$48.35							
		2017-06-02	$49.56							
			999							
Leader, UG Lineworker	**B1568**	**2015-06-02**	$43.85							
		2016-06-02	$45.06							
		2017-06-02	$46.19							
			999							
Lineworker O H A	**B0829**	**2015-06-02**	$39.69	$41.35						
		2016-06-02	$40.78	$42.49						
		2017-06-02	$41.80	$43.55						
			6	999						
Lineworker O H B	**B0830**	**2015-06-02**	$34.61	$36.81						
		2016-06-02	$35.56	$37.82						
		2017-06-02	$36.45	$38.77						
			6	999						
Lineworker O H C	**B0831**	**2015-06-02**	$30.83	$31.82						
		2016-06-02	$31.68	$32.70						
		2017-06-02	$32.47	$33.52						
			6	999						
Lineworker, UG Class #1	**B1570**	**2015-06-02**	$42.70							
		2016-06-02	$43.87							
		2017-06-02	$44.97							
			999							
Lineworker, UG Class #2	**B1572**	**2015-06-02**	$37.07							
		2016-06-02	$38.09							
		2017-06-02	$39.04							
			999							
Lineworker, UG Class #3	**B1574**	**2015-06-02**	$28.57	$31.77	$33.48					
		2016-06-02	$29.36	$32.64	$34.40					
		2017-06-02	$30.09	$33.46	$35.26					
			6	6	999					
LNG Oper & Repair Tech (Gas)	**B1610**	**2015-06-02**	$39.60							
		2016-06-02	$40.69							
		2017-06-02	$41.71							
			999							
Maint & Repair Tech 1C (Gas)	**B1634**	**2015-06-02**	$39.60							
		2016-06-02	$40.69							
		2017-06-02	$41.71							
			999							
Maint & Repair Tech 2C (Gas)	**B1633**	**2015-06-02**	$36.15							
		2016-06-02	$37.14							
		2017-06-02	$38.07							
			999							

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Maint & Repair Tech 3C (Gas)	**B1632**	**2015-06-02**	$34.25							
		2016-06-02	$35.19							
		2017-06-02	$36.07							
			999							
Maint & Repair Tech Hlpr (Gas)	**B1611**	**2015-06-02**	$32.25							
		2016-06-02	$33.14							
		2017-06-02	$33.97							
			999							
Master Electrician	**B1643**	**2015-06-02**	$46.38							
		2016-06-02	$47.66							
		2017-06-02	$48.85							
			999							
Material Coordinator	**B1576**	**2015-06-02**	$38.32							
		2016-06-02	$39.37							
		2017-06-02	$40.35							
			999							
Material Handler	**B1578**	**2015-06-02**	$29.32	$31.71	$34.12	$36.44				
		2016-06-02	$30.13	$32.58	$35.06	$37.44				
		2017-06-02	$30.88	$33.39	$35.94	$38.38				
			12	12	12	999				
Mech Bldg Maint A	**B0835**	**2015-06-02**	$37.01	$38.30						
		2016-06-02	$38.03	$39.35						
		2017-06-02	$38.98	$40.33						
			6	999						
Mech Bldg Maint B	**B0836**	**2015-06-02**	$32.58	$33.93						
		2016-06-02	$33.48	$34.86						
		2017-06-02	$34.32	$35.73						
			6	999						
Mech Bldg Maint C	**B0837**	**2015-06-02**	$29.91	$31.24						
		2016-06-02	$30.73	$32.10						
		2017-06-02	$31.50	$32.90						
			6	999						
Mech Equip Service B	**B0845**	**2015-06-02**	$36.32	$38.23						
		2016-06-02	$37.32	$39.28						
		2017-06-02	$38.25	$40.26						
			6	999						
Mech Equip Service C	**B0846**	**2015-06-02**	$29.32	$31.18	$32.53					
		2016-06-02	$30.13	$32.04	$33.42					
		2017-06-02	$30.88	$32.84	$34.26					
			6	6	999					
Mech Mech Maint A	**B0847**	**2015-06-02**	$37.74	$38.89						
		2016-06-02	$38.78	$39.96						
		2017-06-02	$39.75	$40.96						
			6	999						
Mech Mech Maint B	**B0848**	**2015-06-02**	$34.31	$35.73						
		2016-06-02	$35.25	$36.71						
		2017-06-02	$36.13	$37.63						
			6	999						
Mech Mech Maint C	**B0849**	**2015-06-02**	$30.31	$32.26	$33.67					
		2016-06-02	$31.14	$33.15	$34.60					
		2017-06-02	$31.92	$33.98	$35.47					
			6	6	999					

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Mechanic	**B0859**	**2015-06-02**	$43.08							
		2016-06-02	$44.26							
		2017-06-02	$45.37							
			999							
Mechanic Apprentice E	**B0860**	**2015-06-02**	$30.31							
		2016-06-02	$31.14							
		2017-06-02	$31.92							
			999							
Mechanic Apprentice F	**B0861**	**2015-06-02**	$31.47							
		2016-06-02	$32.34							
		2017-06-02	$33.15							
			999							
Mechanic Apprentice G	**B0862**	**2015-06-02**	$32.53							
		2016-06-02	$33.42							
		2017-06-02	$34.26							
			999							
Mechanic Apprentice H	**B0863**	**2015-06-02**	$33.67							
		2016-06-02	$34.60							
		2017-06-02	$35.47							
			999							
Mechanic Apprentice J	**B0864**	**2015-06-02**	$34.76							
		2016-06-02	$35.72							
		2017-06-02	$36.61							
			999							
Mechanic Apprentice K	**B0865**	**2015-06-02**	$35.87							
		2016-06-02	$36.86							
		2017-06-02	$37.78							
			999							
Mechanic Apprentice L	**B0866**	**2015-06-02**	$36.98							
		2016-06-02	$38.00							
		2017-06-02	$38.95							
			999							
Mechanic Apprentice M	**B0867**	**2015-06-02**	$38.10							
		2016-06-02	$39.15							
		2017-06-02	$40.13							
			999							
Mechanic Apprentice N	**B0868**	**2015-06-02**	$39.19							
		2016-06-02	$40.27							
		2017-06-02	$41.28							
			999							
Mechanic Apprentice P	**B0869**	**2015-06-02**	$40.28							
		2016-06-02	$41.39							
		2017-06-02	$42.42							
			999							
Mechanic Apprentice R	**B0870**	**2015-06-02**	$41.41							
		2016-06-02	$42.55							
		2017-06-02	$43.61							
			999							
Mechanic Cntrl Shp A	**B0871**	**2015-06-02**	$37.82	$38.78	$43.72					
		2016-06-02	$38.86	$39.85	$44.92					
		2017-06-02	$39.83	$40.85	$46.04					
			12	12	999					

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Mechanic Cntrl Shp B	**B0872**	**2015-06-02**	$36.42	$37.22	$38.02					
		2016-06-02	$37.42	$38.24	$39.07					
		2017-06-02	$38.36	$39.20	$40.05					
			12	12	999					
Mechanic Facilities-Journey	**B1669**	**2015-06-02**	$43.05							
		2016-06-02	$44.23							
		2017-06-02	$45.34							
			999							
Mechanic Facilities-Master	**B1670**	**2015-06-02**	$46.38							
		2016-06-02	$47.66							
		2017-06-02	$48.85							
			999							
MV H S Lineworker Specialist	**B1689**	**2015-06-02**	$48.62							
		2016-06-02	$49.96							
		2017-06-02	$51.21							
			999							
MV Lineworker, OH A Specialist	**B1690**	**2015-06-02**	$45.07							
		2016-06-02	$46.31							
		2017-06-02	$47.47							
			999							
MV Lineworker, OH B Specialist	**B1691**	**2015-06-02**	$40.14							
		2016-06-02	$41.24							
		2017-06-02	$42.27							
			999							
MV Lineworker, OH C Specialist	**B1692**	**2015-06-02**	$34.68							
		2016-06-02	$35.63							
		2017-06-02	$36.52							
			999							
MV Util Lineworker Specialist	**B1688**	**2015-06-02**	$51.93							
		2016-06-02	$53.36							
		2017-06-02	$54.69							
			999							
MV Utility Lineworker	**B1687**	**2015-06-02**	$47.65							
		2016-06-02	$48.96							
		2017-06-02	$50.18							
			999							
O H Hot Stick T Sh	**B0898**	**2015-06-02**	$44.89	$47.65						
		2016-06-02	$46.12	$48.96						
		2017-06-02	$47.27	$50.18						
			6	999						
Office Cleaner-Southern Dstrct	**B1659**	**2015-06-02**	$26.96	$29.10	$29.36	$30.69	$32.58			
		2016-06-02	$27.70	$29.90	$30.17	$31.53	$33.48			
		2017-06-02	$28.39	$30.65	$30.92	$32.32	$34.32			
			6	6	6	6	999			
OH Training Coordinator	**B1674**	**2015-06-02**	$49.59							
		2016-06-02	$50.95							
		2017-06-02	$52.22							
			999							
Oil Cab Insp Maint A	**B0914**	**2015-06-02**	$38.29	$44.19						
		2016-06-02	$39.34	$45.41						
		2017-06-02	$40.32	$46.55						
			6	999						

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Oil Cab Insp Maint B	**B0915**	**2015-06-02**	$33.18	$34.49						
		2016-06-02	$34.09	$35.44						
		2017-06-02	$34.94	$36.33						
			6	999						
Operating Mech Apprentice	**B1159**	**2015-06-02**	$26.93	$29.36	$31.56	$33.23	$34.76	$36.81	$39.19	$41.41
		2016-06-02	$27.67	$30.17	$32.43	$34.14	$35.72	$37.82	$40.27	$42.55
		2017-06-02	$28.36	$30.92	$33.24	$34.99	$36.61	$38.77	$41.28	$43.61
			999	999	999	999	999	999	999	999
Operating Mechanic	**B1158**	**2015-06-02**	$44.19							
		2016-06-02	$45.41							
		2017-06-02	$46.55							
			999							
Operator Substat A	**B0921**	**2015-06-02**	$40.71							
		2016-06-02	$41.83							
		2017-06-02	$42.88							
			999							
Operator Substat B	**B0922**	**2015-06-02**	$33.23	$35.85	$39.03					
		2016-06-02	$34.14	$36.84	$40.10					
		2017-06-02	$34.99	$37.76	$41.10					
			6	6	999					
Operator Substat C	**B0923**	**2015-06-02**	$26.93	$29.36	$31.56					
		2016-06-02	$27.67	$30.17	$32.43					
		2017-06-02	$28.36	$30.92	$33.24					
			6	6	999					
Painter Production A	**B0930**	**2015-06-02**	$38.84							
		2016-06-02	$39.91							
		2017-06-02	$40.91							
			999							
Painter Production B	**B0931**	**2015-06-02**	$33.59	$35.11	$36.57					
		2016-06-02	$34.51	$36.08	$37.58					
		2017-06-02	$35.37	$36.98	$38.52					
			6	6	999					
Repair Technician 1C (Gas)	**B1613**	**2015-06-02**	$37.29							
		2016-06-02	$38.32							
		2017-06-02	$39.28							
			999							
Repair Technician 2C (Gas)	**B1635**	**2015-06-02**	$33.86							
		2016-06-02	$34.79							
		2017-06-02	$35.66							
			999							
Repair Technician Helper (Gas)	**B1630**	**2015-06-02**	$32.25							
		2016-06-02	$33.14							
		2017-06-02	$33.97							
			999							
Service Dispatcher A	**B0970**	**2015-06-02**	$34.57	$36.81						
		2016-06-02	$35.52	$37.82						
		2017-06-02	$36.41	$38.77						
			6	999						
Service Dispatcher B	**B0971**	**2015-06-02**	$33.66							
		2016-06-02	$34.59							
		2017-06-02	$35.45							
			999							

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Service Dispatcher C	**B0972**	**2015-06-02**	$27.41	$29.38	$31.70					
		2016-06-02	$28.16	$30.19	$32.57					
		2017-06-02	$28.86	$30.94	$33.38					
			6	6	999					
Srvc Tech/Fitter (NB-Gas)	**B1616**	**2015-06-02**	$42.09							
		2016-06-02	$43.25							
		2017-06-02	$44.33							
			999							
Srvc Tech/Fitter 1C (NB-Gas)	**B1614**	**2015-06-02**	$40.54							
		2016-06-02	$41.65							
		2017-06-02	$42.69							
			999							
Srvc Tech/Fitter 2C (NB-Gas)	**B1628**	**2015-06-02**	$34.40							
		2016-06-02	$35.35							
		2017-06-02	$36.23							
			999							
Srvc Tech/Fitter 3C (NB-Gas)	**B1615**	**2015-06-02**	$32.49							
		2016-06-02	$33.38							
		2017-06-02	$34.21							
			999							
Srvc Tech/Fitter Hlpr (NB-Gas)	**B1629**	**2015-06-02**	$31.58							
		2016-06-02	$32.45							
		2017-06-02	$33.26							
			999							
Stock Keeper Dupl A	**B0998**	**2015-06-02**	$29.91	$31.82	$33.58					
		2016-06-02	$30.73	$32.70	$34.50					
		2017-06-02	$31.50	$33.52	$35.36					
			6	6	999					
Stock Keeper Dupl B	**B0999**	**2015-06-02**	$26.01	$27.32	$28.56					
		2016-06-02	$26.73	$28.07	$29.35					
		2017-06-02	$27.40	$28.77	$30.08					
			6	6	999					
Sys Disp App 2	**B1154**	**2015-06-02**	$44.38							
		2016-06-02	$45.60							
		2017-06-02	$46.74							
			999							
Sys Disp App 3	**B1153**	**2015-06-02**	$45.43							
		2016-06-02	$46.68							
		2017-06-02	$47.85							
			999							
System Dispatcher	**B1152**	**2015-06-02**	$46.15							
		2016-06-02	$47.42							
		2017-06-02	$48.61							
			999							
Tech Investigator	**B1003**	**2015-06-02**	$41.97	$44.95						
		2016-06-02	$43.12	$46.19						
		2017-06-02	$44.20	$47.34						
			6	999						
Trans Insp Maint	**B1014**	**2015-06-02**	$38.91	$41.43						
		2016-06-02	$39.98	$42.57						
		2017-06-02	$40.98	$43.63						
			6	999						

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Trucking Coordinator	**B1577**	**2015-06-02**	$38.32							
		2016-06-02	$39.37							
		2017-06-02	$40.35							
			999							
U G Trouble Shoot	**B1024**	**2015-06-02**	$43.05	$45.21	$47.67					
		2016-06-02	$44.23	$46.45	$48.98					
		2017-06-02	$45.34	$47.61	$50.20					
			6	6	999					
UG Lineworker/Leader/Trbleshtr	**B1622**	**2015-06-02**	$43.05	$45.20	$47.68					
		2016-06-02	$44.23	$46.44	$48.99					
		2017-06-02	$45.34	$47.60	$50.21					
			6	6	999					
UG Training Coordinator	**B1665**	**2015-06-02**	$49.59							
		2016-06-02	$50.95							
		2017-06-02	$52.22							
			999							
UG Training Coordinatr-Conduit	**B1679**	**2015-06-02**	$49.59							
		2016-06-02	$50.95							
		2017-06-02	$52.22							
			999							
Underground App	**B1319**	**2015-06-02**	$42.31	$43.69						
		2016-06-02	$43.47	$44.89						
		2017-06-02	$44.56	$46.01						
			6	999						
Util Wrkr Bldg Mai A	**B1026**	**2015-06-02**	$29.36	$30.69	$32.60					
		2016-06-02	$30.17	$31.53	$33.50					
		2017-06-02	$30.92	$32.32	$34.34					
			6	6	999					
Util Wrkr Bldg Mai B	**B1027**	**2015-06-02**	$25.78	$26.96	$29.10					
		2016-06-02	$26.49	$27.70	$29.90					
		2017-06-02	$27.15	$28.39	$30.65					
			6	6	999					
Utility A (Gas)	**B1617**	**2015-06-02**	$39.37							
		2016-06-02	$40.45							
		2017-06-02	$41.46							
			999							
Utility B (Gas)	**B1618**	**2015-06-02**	$34.80							
		2016-06-02	$35.76							
		2017-06-02	$36.65							
			999							
Utility C (Gas)	**B1619**	**2015-06-02**	$33.04							
		2016-06-02	$33.95							
		2017-06-02	$34.80							
			999							
Utility Technician	**B1664**	**2015-06-02**	$22.08							
		2016-06-02	$22.69							
		2017-06-02	$23.26							
			999							
Utility Worker A	**B1620**	**2015-06-02**	$29.58							
		2016-06-02	$30.39							
		2017-06-02	$31.15							
			999							

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Welder Utility (Gas)	**B1621**	**2015-06-02**	$41.39							
		2016-06-02	$42.53							
		2017-06-02	$43.59							
			999							
Working Leader Dist (Gas-NB)	**B1662**	**2015-06-02**	$41.68							
		2016-06-02	$42.83							
		2017-06-02	$43.90							
			999							
Working Leader Gas Dist-Ply	**B1631**	**2015-06-02**	$43.67							
		2016-06-02	$44.87							
		2017-06-02	$45.99							
			999							
Working Leader Gas Supply-NB	**B1623**	**2015-06-02**	$42.91							
		2016-06-02	$44.09							
		2017-06-02	$45.19							
			999							
Working Leader GasDis-LIC(Ply)	**B1678**	**2015-06-02**	$44.41							
		2016-06-02	$45.63							
		2017-06-02	$46.77							
			999							

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Accountant	**B0601**	**2015-06-02**	$34.63	$37.36	$39.89	$41.79	$45.50			
		2016-06-02	$35.58	$38.39	$40.99	$42.94	$46.75			
		2017-06-02	$36.47	$39.35	$42.01	$44.01	$47.92			
			6	6	6	6	999			
Accounts Payable Clerk, Gr6	**B1675**	**2015-06-02**	$25.79	$26.71	$27.61					
		2016-06-02	$26.50	$27.44	$28.37					
		2017-06-02	$27.16	$28.13	$29.08					
			6	6	999					
Accounts Payable Technician	**B1676**	**2015-06-02**	$29.69	$31.59	$32.86					
		2016-06-02	$30.51	$32.46	$33.76					
		2017-06-02	$31.27	$33.27	$34.60					
			12	12	999					
Admin Coordinator	**B1438**	**2015-06-02**	$31.18	$32.01	$32.83	$33.64	$34.44			
		2016-06-02	$32.04	$32.89	$33.73	$34.57	$35.39			
		2017-06-02	$32.84	$33.71	$34.57	$35.43	$36.27			
			6	6	6	6	999			
Business Customer Service Rep	**B1655**	**2015-06-02**	$31.61							
		2016-06-02	$32.48							
		2017-06-02	$33.29							
			999							
Business Services Analyst	**B1653**	**2015-06-02**	$34.63	$37.36	$39.89					
		2016-06-02	$35.58	$38.39	$40.99					
		2017-06-02	$36.47	$39.35	$42.01					
			6	6	999					
Buyer-Planner	**B1340**	**2015-06-02**	$34.31	$35.95	$36.78					
		2016-06-02	$35.25	$36.94	$37.79					
		2017-06-02	$36.13	$37.86	$38.73					
			6	6	999					
Checker Mechanical	**B0651**	**2015-06-02**	$40.51	$41.41						
		2016-06-02	$41.62	$42.55						
		2017-06-02	$42.66	$43.61						
			6	999						
Checking Clerk Gr10	**B1647**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Clerk Gr10	**B0660**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Clerk Gr11	**B0661**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Clerk Gr12	**B0662**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Clerk Gr13	**B0663**	**2015-06-02**	$38.31	$39.22						
		2016-06-02	$39.36	$40.30						
		2017-06-02	$40.34	$41.31						
			6	999						

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Clerk Gr2	**B0654**	**2015-06-02**	$15.80	$16.83	$17.43	$18.28	$19.27			
		2016-06-02	$16.23	$17.29	$17.91	$18.78	$19.80			
		2017-06-02	$16.64	$17.72	$18.36	$19.25	$20.30			
			3	3	6	6	999			
Clerk Gr3	**B0655**	**2015-06-02**	$19.46	$20.35	$21.39	$22.06	$22.93			
		2016-06-02	$20.00	$20.91	$21.98	$22.67	$23.56			
		2017-06-02	$20.50	$21.43	$22.53	$23.24	$24.15			
			3	3	6	6	999			
Clerk Gr4	**B1041**	**2015-06-02**	$20.74	$21.86	$22.73	$23.70	$24.71			
		2016-06-02	$21.31	$22.46	$23.36	$24.35	$25.39			
		2017-06-02	$21.84	$23.02	$23.94	$24.96	$26.02			
			3	3	6	6	999			
Clerk Gr5	**B1042**	**2015-06-02**	$24.24	$25.30	$26.36					
		2016-06-02	$24.91	$26.00	$27.08					
		2017-06-02	$25.53	$26.65	$27.76					
			6	6	999					
Clerk Gr6	**B0656**	**2015-06-02**	$25.79	$26.71	$27.61					
		2016-06-02	$26.50	$27.44	$28.37					
		2017-06-02	$27.16	$28.13	$29.08					
			6	6	999					
Clerk Gr7	**B0657**	**2015-06-02**	$27.06	$27.83	$28.88					
		2016-06-02	$27.80	$28.60	$29.67					
		2017-06-02	$28.50	$29.32	$30.41					
			6	6	999					
Clerk Gr8	**B0658**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Clerk Gr9	**B0659**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Comp Oper Leader	**B0677**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Compliance Analyst	**B0680**	**2015-06-02**	$34.63	$37.36	$39.89					
		2016-06-02	$35.58	$38.39	$40.99					
		2017-06-02	$36.47	$39.35	$42.01					
			6	6	999					
Computer Technician	**B1050**	**2015-06-02**	$34.59	$35.85	$37.08	$40.31	$41.75			
		2016-06-02	$35.54	$36.84	$38.10	$41.42	$42.90			
		2017-06-02	$36.43	$37.76	$39.05	$42.46	$43.97			
			6	6	6	6	999			
Const Cost Technician Gr12	**B0687**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Cost Control Technician	**B1563**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Cust Rel Cntrl Clerk	**B0705**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Cust Service Rep (PT < 20 Hrs)	**B1667**	**2015-06-02**	$27.13							
		2016-06-02	$27.88							
		2017-06-02	$28.58							
			999							
Customer Serv Representative	**B1566**	**2015-06-02**	$27.13	$28.61	$30.07					
		2016-06-02	$27.88	$29.40	$30.90					
		2017-06-02	$28.58	$30.14	$31.67					
			12	12	999					
Customer Service Associate II	**B1565**	**2015-06-02**	$22.31	$23.78	$25.37					
		2016-06-02	$22.92	$24.43	$26.07					
		2017-06-02	$23.49	$25.04	$26.72					
			12	36	999					
Customer Service Engineer I	**B0706**	**2015-06-02**	$34.59	$35.85	$37.07	$40.30	$41.76	$44.61		
		2016-06-02	$35.54	$36.84	$38.09	$41.41	$42.91	$45.84		
		2017-06-02	$36.43	$37.76	$39.04	$42.45	$43.98	$46.99		
			6	6	12	6	12	999		
Customer Service Engineer II	**B1656**	**2015-06-02**	$35.27	$36.58	$37.82	$41.10	$42.58	$45.51		
		2016-06-02	$36.24	$37.59	$38.86	$42.23	$43.75	$46.76		
		2017-06-02	$37.15	$38.53	$39.83	$43.29	$44.84	$47.93		
			6	6	12	6	12	999		
Customer Svc Clerk Gr8	**B1418**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Data Input & Con Clerk Gr10	**B0711**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Data Input & Con Clerk Gr7	**B0708**	**2015-06-02**	$27.06	$27.83	$28.88					
		2016-06-02	$27.80	$28.60	$29.67					
		2017-06-02	$28.50	$29.32	$30.41					
			6	6	999					
Data Input & Con Clerk Gr8	**B0709**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Data Input & Con Clerk Gr9	**B0710**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Dept Admin Assist Gr10	**B1317**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Dept Admin Assist Gr11	**B1318**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						

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Dept Admin Assist Gr9	**B1316**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Designer	**B1671**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Dupl Machine Oper Gr2	**B0731**	**2015-06-02**	$15.80	$16.83	$17.43	$18.28	$19.27			
		2016-06-02	$16.23	$17.29	$17.91	$18.78	$19.80			
		2017-06-02	$16.64	$17.72	$18.36	$19.25	$20.30			
			3	3	6	6	999			
Dupl Machine Oper Gr3	**B0732**	**2015-06-02**	$19.46	$20.35	$21.39	$22.06	$22.93			
		2016-06-02	$20.00	$20.91	$21.98	$22.67	$23.56			
		2017-06-02	$20.50	$21.43	$22.53	$23.24	$24.15			
			3	3	6	6	999			
Dupl Machine Oper Gr5	**B0733**	**2015-06-02**	$24.24	$25.30	$26.36					
		2016-06-02	$24.91	$26.00	$27.08					
		2017-06-02	$25.53	$26.65	$27.76					
			6	6	999					
Dupl Machine Oper Gr7	**B0734**	**2015-06-02**	$27.06	$27.83	$28.88					
		2016-06-02	$27.80	$28.60	$29.67					
		2017-06-02	$28.50	$29.32	$30.41					
			6	6	999					
Energ Efficiency Proj Engineer	**B0944**	**2015-06-02**	$38.00	$40.53	$43.05	$45.59	$48.12			
		2016-06-02	$39.05	$41.64	$44.23	$46.84	$49.44			
		2017-06-02	$40.03	$42.68	$45.34	$48.01	$50.68			
			6	6	6	6	999			
Eng Analyst-Scada	**B0742**	**2015-06-02**	$35.44	$38.00	$40.53	$43.05	$45.59	$48.12		
		2016-06-02	$36.41	$39.05	$41.64	$44.23	$46.84	$49.44		
		2017-06-02	$37.32	$40.03	$42.68	$45.34	$48.01	$50.68		
			6	6	6	6	6	999		
Engineer Gr3	**B0747**	**2015-06-02**	$36.66	$40.03	$43.30	$46.39	$48.62			
		2016-06-02	$37.67	$41.13	$44.49	$47.67	$49.96			
		2017-06-02	$38.61	$42.16	$45.60	$48.86	$51.21			
			12	12	12	12	999			
Engineer Gr4	**B0746**	**2015-06-02**	$51.80							
		2016-06-02	$53.22							
		2017-06-02	$54.55							
			999							
Estimator	**B0754**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Facility Tech Assistant	**B1007**	**2015-06-02**	$43.50							
		2016-06-02	$44.70							
		2017-06-02	$45.82							
			999							
Field Engineer Gr3	**B1682**	**2015-06-02**	$36.66	$40.03	$43.30	$46.39	$48.62			
		2016-06-02	$37.67	$41.13	$44.49	$47.67	$49.96			
		2017-06-02	$38.61	$42.16	$45.60	$48.86	$51.21			
			12	12	12	12	999			

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Job Title	Job Code	Eff Date	1	2	3	4	5	6	7	8
Field Engineer Gr4	**B1683**	**2015-06-02**	$51.80							
		2016-06-02	$53.22							
		2017-06-02	$54.55							
			999							
Field Meter Rep (Gas)	**B1602**	**2015-06-02**	$30.56							
		2016-06-02	$31.40							
		2017-06-02	$32.19							
			999							
Field Monitor	**B0761**	**2015-06-02**	$35.44	$38.00	$40.53	$43.05	$45.59			
		2016-06-02	$36.41	$39.05	$41.64	$44.23	$46.84			
		2017-06-02	$37.32	$40.03	$42.68	$45.34	$48.01			
			6	6	6	6	999			
Field Service Coordinator	**B1583**	**2015-06-02**	$41.88							
		2016-06-02	$43.03							
		2017-06-02	$44.11							
			999							
Field Service Meter Reader	**B1625**	**2015-06-02**	$24.03	$25.62	$27.06	$27.83	$28.88			
		2016-06-02	$24.69	$26.32	$27.80	$28.60	$29.67			
		2017-06-02	$25.31	$26.98	$28.50	$29.32	$30.41			
			12	12	6	6	999			
Field Service Rep I	**B1290**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Field Service Rep II	**B1291**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Field Service Rep III	**B1661**	**2015-06-02**	$39.92							
		2016-06-02	$41.02							
		2017-06-02	$42.05							
			999							
Fixed Asset & Cost Analyst	**B1658**	**2015-06-02**	$38.66	$39.58						
		2016-06-02	$39.72	$40.67						
		2017-06-02	$40.71	$41.69						
			6	999						
Fixed Asset Analyst	**B1585**	**2015-06-02**	$38.31	$39.22						
		2016-06-02	$39.36	$40.30						
		2017-06-02	$40.34	$41.31						
			6	999						
GIS Technician	**B1698**	**2015-06-29**	$28.35	$29.22	$30.21	$31.63	$32.58	$33.50	$36.67	$37.51
		2016-06-02	$29.13	$30.02	$31.04	$32.50	$33.48	$34.42	$37.67	$38.54
		2017-06-02	$29.86	$30.77	$31.82	$33.31	$34.32	$35.28	$38.61	$39.50
			6	6	6	6	6	6	6	999
Graph Design Specialist	**B1304**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Inserter Mech Operator	**B1077**	**2015-06-02**	$27.06	$27.83	$28.88					
		2016-06-02	$27.80	$28.60	$29.67					
		2017-06-02	$28.50	$29.32	$30.41					
			6	6	999					

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Interval Data Oper Clerk Gr8	**B1642**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
IS Media Analyst & Librarian	**B1672**	**2015-06-02**	$34.59	$35.85	$37.08					
		2016-06-02	$35.54	$36.84	$38.10					
		2017-06-02	$36.43	$37.76	$39.05					
			6	6	999					
Lead GIS Technician	**B1696**	**2015-06-29**	$41.32	$42.24						
		2016-06-02	$42.45	$43.40						
		2017-06-02	$43.51	$44.48						
			6	999						
Lead Senior Designer	**B1266**	**2015-06-02**	$40.51	$41.41						
		2016-06-02	$41.62	$42.55						
		2017-06-02	$42.66	$43.61						
			6	999						
Lead Survery Technician	**B1695**	**2015-06-29**	$41.32	$42.24						
		2016-06-02	$42.45	$43.40						
		2017-06-02	$43.51	$44.48						
			6	999						
Lead Senior Designer II	**B1673**	**2015-06-02**	$45.30							
		2016-06-02	$46.55							
		2017-06-02	$47.71							
			999							
Leader, Computer Tech	**B1475**	**2015-06-02**	$49.42							
		2016-06-02	$50.78							
		2017-06-02	$52.05							
			999							
Logistics Sys Coordinator Gr12	**B1474**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Logistics Sys Coordinator Gr14	**B0832**	**2015-06-02**	$40.51	$41.41						
		2016-06-02	$41.62	$42.55						
		2017-06-02	$42.66	$43.61						
			6	999						
Mainframe Printer OperatorGr10	**B1681**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Mainframe Printer OperatorGr9	**B1680**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Meter Office Administrator Gr6	**B1579**	**2015-06-02**	$25.79	$26.71	$27.61					
		2016-06-02	$26.50	$27.44	$28.37					
		2017-06-02	$27.16	$28.13	$29.08					
			6	6	999					
Meter Office Administrator Gr7	**B1580**	**2015-06-02**	$27.06	$27.83	$28.88					
		2016-06-02	$27.80	$28.60	$29.67					
		2017-06-02	$28.50	$29.32	$30.41					
			6	6	999					

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Meter Office Administrator Gr8	**B1581**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Office Assistant Gr3	**B0901**	**2015-06-02**	$19.46	$20.35	$21.39	$22.06	$22.93			
		2016-06-02	$20.00	$20.91	$21.98	$22.67	$23.56			
		2017-06-02	$20.50	$21.43	$22.53	$23.24	$24.15			
			3	3	6	6	999			
Office Assistant Gr5	**B0902**	**2015-06-02**	$24.24	$25.30	$26.36					
		2016-06-02	$24.91	$26.00	$27.08					
		2017-06-02	$25.53	$26.65	$27.76					
			6	6	999					
Office Assistant Gr6	**B0903**	**2015-06-02**	$25.79	$26.71	$27.61					
		2016-06-02	$26.50	$27.44	$28.37					
		2017-06-02	$27.16	$28.13	$29.08					
			6	6	999					
Office Assistant Gr7	**B0904**	**2015-06-02**	$27.06	$27.83	$28.88					
		2016-06-02	$27.80	$28.60	$29.67					
		2017-06-02	$28.50	$29.32	$30.41					
			6	6	999					
Office Assistant Gr8	**B0905**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Office Assistant Gr9	**B1120**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Operations Office Admin Gr8	**B1401**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Payroll Represent	**B1133**	**2015-06-02**	$31.63	$32.58	$33.50	$35.36	$36.78			
		2016-06-02	$32.50	$33.48	$34.42	$36.33	$37.79			
		2017-06-02	$33.31	$34.32	$35.28	$37.24	$38.73			
			6	6	6	6	999			
Power Systems Technician	**B1657**	**2015-06-02**	$32.86	$35.80	$38.75	$41.69	$45.30	$46.42		
		2016-06-02	$33.76	$36.78	$39.82	$42.84	$46.55	$47.70		
		2017-06-02	$34.60	$37.70	$40.82	$43.91	$47.71	$48.89		
			12	12	12	12	12	999		
Project Engineer, Facilities	**B1652**	**2015-06-02**	$38.00	$40.53	$43.05	$45.59	$48.12			
		2016-06-02	$39.05	$41.64	$44.23	$46.84	$49.44			
		2017-06-02	$40.03	$42.68	$45.34	$48.01	$50.68			
			6	6	6	6	999			
Records Keeper Gr12	**B0954**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Revenue Protection Admin Gr8	**B1668**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					

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Rghts,Prmt & WO Clerk Gr 11	**B1693**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Rghts,Prmt&Wo Clrk Gr10	**B0959**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Rghts,Prmt&Wo Clrk Gr6	**B0958**	**2015-06-02**	$25.79	$26.71	$27.61					
		2016-06-02	$26.50	$27.44	$28.37					
		2017-06-02	$27.16	$28.13	$29.08					
			6	6	999					
Right Of Way Agent Gr12	**B0962**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Right Of Way Agent Gr8	**B0960**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Right Of Way Agent Gr9	**B0961**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Right of Way Agent, Gr 13	**B1694**	**2015-06-02**	$38.31	$39.22						
		2016-06-02	$39.36	$40.30						
		2017-06-02	$40.34	$41.31						
			6	999						
Route Coordinator A	**B1648**	**2015-06-02**	$39.51							
		2016-06-02	$40.60							
		2017-06-02	$41.62							
			999							
Route Coordinator B	**B1649**	**2015-06-02**	$34.63							
		2016-06-02	$35.58							
		2017-06-02	$36.47							
			999							
Service Technician	**B1586**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Spec Collctns Coor Gr13	**B0975**	**2015-06-02**	$38.31	$39.22						
		2016-06-02	$39.36	$40.30						
		2017-06-02	$40.34	$41.31						
			6	999						
Spec Collctns Coor Gr14	**B0976**	**2015-06-02**	$40.51	$41.41						
		2016-06-02	$41.62	$42.55						
		2017-06-02	$42.66	$43.61						
			6	999						
Sr Buyer Planner	**B1341**	**2015-06-02**	$42.95							
		2016-06-02	$44.13							
		2017-06-02	$45.23							
			999							

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Sr Computer Technician	**B1567**	**2015-06-02**	$44.61							
		2016-06-02	$45.84							
		2017-06-02	$46.99							
			999							
Sr Cus Rel Con Clerk	**B1274**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Sr Customer Service Associate	**B1307**	**2015-06-02**	$27.59	$29.43	$31.36					
		2016-06-02	$28.35	$30.24	$32.22					
		2017-06-02	$29.06	$31.00	$33.03					
			12	12	999					
Sr Customer Service Rep	**B1582**	**2015-06-02**	$34.23	$35.72	$37.19					
		2016-06-02	$35.17	$36.70	$38.21					
		2017-06-02	$36.05	$37.62	$39.17					
			12	12	999					
Sr Customer Service Rep II	**B1660**	**2015-06-02**	$35.93	$37.49	$39.07					
		2016-06-02	$36.92	$38.52	$40.14					
		2017-06-02	$37.84	$39.48	$41.14					
			12	12	999					
Sr Designer	**B1267**	**2015-06-02**	$35.95	$36.78						
		2016-06-02	$36.94	$37.79						
		2017-06-02	$37.86	$38.73						
			6	999						
Sr Telecommunications Anal	**B1530**	**2015-06-02**	$45.12	$45.94	$46.77	$47.59	$48.40			
		2016-06-02	$46.36	$47.20	$48.06	$48.90	$49.73			
		2017-06-02	$47.52	$48.38	$49.26	$50.12	$50.97			
			6	6	6	6	999			
Supply Mgmt Technician Gr10	**B1639**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					
Supply Mgmt Technician Gr6	**B1336**	**2015-06-02**	$25.79	$26.71	$27.61					
		2016-06-02	$26.50	$27.44	$28.37					
		2017-06-02	$27.16	$28.13	$29.08					
			6	6	999					
Supply Mgmt Technician Gr8	**B1337**	**2015-06-02**	$28.35	$29.22	$30.21					
		2016-06-02	$29.13	$30.02	$31.04					
		2017-06-02	$29.86	$30.77	$31.82					
			6	6	999					
Supply Mgmt Technician Gr9	**B1338**	**2015-06-02**	$30.02	$31.18	$32.29					
		2016-06-02	$30.85	$32.04	$33.18					
		2017-06-02	$31.62	$32.84	$34.01					
			6	6	999					
Survey Technician	**B1697**	**2015-06-29**	$28.35	$29.22	$30.21	$31.63	$32.58	$33.50	$36.67	$37.51
		2016-06-02	$29.13	$30.02	$31.04	$32.50	$33.48	$34.42	$37.67	$38.54
		2017-06-02	$29.86	$30.77	$31.82	$33.31	$34.32	$35.28	$38.61	$39.50
			6	6	6	6	6	6	6	999
System Operations Assistant	**B0619**	**2015-06-02**	$31.63	$32.58	$33.50					
		2016-06-02	$32.50	$33.48	$34.42					
		2017-06-02	$33.31	$34.32	$35.28					
			6	6	999					

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Systems & Procedure Analyst	**B1000**	**2015-06-02**	$36.12	$38.74	$41.53	$44.15				
		2016-06-02	$37.11	$39.81	$42.67	$45.36				
		2017-06-02	$38.04	$40.81	$43.74	$46.49				
			6	6	6	999				
Technical Clerk Gr11	**B1650**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Technical Clerk Gr13	**B1010**	**2015-06-02**	$38.31	$39.22						
		2016-06-02	$39.36	$40.30						
		2017-06-02	$40.34	$41.31						
			6	999						
Telecommunications Coordinator	**B1430**	**2015-06-02**	$34.49	$35.36						
		2016-06-02	$35.44	$36.33						
		2017-06-02	$36.33	$37.24						
			6	999						
Telephone Operator	**B1013**	**2015-06-02**	$24.24	$25.30	$26.36					
		2016-06-02	$24.91	$26.00	$27.08					
		2017-06-02	$25.53	$26.65	$27.76					
			6	6	999					
Working Leader Planning (Gas)	**B1663**	**2015-06-02**	$45.88							
		2016-06-02	$47.14							
		2017-06-02	$48.32							
			999							

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SCHEDULE D
Beginners' Ratings

Automobile Mechanic D
Clerk Grade 2 through 6
Customer Service Associate I
Customer Service Clerk Grade 6
Drafting Technician Grade 3 through 8
Duplicating Machine Operator Grade 3 through 5
Field Service Meter Reader
Field Service Technician (Trainee)
Gas Pump Attendant
Laboratory Helper
Laborer (Gas)
Lineworker, Underground Class #3
Office Assistant Grade 3 through 6
Office Cleaner
Operating Mechanic Apprentice
Telephone Operator Grade 5
Utility Worker-Building Maintenance B

SCHEDULE F
Work in Inclement Weather
ARTICLE XXIX

List No. 1

Backhoe Operator (Gas)
Laborer (Gas)
Lamp Ranger
Leader, Overhead Lines
Leader, Underground
Lineworker, Overhead Lines
Lineworker, Underground
Underground Apprentice
Utility Gas (Grades A, B & C)
Welder/Utility (Gas)

List No. 2

Automobile Mechanic
Conduit Inspector-Maintenance
Field Service Technician
Leader-Automobile Repair
Lineworker, Underground (when working with Conduit Inspector-Maintenance)
Operating Mechanic
Operator-Substation
Overhead Hot Stick Troubleshooter
Trucking Coordinator
Underground Apprentice (when working with Underground Troubleshooter)
Underground Trouble Shooter
Utility Worker-Building Maintenance

APPENDIX
ILLNESS AND DISABILITY BENEFITS PLANS
AND THE
INDUSTRIAL ACCIDENT DISABILITY BENEFITS PLAN

Illness and Disability Benefits

Illness and non-industrial accident benefits shall be governed by the following rules:

1. Eligibility
   Employees who have completed six (6) months of continuous active service on the regular full-time payroll shall be eligible for the benefits provided herein.
2. Waiting Period
   The first five (5) working days included in the first seven (7) calendar days of any disability are defined as the waiting period applicable to such disability.
3. Short Term Disability (STD)
   After five (5) days of continuous disability, an employee, who has provided medical documentation from a qualified health care provider establishing that they have exceeded "five days of continuous disability", will receive 100% of base pay for four (4) months for so long as he/she remains continuously disabled: after four (4) months, employee will receive 75% of base pay for eight (8) months for so long as he/she remains continuously disabled. Total period of STD will be up to fifty-two (52) weeks maximum.
4. Long Term Disability (LTD)
   After one (1) year, employee will be eligible to apply for LTD. If approved, employee will receive 60% of base pay up to seventy-eight (78) weeks. For the first fifty-two (52) weeks of LTD, the definition of disability will be occupationally disabled; thereafter, the employee must be totally disabled to be eligible for additional LTD benefits. Employment will be terminated if unable to return to work following the LTD period.
5. Recurrence
   The disability period benefits will be reduced by the amount of time used on any previous disability when, in the opinion of the Company, the current disability is a recurrence. If a recurrence commences one (1) year after the previous disability ended, it will be deemed to be a new disability.
6. Benefits
   Benefits for the working days of waiting periods shall be base pay (as defined in the Retirement Plan as amended) for such days but shall be allowed only at the discretion of the Disablement Benefits Committee. Such benefits shall be limited to a maximum of ten (10) working days in each calendar year for those employees hired prior to February 1, 2009. Allotment of paid waiting period days for employees hired on or after February 1, 2009, shall be as follows: six (6) months to five (5) years of employment ~ five (5) working days in each calendar year; six (6) to ten (10) years of employment ~ seven (7) working days in each calendar year; ten (10) plus years of employment ~ ten (10) working days in each calendar year. Up until December 31, 2000, but not thereafter, unused waiting period benefit days in excess of fifteen (15) will be accumulated in a bank and may only be used to supplement pay for STD or LTD benefits.
7. Review of Absences
   Employees abusing the Plan or having excessive absences shall be subject to disciplinary action by the Company. If the Local claims the Company has exercised any of the foregoing rights in an unjust or unreasonable manner, such claim shall be subject to the Grievance Procedure in Article XXXIV and Arbitration under Article XXXV.
8. Miscellaneous Provisions

a. No change in an employee's rate of pay shall become effective while he/she is receiving benefits.
b. Employees shall not be entitled to receive time or compensation for vacations or holidays while receiving illness and non-industrial accident disability benefits.
c. For the purpose of this Plan, a disability commencing during an employee's scheduled vacation shall be considered to commence at the end of his/her vacation.
d. Benefits shall cease when an employee is retired or when his/her employment is otherwise terminated.
e. In the case of a non-industrial accident where a third party is held liable for the injury to an employee, the employee shall, as a condition of receiving benefits under the Plan, agree to indemnify the Company to the extent of his/her net recovery (that is, the net amount recovered less the employee's expenses in obtaining settlement and his/her hospital, doctors and nurses' bills) from such third person for the amount of waiting period any disability period benefits paid to him/her by the Company. Benefits for which the Company is so indemnified shall not, to the extent of indemnification, be considered as benefits paid under the Plan.
f. If Federal or State legislation shall be enacted providing or requiring the provision of benefits payable to the Company's employees in the event of disability, benefits payable under this Plan shall be reduced by the amount of such statutory benefits. If such reduction in benefits under this Plan results in a lower Company cost for all disability benefits (as a result of the statutory benefits being provided in part by employee contributions), the Company will negotiate with the Union and the Local the application of such reduction in cost to the provisions of other benefits on account of disability, death or retirement.

9. Administration
The Disablement Benefits Committee, which will act on all problems arising under this Plan, except those referred to in paragraph 8 of this Plan, shall consist of the Senior Vice President of Human Resources, or his/her designated representative, the Medical Director of the Company or the Associate Medical Director and the President of the Local (or a member of the Local designated by its President). Such Committee shall administer and interpret this Plan and shall have full power to make rules and regulations for its administration with respect to the members of the Local which are not inconsistent with the express provisions of the Plan.

Industrial Accident Disability Benefits

Industrial accident benefits, for injured employees entitled to compensation under the Massachusetts Workmen's Compensation Act who elect to proceed against the Company's insurer for compensation, shall be governed by the following rules:

1. While the incapacity for work resulting from the injury is total, the Company will pay to the employee [subject to paragraphs 3, 4 and 8 below] the excess of the employee's base pay (as defined in the Retirement Plan as amended) at the time of the injury over the payments made by the Company's insurer under the Act.
2. While the incapacity for work resulting from the injury is partial, the Company will pay to the employee [subject to paragraphs 3, 4 and 8 below] the excess of (a) the employee's base pay at the time of the injury over (b) the payments made by the Company's insurer under the Act, or the wages earned, or both as the case may be; provided, however, that no payments will be made under this paragraph to an employee who refuses to accept a position which is offered to him by the Company.
3. If payments made by the Company's insurer under the Act are reduced due to a third party settlement, the Company will not be required to compensate the employee for said reduction in benefits under the Act. The payment(s) by the Company, as set forth in paragraphs 1 and 2, will continue at the same level as paid prior to the third party settlement. This will apply to industrial accidents that occur after May 15, 1994.

4. If the employee shall accept lump sum payments from the Company's insurer in lieu, in whole or in part, of compensation from the insurer, further payments of benefits under this Plan shall cease.
5. Benefits shall cease when an employee is retired or when his/her employment is otherwise terminated.
6. No change in an employee's base pay shall become effective while he/she is receiving industrial accident benefits until such employee has been disabled for fifty-two (52) weeks, at which time his/her base pay will be increased to reflect general wage increases and other adjustments to the rating held by him/her at the time of injury.
7. Employees shall not be entitled to receive time or compensation for vacations or holidays while receiving industrial accident benefits.
8. If the present Massachusetts Workmen's Compensation Act is changed, or if other Federal or State legislation is enacted, providing or requiring the provision of benefits payable to the Company's employees with respect to its liability for industrial accidents, benefits payable under this paragraph shall be reduced by the amount of such increase in statutory benefits.
9. The administration of the Plan shall be under the direction of the Medical Director and the Senior Vice President of Human Resources of the Company whose decision with respect to all questions arising thereunder, including questions respecting the duration of total and partial incapacity for work, shall be final.

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STIPULATIONS

FOR

PRODUCTION & MAINTENANCE AND
OFFICE-TECHNICAL & PROFESSIONAL UNIT

LOCAL 369, UWUA, AFL - CIO

DATED: June 2, 2015

STIPULATION #1

Lineworkers Working in Primary Zone* of Overhead Line Installations

Subject to the provisions of the Principal Agreement between the parties of even date, and without waiving or modifying any rights of either party contained therein it is agreed that the Company will use two (2) Lineworkers (ether a combination of two (2) Lineworkers A; one (1) Lineworker A and one (1) Lineworker B; or a Leader - Overhead lines with either a Lineworker A or Lineworker B) on the same pole for routine work on live conductors in the primary zone of overhead line operations under the conditions outlined below:

1. When connecting and disconnecting capacitors, oil switches, air-break switches, transformers, boosters, regulators, protectors, controllers, and undervoltage relays.

2. When cutting or connecting a live primary wire.

3. When transferring primary construction. (Two poles lashed together are considered to be a single pole, except when the distance between them at a primary working level is too great to step safely from pole surface to pole surface.)

4. When working in the primary area on junction poles carrying more than one live primary wire.

5. When tying or untying live primary wires on double crossarms.

6. When other work on live conductors in the primary zone of overhead line operations requires the use of two Lineworkers, consistent with safe and reasonable operation.

* A primary zone is considered to be the area of primary wires on poles or crossarms with a vertical distance between levels of primary wires of not more than approximately six (6) feet and not greater than six and one-half (6½) feet.

Series circuit wires, and primary neutral wires on primary crossarms which may become alive if opened, are to be considered as live primary wires.

Stipulation #1 is supplemented as follows regarding single bucket + 4kV

Paragraph 1 — Connect and disconnect transformers - One Lineworker may be used in an insulated bucket or lift with the second worker on the ground or on the pole.

Paragraph 2 — Connect and disconnect lightning arrestors and cutouts - One Lineworker may be used in an insulated bucket or lift with the second worker on the pole or ground. When jumpers are required, the second worker must be on the pole.

Paragraph 3 — When transferring primary construction, one of the two Lineworkers may work from an insulated bucket or lift that is adjacent to the same pole.

Paragraph 4 — If the job demands four Lineworkers under Paragraph 3, Stipulation One, two single bucket vehicles can be used.

Paragraph 5 — When tying or untying live primary wires on double crossarms, one Lineworker may be used in an insulated bucket or lift with the second worker on the ground or on the pole.

Stipulation #1 – Page 2

Paragraph 6 Third Paragraph - When working on de-energized series street circuit wires, a Lineworker may be used in an insulated bucket or lift with the second worker on the ground or on the pole.

Paragraph 7 New supplement to Stipulation #1 in reference to work described in paragraph 2 & 4 of Stipulation #1

If there is a worker on the pole and a worker in the bucket, there shall be a qualified worker on the ground.

(a) When energized primary wires are being cut.

(b) While working in the primary area on junction poles carrying more than one live primary phase.

Where a third worker is required, the crew shall consist of a Leader Overhead Lines, Hot Stick Lineworker or Lineworker A, and a Lineworker with a minimum rating of Grade B.

For EVERSOURCE
By James M. McGuire Jr.

Dated: 6-2-15

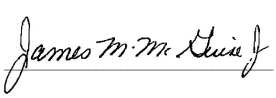
For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hurley

STIPULATION #2

Subject to the provisions of the Principal Agreement between the parties of even date and without waiving or modifying any rights of either party contained therein, it is agreed that the Company will give notice in writing to an employee of disciplinary reprimands which are to become a part of the employee's records. If such records are introduced in a grievance hearing or in a hearing on demotion, suspension or discharge of such an employee, the Union at the hearing shall have the right of examination of the records introduced.

It is further agreed that a request may be made by the Business Agent to expunge such disciplinary reprimands or suspension records from an employee's personnel record after one year has passed during which he has received no written disciplinary reprimand or suspension. If the record is expunged such action will be confirmed by a letter to the Local. Any decision made by the Company on such request will be not be subject to the Grievance procedure or Arbitration.

For EVERSOURCE
By



For LOCAL 369, UWUA, AFL-CIO
By



Dated: 6-2-15

STIPULATION #3

**Agreement of Intent Between the Parties
with Respect to the Matter of
Out-of-Area Travel Time Associated with Temporary Upgradings**

In an effort to control the payment of Out-of-Area Travel Time Premiums for Temporary Upgradings to fill vacancies, the parties have agreed that such temporary upgradings shall be made within the Division in which the vacancies exist.

It has been mutually agreed that should such Travel Time Premium be required to be paid, resulting from the inability of filling vacancies within a Division, the employee senior on the rating shall have prior rights to the payment of such premiums.

For EVERSOURCE
By James M. McInnis Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hawley

STIPULATION #4

Subject to the provisions of the Principal Agreement between the parties of even date without waiving or modifying any rights of either party contained therein, it is agreed that the attached is a list, dated January 11, 1972, of shift and non-shift assignments by job title and grade as referred to in Article X, Section 2, of said Principal Agreement, together with an award and opinion relating thereto.

For EVERSOURCE
By James M. McGuire Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hurley

Job Title	Grades	Non-Shift	Mon. thru Friday	Any 5 Days	Remarks
Automobile Mechanic	A	X			
					Massachusetts Avenue Garage & Service Center
Automobile Mechanic	A		X		Massachusetts Avenue Garage
Automobile Mechanic	A			X	Massachusetts Avenue Garage
Automobile Mechanic	B	X			Massachusetts Avenue Garage & Service Center
Automobile Mechanic	B		X		Massachusetts Avenue Garage
Automobile Mechanic	B			X	Massachusetts Avenue Garage
Automobile Mechanic	C	X			Massachusetts Avenue Garage
Automobile Mechanic	C		X		Massachusetts Avenue Garage & Service Center
Automobile Mechanic	D	X			Massachusetts Avenue Garage
Automobile Mechanic	D		X		Massachusetts Avenue Garage
Cable and Conduit Installer	A		X		
Cable and Conduit Installer	B		X		
Cable and Conduit Installer	B	X			Cable Division Shift Crews
Cable and Conduit Installer	C		X		
Cable and Conduit Installer	C	X			Cable Division Shift Crews
Cable and Conduit Installer	D		X		
Cable and Conduit Installer	D			X	Pump Teams
Leader-Automobile Repair		X			Massachusetts Avenue Garage
Leader-Automobile Repair				X	Massachusetts Avenue Garage
Note: There shall be no more than seven (7) Cable and Conduit Installers Grade A assigned on a regular basis to any five (5) days, six (6) for a Pump Team and one Ejector Truck. There shall be no more than three (3) Cable and Conduit Installers Grade A assigned on a regular basis to shift crews.					
Leader-Cable and Conduit			X		
Leader-Cable and Conduit		X			Cable Division Shift Crews
Mechanic-Buildings Maintenance	A	X			Downtown Office Buildings
Mechanic-Buildings Maintenance	A		X		Downtown Office Buildings
Mechanic-Buildings Maintenance	C	X			Downtown Office Buildings
Mechanic-Buildings Maintenance	C		X		Downtown Office Buildings
Mechanic-Electrical Maintenance	A			X	
Mechanic-Electrical Maintenance	B			X	

Job Title	Grades	Non-Shift	Mon. thru Friday	Any 5 Days	Remarks
Mechanic-Electrical Maintenance	C			X	
Mechanic-Equipment Service	A		X		
Mechanic-Equipment Service	B		X		
Mechanic-Equipment Service	B	X			Tool Room - Window
Mechanic-Equipment Service	C		X		
Mechanic-Mechanical Maintenance	A		X		Station S-2
Mechanic-Mechanical Maintenance	A			X	
Mechanic-Mechanical Maintenance	B		X		Station S-2
Mechanic-Mechanical Maintenance	B			X	
Mechanic-Mechanical Maintenance	C		X		Station S-2
Mechanic-Mechanical Maintenance	C			X	
Operator-Substation	A	X			
Operator-Substation	B	X			
Operator-Substation	B			X	The following jobs only: Central Div. -- 2 Grade A's Northern Div. -- 2 Grade A's Southern Div. -- 1 Grade A Western Div. -- 1 Grade A
Material Handler		X	X	X	Currently five (5) Material handlers are subject to shift Twelve (12) additional Distribution & Warehousing pe assigned to shifts at any location.
Utility Worker-Bldg. Maintenance	A	X			Service Centers
Utility Worker-Bldg. Maintenance	A		X		Massachusetts Ave
Utility Worker-Bldg. Maintenance	B	X			Massachusetts Ave & Service Centers
Utility Worker-Bldg. Maintenance	B		X		
					Massachusetts Ave
Utility Worker-Bldg. Maintenance	B	X			Charlestown, Cambridge St. and Prudential

VOLUNTARY LABOR ARBITRATION TRIBUNAL

In the Matter of the Arbitration between
UTILITY WORKERS OF AMERICA
AFL-CIO, LOCAL NO. 369
- and -
Boston Edison Company

Case Number: 1130-0548-70

AWARD OF ARBITRATORS

The undersigned arbitrator(s), having been designated in accordance with the Arbitration Agreement entered into by the above-named parties, and dated April 25, 1969 and having been duly sworn and having duly heard the proofs and allegations of the parties, Award as follows:

The changes of work schedule as proposed by the
Company in its letter to the Union of
August 7, 1970 are justified under article X,
Section 5 of the contract.

Eric J. Schmertz
Chairman

John S. Madden
concurring

Robert D. Manning
dissenting

DATED: May 24, 1973
STATE OF NEW YORK
COUNTY OF NEW YORK

On this 24th day of May 1973, before me personally came and appeared Eric J. Schmertz to me known and known to me to be the individual(s) described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

Voluntary Labor Arbitration Tribunal

In the Matter of the Arbitration
between

Utility Workers of America **Opinion**

AFL-CIO, LOCAL 369 **of**

Chairman

and Case No. 1130 0548 70

Boston Edison Company

Boston Edison Company is a public utility supplying electricity in the Greater Boston Area. Local Union No. 369, Utility Workers Union of America has represented the production and maintenance unit of 2,000 employees since 1950.

The applicable Collective Bargaining Agreement contains the following provision (Section 5 of Article X):

> "5. It is understood and agreed that, if present operating conditions change or if technological improvements change existing equipment or introduce new equipment to such an extent as to justify the Company changing the present Monday through Friday schedules, the Company shall submit the changes to the Union for approval. If the proposed changes do not meet with the Union's approval, the issue shall be settled under the Grievance Procedure in Article XXXII and by Arbitration under Article XXXIII."

By letter dated August 7, 1970 the Company proposed certain changes in schedules in the Cable Division. These changes involve a total of 36 employees, 18 of whom would be employees presently in the Cable Division; the other 18 would be either bidders from other departments or newly-hired employees.

The changes in schedules would provide basically for shift and weekend coverage where there is now no scheduled coverage and overtime has to be relied upon for the work during such hours.

The Company submitted documentary evidence and testimony in support of its need of the changed schedule. Among the factors relied on were (1) the change in recent years from a single winter peak operation to a two-peak (winter and summer) operation, with the result that there is

only a short period of a few months in the spring and fall when Monday-through-Friday day-time cable repair work on the underground system can be planned, whereas formerly there was a period as long as nine months for such work; (2) the growth of the system and cable division work-load; (3) the increase in the traffic problem making cable work in the streets more difficult to do in the daytime on weekdays; (4) an increase in customers' unwillingness to permit lines to be out of service for maintenance except at late night and early morning hours; (5) employee's increasing unwillingness to be available for planned overtime as shown by the increase in "ask-offs" (expression of a desire of the employee not to work overtime) and difficulties in obtaining employees for call-outs; (6) an increased amount of overtime work; and (7) the increasing unavailability of employees for daytime work because they are on paid rest periods due to extended overtime assignments the previous night.

The data submitted show, for example, that the number of DSS and Transmission Lines that failed in service and had to be repaired in overtime increased 33% in a single year (1969-1970) whereas the number repaired during straight-time daytime hours remained practically the same.

The changed conditions under which the Company now must operate justifies the proposed schedule changes in the Cable Division. The clear need of the Company is to have employees available on a scheduled basis during off-hours, namely for nights and weekends. This need is met by the proposed schedules.

The record contains uncontradicted evidence of substantial and significant changes in operating conditions and such evidence justifies the schedules in the Cable Division as proposed by the Company in its letter to the Union of August 7, 1970 under Article X, Section 5 of the contract.

If there be future changes within the meaning of Article X, Section 5 of the contract, the procedural requirements of that contract section will be followed. It states:

"5 It is understood and agreed that, if present operating conditions change or if technological improvements change existing equipment or introduce new equipment to such an extent as to justify the Company changing the present Monday through Friday schedules, the Company shall submit the changes to the Union for approval. If the proposed changes do not meet with the Union's approval, the issue shall be settled under the Grievance Procedure in Article XXXII and by Arbitration under Article XXXIII."

Eric J. Schmertz
Chairman

DATED: October 27, 1973
STATE OF New York)
COUNTY OF New York) ss.:

On this day of October, 1973, before me personally came and appeared Eric J. Schmertz to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

STIPULATION #7

Joint Council Agreement

The Parties agree to the establishment of a Joint Council to discuss business process improvements, progress of joint committees, work place issues and business issues pertinent to the industry. The Joint Council will meet every 3rd Thursday of each month for the duration of the Agreement. The Joint Council's focus should be to coordinate ongoing joint union/management initiatives.

For EVERSOURCE
By

James M. McGuire Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By

Daniel F. Hanley

STIPULATION #8

Subject to the provisions of the Principal Agreement between the parties of even date without waiving or modifying any rights of either party contained therein except as specifically provided herein, the Company and Local 369, UWUA, AFL-CIO, agree as follows:

As to inclement weather grievances and arbitration:

Section 1. Grievances filed pursuant to the last sentence of paragraph 2 of Article XXXI of said Principal Agreement shall be filed in writing with the Vice President-Human Resources or his designated representative on or before 5:00 P.M. on Thursday following the first Monday after the day on which the work assignment in question was made and not thereafter, and shall, except as aforesaid, be processed in accordance with the provisions of paragraphs (c), (f), and (g) of Article XXXIV of said Principal Agreement.

Section 2. With respect to a grievance so filed, if the Vice President-Human Resources or his designated representative determines, in his sole discretion, the exercise of which shall not be subject to the Grievance Procedure of said Principal Agreement or to Arbitration, that the work assignment was improper under the provisions of Article XXXI of the Principal Agreement, the aggrieved employees shall receive, in full settlement of the grievance, additional compensation at their straight-time hourly rates for the number of hours of work which the Vice President-Human Resources or his designated representative deems to have been improperly assigned, but not less than four (4) hours' pay for each employee involved at his/her straight-time rate.

Section 3. If the grievance is not satisfactorily settled under Sections 1 and 2 of this Stipulation, it may be submitted to Arbitration under Article XXXV of said Principal Agreement.

Section 4. If, in any case, the Board of Arbitration decides in favor of the aggrieved employees, the Company will pay:

(a) the costs, if any, of the American Arbitration Association in connection with Arbitration;

(b) the compensation and expenses of the third arbitrator;

(c) the expenses of one copy of the transcript of testimony; and

(d) at straight-time hourly rates for the time spent during their regularly scheduled working hours at the Arbitration hearing by not more than three employees who are requested by the Union to be in attendance at such hearing, provided that such employees give or might reasonably have been expected to give, testimony germane to the proceedings.

If, in any case, the Board of Arbitration does not so decide, the usual provisions of the Principal Agreement relative to sharing of the cost and expenses of arbitration shall apply, and the Company shall not pay the employees described in subsection (d) of this Section.

Section 5. The Board of Arbitration shall not have power to make an award or decision requiring the Company to pay the sum set forth in Section 2 of this Stipulation or to pay or suffer any other penalty or damages, the intent of the parties being that the provisions of Section 4 of this Stipulation set forth the maximum amount of the Company's liability with respect to such Arbitration proceedings.

Stipulation #8 – Page 2

As to inclement weather assignments:

Section 6. Employees on List #1 (Schedule F) of said Principal Agreement not required to perform their scheduled outdoor work may be assigned to perform other work, irrespective of Job Specification, in accordance with the listing in Appendix A, which is attached hereto, and they will be paid at their straight-time hourly rates in the same manner as if they had performed their scheduled outdoor work.

For EVERSOURCE
By

James M. McGuire Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By

Daniel F. Hurley

APPENDIX A

I

Items of Work for Inclement Weather Assignments
to Employees of Overhead Divisions

1. Housekeeping activities - trucks, sheds, platforms
2. Check and replenish truck stock including rubber goods, rope, tools, equipment
3. Reclaim line wire and service cable
4. Check generators and portable pumps
5. Make up dead ends, tree wire and moulding, rope slings, rewire street light brackets
6. Cut tie wires
7. Salvage line hardware
8. Load the trucks for next day's work
9. Attend:
   (a) Safety meetings, including resuscitation meeting
   (b) Instruction and Job Training sessions
   (c) Training sessions for Major Emergency Plan
10. Clean truck compartments

Items of Work for Inclement weather Assignments
to Employees of Underground Divisions

In Cold Weather - 10º or Below

1. Reclaim cable including duct splicing and lead burning
2. Install eyes and end seals on cable
3. Prepare switch and transformer leads
4. Salvage junction box parts - terminals, potheads, transformers, switches and cable eyes
5. Attend:
   (a) Safety meetings, including resuscitation meeting
   (b) Instruction and Job Training sessions
   (c) Training sessions for Major Emergency Plan
6. Repair transformers and switches in shops

Under Other Conditions of Inclemency

1. Housekeeping activities - trucks, sheds, platforms
2. Check and replenish truck stock including rubber goods, rope, tools, equipment
3. Reclaim cable including duct splicing and lead burning
4. Install eyes and end seals on cable
5. Prepare switch and transformer leads
6. Inspect customers' vaults
7. Check generators and portable pumps
8. Salvage junction box parts - terminals, potheads, transformers, switches and cable eyes
9. Clean cable tunnels - make repairs to walls, iron work and ladders
10. Inspect bonding, tagging, fireproofing, fairleaders, hangers, cable racking and duct plugs in cable tunnels and station basements except at Summer Street and Congress Street
11. Inspect and measure cable pulling ropes
12. Load the trucks for next day's work

13. Attend:
    (a) Safety meetings, including resuscitation meeting
    (b) Instruction and Job Training sessions
    (c) Training sessions for Major Emergency Plan
14. Repair transformers and switches in shops
15. Clean truck compartments

Supplemental Items of Work for Inclement Weather Assignments to Employees of Overhead and Underground Divisions.

The Company intends to assign the indoor activities listed above as a first option during inclement weather:

The following items of work are added:

Permit Outages
Customer Arranged Service Outages
Patrols and Inspections
Loading of Poles, Reels and transformers

It is not intended that work will be performed in severe weather conditions or when conditions are detrimental to employee safety. The leaders/splicers will determine the degree of inclemency.

In addition to the above, the Local agrees to meet with the Company to develop pilot programs for implementing additional assignments which can be performed in marginally inclement weather to be added to Appendix A. The first item to be developed will be the digging, setting and removing poles.

The following items of work are added in marginally inclement weather:

Setting and Removing of Poles
- When setting pole, it must be protected from all energized conductors (no rubbering in inclemency). The Company will not assign crew with intent it will just open holes.
- When removing pole, it must be clear of attachments and cut below the secondary area. (not to be performed as a single bucket function)

Street Lamp Work
- Lamp work will be performed by two-person crew (head size limited to 175 watt)

For EVERSOURCE
By

James M. McGuire Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By

Daniel F. Hurley

STIPULATION #9

In administering the provisions of Section 8 of the Industrial Accident Disability Benefits Plan the Medical Director will take into account the following guidelines:

The decision as to the ability of an individual experiencing a Worker's Compensation Injury or Illness to return to work, and the delineation of work restrictions, is that of the Corporate Medical Director. Recognizing however, that reaching such informed decisions sometimes requires additional medical input, it is hereby delineated that the Medical Director, in making a determination, will consider:

1. The results of any exam of the individual undertaken in the Health Services Department.

2. The opinion of the individual's private physician, particularly where that physician's specialty is appropriate to the complaint under consideration.

3. The opinion of the examining physician at Liberty Mutual, if applicable.

If there is disagreement, or if the Medical Director wishes additional input, s/he may order an Independent Medical Examination (IME) from a qualified appropriate specialist. In order to maintain impartiality, IME's are generally obtained through one of the companies currently specializing in independent exams (e.g. Medical Evaluation Specialists) and not through a private practitioner. These exams are obtained at the Company's expense.

If the affected employee disagrees with the decision of the Medical Director, s/he may, at his or her own expense, obtain an IME through a similarly appropriate group, the result of which will be considered in making a return to work determination.

For EVERSOURCE
By James M. McGuire Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hawley

STIPULATION #10

Statement of Mutual Goals

We are committed to a course of conduct that strives to continually improve the competitive well being of the Company and the continuous learning, development, and growth of its employees. We are dedicated to participating in a continuing process that recognizes the need for employee involvement in adapting to change and helping to revise the processes that will cause change to occur. We agree that the formula for future success is based on consultation, mutual respect, open communications, shared success and innovative problem solving which allows the company through competitive excellence to sustain its continued growth. We are committed to streamlining processes that allow us to eliminate wasted effort and to provide a higher quality, more prompt service to our customers. We are committed to a more fully utilized, versatile, and better-trained work force and improved personal performance and job satisfaction through increased job flexibility.

For EVERSOURCE
By James M. McInnis Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hanley

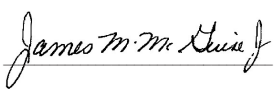
STIPULATION #11

Subject to the provisions of the Principal Agreement between the parties of even date, and without waiving or modifying the rights of either party contained therein except as specifically provided herein, the Company and Local 369, UWUA, AFL-CIO, during the period from the date hereof up to and including May 15, 2000, agree as follows:

Whenever the Company is contracting out maintenance, repair, or construction work normally performed by employees in the classifications listed on the attached schedule, the Company will make every reasonable effort to fill, on a permanent or temporary basis, vacancies in those listed classifications which normally perform the work being contracted out, to the extent necessary, if any, to raise the complement to the corresponding figures on the attached schedule, for the classifications involved.

Excluded from the foregoing are those limited duty cases where employees do not perform the work of their job classifications.

For EVERSOURCE
By



For LOCAL 369, UWUA, AFL-CIO
By



Dated: 6-2-15

ATTACHED SCHEDULE TO STIPULATION #11

	Employees on the job temporary or permanent at time of subcontracting
Splicers Grade A plus Inspector Cable	64
Splicers Grade B	27
Splicers Grade C Splicers Helper Grade A (Grandfathered)	28
Leader-Cable and Conduit plus one Heavy Equipment Operator	32
Cable and Conduit Installer Grade A	49

A combination of Splicers Grade A-B-C and the grandfathered Splicers Helper Grade A will be maintained at a total of 119 employees to fulfill the provisions of this stipulation. When the number falls below 119, or when the number of Grade A's falls below 64, the Company will raise the complement to the corresponding figures by temporarily upgrading Splicers Grade B to Grade A for the period of time contractors are doing such work.

For EVERSOURCE
By James M. McGuire Jr.

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hurley

STIPULATION #12

1. Upon the temporary assignment of an employee to a position of Supervisor for any reason other than a substitution for illness, s/he shall at the expiration of one hundred and twenty-five (125) calendar days be made a permanent Supervisor or returned to the bargaining unit.

2. Upon the temporary assignment of an employee to a position of Supervisor to substitute for a Supervisor absent because of illness or accident, s/he shall at the expiration of two hundred and fifty (250) calendar days be made a permanent Supervisor or returned to the bargaining unit. The days referred to under paragraphs 1 and 2 are to be combined and are not mutually exclusive.

3. The periods of one hundred and twenty-five (125) days under paragraph 1 and two hundred fifty (250) days under paragraph 2 are meant to be an accumulative total days beginning January 1, 1972. If an employee is temporarily assigned for five (5) days (Monday through Friday) s/he shall be deemed to be so assigned for seven (7) calendar days. If an employee is so assigned for a period of one to four days, s/he shall be deemed to be so assigned for that number of days only, unless non-worked days intervene. No employee shall be required to accept or retain a temporary assignment to a position of Supervisor.

4. The above provisions shall be effective as of April 1, 1973 as to any employees temporarily assigned to Supervisory positions hereafter and will be effective as of April 15, 1973 as to any employees presently assigned to Supervisory positions.

5. A permanent Supervisor can only return to the bargaining unit in a beginner's job. All seniority previously accumulated can be utilized for pension or vacation credit purposes only. Otherwise the returning Supervisor shall be considered a new employee and shall not retain any seniority for any other purpose.

6. An employee accepting a temporary promotion to a position of Supervisor in accordance with paragraph 1 will not accumulate seniority on his/her permanent rating. The employee when returned to his/her permanent rating will retain that seniority previously accumulated on the rating.

7. The parties agree to discuss modifications to this Stipulation #11 during the term of this Agreement. Any agreed upon modifications must be reduced to writing and will supersede the above language.

For EVERSOURCE
By James M. McGuire Jr.

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hawley

Dated: 6-2-15

STIPULATION #13

Contractor Addendum

During the course of the 2000 contract negotiations, concerns were expressed by the parties on the future use by the Company of outside contractors for construction work under Article XXIII. Both parties agree there is a need to balance the Company's desire to be efficient, flexible, and customer focused, and the Union's and employees' concern for work security for the continuing success of the business.

Both parties agree to establish a Joint Committee to determine the most efficient and effective way to utilize employees and contractors to accomplish the Company's work. The Joint committee will consist of the following members:

Company: General Manager of Construction
Human Resources Manager
Labor Relations Consultant

Union: President or Designee
Business Agent or Designee
Secretary-Treasurer or Designee

Within thirty (30) days of the signing of this contract, the parties agree that the Joint Committee will meet to formulate the guidelines regarding construction work and the use of contractors for this work. Included on the agenda for this committee shall be the "make ready" construction work, "maintenance and repair work," and the use of outside contractors.

The Committee has the full backing of the Company and the Union and will make every effort to reach agreement on this issue. The parties agree that the Committee may utilize the services of a mediator to reach agreement if they deem it helpful.

The company agrees to routinely provide to the Committee, a list of all construction work, anticipated or scheduled, for the next six (6) months. The Committee will meet on an ongoing basis to review anticipated work and to review the guidelines, as needed.

For EVERSOURCE
By James M. McGuire

Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hurley

STIPULATION #14

Subject to the provisions of the Principal Agreement between the parties of even date, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and Local 369, UWUA, AFL-CIO, agree as follows:

I. A joint Company-Local safety committee shall consist of no more than ten (10) members appointed by the Company and no more than ten (10) members appointed by the Local.

The purpose of the committee will be to promote safe working conditions and safety awareness on the part of both supervisors and employees and other related items as either party may request.

There shall be meetings of the committee on a monthly basis. The date shall be selected by the parties. In addition, either party can call an emergency meeting if warranted. A written agenda will be prepared for each meeting. Both parties may recommend agenda items.

All regular working hours spent in connection with the work of this committee by Union committee members shall be paid by the Company.

II. The Company shall provide health and safety information to the Local that shall include, but not be limited to:

- One (1) complete set of all Company Safety Procedures/Policies with updates when issued.
- Reports of Company studies concerning health and safety matters such as morbidity (frequency of work related illnesses or injuries for particular groups) and mortality (death rate data for particular groups) when such studies are conducted.
- Reports of all formal safety inspections of workplace conditions.
- Reports of formal Industrial Hygiene Surveys including air quality tests and sound level surveys.
- Annual OSHA Injury and Illness Logs.
- Asbestos Clearance Air Monitoring Results (upon request by work location).
- PCB Air Monitoring Results (upon request by work location).
- PCB Oil Level Results (upon request by work location).
- PCB Wipe Sampling Results (upon request by work location).

III. When, during the course of employment, an employee represented by Local 369 is seriously or fatally injured, the Company will expeditiously notify the duly authorized representative of the Local. Upon notification, the Local's authorized representative (as defined below) will participate in the Company's investigation of the incident, if any.

Responsibility for the Company notification to the Local rests with the Director Corporate Safety or his/her duly authorized representative.

Stipulation #14 – Page 2

The Local's authorized representative is the President of the Local or his/her duly authorized representative, which may be designated at the time of notification from the Company.

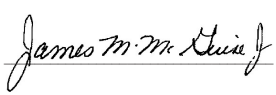
Compensation of the Local's representative for time spent participating in an investigation will be administered as follows:

During the representative's normally scheduled work hours, s/he will be recorded as "Leave Allow, Conference with Management" on the employee's time sheet.

Outside of the representative's normally scheduled hours, s/he will be compensated at one and one-half (1 1/2) times his/her regular hourly rate of pay. All other premiums such as overtime, travel time, meals, etc. will not apply. Likewise, this time will not be considered for application to the employee's divisional records of items such as overtime rosters. These hours will not be recorded on the employee's time sheet, but will be reported by memorandum from the Director Corporate Safety and will appear as a pay adjustment in a subsequent paycheck. These hours will be considered in conjunction with all other hours worked for determining the employee's eligibility for rest periods.

A serious injury is defined as requiring in-patient hospitalization of an injured employee. First aid and/or outpatient treated injuries are not included.

For EVERSOURCE
By



Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By



STIPULATION #15

The Company will reimburse employees for the full cost of the following licenses when required by their job:

Massachusetts State Driver's Licenses

a) The Company will pay no part of the cost of a class 3 license.

b) The Company will reimburse the current fee for the class 1 or 2 permit fee.

c) The Company will reimburse the current fee for the class 1 or 2 road test.

d) The Company will reimburse the additional cost to change the license, i.e.: 3 to 2, 3 to 1, and 2 to 1.

e) Upon renewal, the Company will reimburse for the additional cost of a class 1 or 2 license over the cost of class 3 licenses.

Rigger's Licenses

The Company will reimburse employees for the full cost of a rigger's license if required in the performance of his/her job.

HVAC Licenses

The Company will reimburse employees for the full cost of HVAC Licenses if required in the performance of his/her job.

Backhoe Licenses

If required in the performance of an employee's job, the Company will partially reimburse for the cost of a backhoe license in an amount equal to the difference between the cost of a backhoe license and their current license.

For EVERSOURCE
By James M. McGuire Jr.

For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hurley

Dated: 6-2-15

STIPULATION #17

Joint Disability Committee

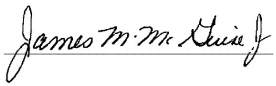
The parties have agreed to establish a Joint Disability Committee to develop a mechanism to address plan administration issues and those situations in which disabled employees may be eligible for long-term disability benefits, but may have limited duty work capacity.

The focus of the Committee shall be to support light duty or modified work programs, independent evaluation programs, the use of beginners' ratings (Revised Schedule D) jobs, new jobs, or layoff status as possible accommodations for employees with permanent or long-term restrictions.

The Committee will also engage in claims management intervention and problem solving.

The Committee shall meet monthly to review program initiatives and more often, if necessary, to discuss the situation of a particular employee.

For EVERSOURCE
By



Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By

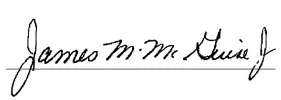


STIPULATION #18

Work in Inclement Weather for Meter Readers

Subject to the provisions of the Principal Agreement between the parties of even date and without waiving or modifying any rights of either party contained therein, Meter Readers will be expected to perform meter reading work regardless of weather conditions. However, supervisory personnel are to endeavor to rearrange work assignments to avoid insofar as practicable unnecessary exposure to severe stormy weather or unusually cold weather. Ten degrees Fahrenheit temperature or lower is to be considered unusually cold weather. Walking meter reading routes will be suspended when the outside air temperature is 10 degrees Fahrenheit or below. Riding and Van Routes will continue regardless of the outside air temperature. The temperature recorded at each service center will be the benchmark, except for Mass Ave South Routes, which will use the recorded temperature at the Walpole Service Center. If the Meter Readers have been ordered to work and if, in the opinion of the Steward, they should not have been so ordered, the Steward may immediately appeal to his/her Supervisor and if necessary to his/her Division Head and Department Head. If the decision is not satisfactory to the Steward, the employees shall continue to work, but the Steward may file a grievance under Article XXXII and Arbitration under Article XXXIII and the Business Agent of the Local may proceed with this grievance to the Human Resources Organization for immediate decision.

For EVERSOURCE
By



Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By



STIPULATION #19

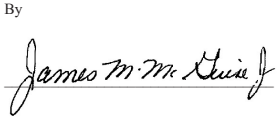
Joint Benefits Review Committee

During the 2000 contract negotiations, the Company and the Union spent considerable time in addressing pension and health care costs. While the parties were able to reach agreement on a multi-year agreement, both expressed an interest in ongoing discussions of these issues. Accordingly, agreement was reached on the formulation of a Joint Benefits Review Committee.

The Company and the Union agree that, within sixty (60) days of the execution of the Contract, a Joint Benefits Review Committee will be established and begin discussions. The Committee shall consist of no more than six (6) members – three (3) from management and three (3) from the Local. Outside resources may be utilized to enrich the review process.

The purpose of the Committee will be to discuss pension and health care costs and explore alternatives to existing programs. The Committee will meet monthly over an eighteen (18) month period and may make changes to programs by mutual agreement. Following this period, the Committee will dissolve unless extended by mutual agreement.

For EVERSOURCE
By



Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By



STIPULATION #20

Subject to the provisions of the Principal Agreement between the parties of even date and without waiving or modifying any rights of either party contained therein, it is agreed that when an employee having been given a work assignment and in the fulfilling of said work assignment uses his/her personal automobile without authorization by the Company, his/her additional productivity resulting from the use of said automobile shall not be used to compare with the productivity of another employee performing a similar work assignment without the use of an automobile.

For EVERSOURCE
By James M. McGuire

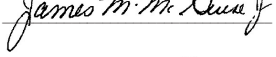
For LOCAL 369, UWUA, AFL-CIO
By Daniel F. Hanley

Dated: 6-2-15

STIPULATION #21

Subject to the provisions of the Principal Agreement between the parties of even date, and without waiving or modifying any rights of either party except as specifically provided herein, the Company and Local 369, UWUA, AFL-CIO, agree to accept all present and future EEI validated tests with recommended cut-off scores.

For EVERSOURCE
By



Dated: 6-2-15

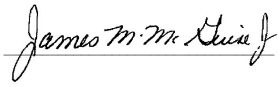
For LOCAL 369, UWUA, AFL-CIO
By



STIPULATION #22

Subject to the provisions of the Principal Agreement between the parties of even date, and without waiving or modifying any rights of either party except as specifically provided herein, the Company and Local 369, UWUA, AFL-CIO, agree that the operation of computer terminal input and output devices shall be considered to be contained in all Office-Technical and Professional job specifications and shall not be subject to negotiations under Article XII, paragraph 2 (b).

For EVERSOURCE
By



Dated: 6-2-15

For LOCAL 369, UWUA, AFL-CIO
By



EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

It is agreed that when an employee is given a verbal reprimand, if the Steward or the Chief Steward is immediately available at the time in the work location, the Steward or Chief Steward will be given an opportunity to be present at the time the reprimand is given. If the Steward is not present at the time the reprimand is given, he/she shall be notified thereafter.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 1

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

It is agreed that in emergencies declared by the Chief Executive Officer where practicable and in the sole discretion of the Company, employees will be assigned duties consistent or related to their job specifications.

The statement contained in this letter shall not be subject to the Grievance Procedure or Arbitration.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

It is agreed that the Company will notify the Business Agent of the Local regarding the use of contractors on ordinary maintenance and repair work.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 3

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

RE: Use of Telephone in Field

Dear Mr. Hurley:

It is agreed that where a telephone is available adjacent to the work location or within a reasonable distance there from of an employee, he/she may, with permission of a supervisor, call the Business Agent of the Local on serious grievances provided there is no interference with the work.

It is understood that such telephone calls will be permitted to be made only on serious grievances requiring the immediate attention of the Business Agent.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 4

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

It is agreed that subject to the provisions in the Leave of Absence Policy, the Employee Participation in Community and Civic Service Policy and the NSTAR Code of Conduct, an employee shall be given a leave of absence without pay during the period that coincides with the term that he/she serves in the public office to which he/she has been elected.

Such an employee will be transferred to the inactive payroll and shall be required to be examined by the Medical Director before returning to work.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 5

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Splicers will not be required to wipe joints from a bucket truck; but may, on occasion when necessary, be assigned work involving sweating of conductors from a bucket truck with the understanding that the solder pot, if used, will be safely secured outside of, and not attached to, the bucket truck.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 6

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

The Company states that in those cases involving transfer or promotion where an employee of one department has been accepted by another department to fill a vacancy for which a regular posting has been made, such employee will be released from his/her former duties not more than 30 days from such acceptance except in cases where a grievance or arbitration is pending under paragraph 12 of Article XVII or the accepted employee is not actively at work for whatever reason.

The accepted employee must move when released from his/her former duties or forfeit his/her right to the assignment.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company will, at the request of the Local, make known to the Local whether or not a job vacancy will be filled.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 8

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

It is agreed that in the interpretation of Article XVII, Section 17, that all laid-off employees with seniority rights shall be given an opportunity to return to work if qualified and able to perform the work available before any new employees are hired by the Company, and further, that an emergency declared by the Chief Executive Officer or his designated representative as defined in Article VII of the Agreement shall not affect those rights.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 9

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, employees with five (5) years or more of service, required to change classifications due to an occupational injury or disease arising out of or in the course of employment, shall retain the rate of pay of the original classification, if transferred to a lower rate position. Subsequent raises in pay, or in any other upward pay or adjustments applying to the former position, shall be granted as though the employee was still in the original classification. Similarly, all other compensation and related benefits shall be maintained at the same or higher levels.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company agrees that all verbal reprimands issued prior to January 1, 2005 will be expunged from the employee's record. All other discipline will be reviewed in Joint Committee.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 11

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, it is agreed that in addition to the notice requirements contained in Article XII 2(b) of the principal agreement, the Company will, to the extent it has the information, provide the Local with the following data:

a) The nature of the change.
b) The approximate date on which the Company proposes to effect the change.
c) The approximate number, type and location of employees likely to be affected by the change.
d) The effects the change may be expected to have on the employees' working conditions and terms of employment.
e) Updated information, if any, on new developments which arise.

The Company will also endeavor to provide as much advance notice as possible of contemplated changes covered by this section beyond the specific notice requirements specified in this section.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 12

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company will provide an occupational accident death benefit with an insured benefit of $100,000 for an employee who dies as a result of an accident on the job. This is in addition to other life insurance benefits provided by the Company.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 13

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, dependents of employees who die, as the result of an accident on the job, shall receive hospital, dental and vision care benefits. Coverage for spouse will cease upon remarriage, reaching age 65 or becoming covered under another group plan. Coverage for dependent children will cease same as active employees. Benefits to be paid at 100% by the Company.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 14

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company will provide up to $48,000 (up to $12,000 per year) for the purpose of an educational assistance plan for each dependent child of an employee who dies as the result of an accident on the job. This plan will be administered solely by the Company and payment will be made upon submission to it of bills from the college in connection with room and board, fees, registration, tuition and books.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 15

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations regarding Safety Policy #19, the Company agrees that said Policy will remain in force and effect unless specifically deleted by both parties.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 16

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Re: Safety Footwear / Flame Resistant Clothing

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company will pay once annually the full cost of the purchase price not to exceed $85 for work shoes and $125 for lineworker boots for all eligible employees; provided that effective January 1, 2013, the Company will allocate certain amounts to acquire flame resistant clothing and safety work boots from the Tyndale catalogue. The allocations are based on job classifications for the acquisition of both FR clothing and safety footwear or for safety footwear only, as outlined in Appendices A, B and C.

A maximum of two (2) pairs of safety footwear may be purchased during a calendar year. Any unused amount of the allocation cannot be used for the following year's acquisition of clothing or safety footwear.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

APPENDIX A

FR Clothing and Safety Footwear First-Time Being Required - $1,000.00 All Other Years - $700.00
All Field OH Employees
All Field UG Employees
All Field Station Employees – includes: Operating Mechanic / Operating Mechanic Apprentice Operator Substation Power System Technician Field Engineer Central Shop Mechanic Construction Inspector – Major Projects Oil Cable Inspector Maintenance
Field Service Technician & Coordinator
Field Service Representative & Coordinator
Technical Investigator
Engineer (Meter)
Electric Meter Tester (Lab Employees)
Inspector Installations (Meter)
Trucking Coordinator
Material Handler

APPENDIX B

FR Clothing and Safety Footwear Annually $500.00
Engineer
Master Electrician – Building Maintenance
Mechanic Building Maintenance
Mechanic Facilities – Journey – Master
Electric Customer Service Designer (ECSD)
Material Coordinator
Auto Mechanic – Grades A-B-C-D
Leader – Auto Repair
Transportation Inspector Maintenance

APPENDIX C

Safety Footwear Only Annually - $200.00
Automobile Mechanic and Leader
Backhoe Operator – Gas
Distribution Planner – Gas
Drafting Technician
Dispatcher – Electric (see M.O.A.)
Expediter - Inspector
Fitter & Service Technician (1C – 3C) – Plymouth Gas
Gas Sales Representative
Inspector & Repair Technician (1C – Helper) – Gas
Installation & Repair Technician (1C – Helper) - Gas
Laborer – Gas
Lead Technician – Gas
LNG Operator & Repair Technician – Gas
Maintenance & Repair Technician (1C – Helper) - Gas
Right of Way Agent
Service Technician/Fitter – New Bedford Gas
Service Technician/Fitter (1C – Helper) – New Bedford Gas
Stock Keeper Dupl (A – B)
Transportation Insp Maintenance
Utility (A – C) – Gas
Utility Technician
Utility Worker Bldg. Maintenance
Welder Utility – Gas
Working Leader Distribution – Gas New Bedford
Working Leader Distribution – Gas Plymouth
Working Leader Gas Supply – New Bedford
Working Leading Planning – Gas

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Re: Third Doctor Provision

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, and without waiving or modifying the provisions of Section (9) of the Industrial Accident Disability Benefits Plan, the Company is willing to utilize the services of a third doctor as provided in Section 6 of Article XXVIII on a case-by-case basis.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Re: New Employee Meeting with Union Representation

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company agrees to allow union representation to meet with new employees for one half (1/2) hour during their first week of employment.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Re: Fitness for Duty Policy

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the Company agrees that if an employee is required to separate from the Company under this policy, he/she will have the option of resignation or retirement (if eligible) rather than termination. The Company agrees to pay costs not covered by employee's insurance on voluntary referrals.

It was further agreed that the Company and the Local will confer on issues pertaining to the use of outside EAO and Value Option.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Re: Overhead Seniority

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, the parties agreed to the following language as an Addendum to the Overhead Combined Seniority Agreement, dated September 29, 1997.

With respect to all Overhead personnel, the Company and Union agree that "seniority" means "combined roster seniority".

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 21

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Re: Six (6) Month Work Assignments for OT&P Positions

Dear Mr. Hurley:

It is mutually agreed by and between the parties hereto that travel time premiums in connection with out-of-area work assignments will be paid, or not paid, as follows:

1. Normally, an employee will be entitled to travel time premiums when assigned to report to work outside his/her permanent work area unless authorized to travel during posted work hours.
2. Employees may be assigned to any out-of-area assignments without the payment of travel time premiums provided the assignment is for six (6) or more months.
3. If, at the time the out-of-area work assignment is made, management has information that would indicate that the assignment may be for six (6) months or more, they will so inform the steward; and the employee will not receive travel time premiums. In the event the work assignment does not last for six (6) or more months, the employee will be retroactively adjusted and paid the applicable travel time premiums.
4. In no event will travel time premiums be paid in connection with permanent work location changes.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

NSTAR Electric & Gas Corporation agrees to provide Local 369 with legal representation for all its members who require this assistance as a result of any act or acts in connection with:

the business of the Company.

This assistance will be provided only when the employee is acting within the scope of his/her authority and meets the above-stated test.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

Confirming agreement reached during recent contract negotiations, whenever temporary clerical help is employed in an area of the Company, the Company will to the extent feasible provide upgradings within the affected progression chart to accomplish the necessary work and utilize the contractor help at the lower level.

The actions of the Company, pursuant to this letter, shall not be subject to the grievance or arbitration procedure.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 24

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

June 2, 2015

Mr. Daniel F. Hurley, President
Local 369, Utility Workers Union of America, AFL-CIO
120 Bay State Drive
Braintree, MA 02184

Dear Mr. Hurley:

The Company agrees that, in addition to the information to be furnished under Article VIII, Paragraph 9 of the Principal Agreement, it will notify the Local when members of the Local are selected by the Company for additional training or education. The Company further agrees that whenever possible a thirty (30) day advance notice will be given.

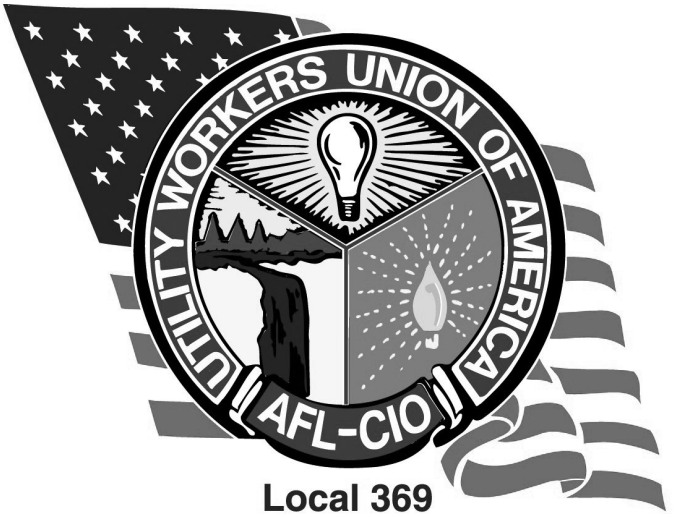
The Company's actions, pursuant to this letter, shall not be subject to the Grievance Procedure of Arbitration.

Very truly yours,

James M. McGuire, Jr.
Manager, Labor Relations

Letter No. 25

EVERSOURCE
ENERGY



Utility Workers Union of America
Local 369, AFL-CIO

Memorandum of Agreement between, NSTAR Electric Company
and NSTAR Gas Company, d/b/a Eversource Energy,
and Utility Workers Union of America, A.F.L. - C.I.O.
and Local 369, U.W.U., A.F.L. - C.I.O.

The parties agree to a three (3) – year extension of the collective bargaining agreement subject to the following terms:

1. The term of the next collective bargaining agreement shall be from June 2, 2018 to June 1, 2021.

2. General Wage increases as follows:

   - June 2, 2018 – 3.0%
   - June 2, 2019 – 3.0%
   - June 2, 2020 – 3.0%

3. The Company will post 200 new OT&P/P&M jobs, over the term of this agreement, through June 1, 2021.

4. Agreements:

   - Grid Mod – Benefits – Customer Care

5. The parties agree to the following sub-committees:

   - ERP - On Call - Grievance Procedure - Benefits – Sub-Stations – Engineering – Plymouth - Facilities - Garage – Gas -Bulk Power – SWAT – Safety and Training – Letter 18 & Stip 14

6. All other terms of the collective bargaining agreement remain unchanged and are extended into the new contract term.

7. This Memorandum of Agreement is subject to ratification by the bargaining unit membership. The Executive Board of the Local will unanimously recommend to the membership that this agreement be ratified.

For: Local 369, U.W.U.A., A.F.L.-C.I.O.

For: Eversource Energy

For: Utility Workers Union of America, A.F.L.-C.I.O.

Date: May 8, 2018

MEMORANDUM OF AGREEMENT

GRID MODERNIZATION

In accordance with the provisions of the principal agreement between the parties dated June 2, 2018 and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company (Eversource Energy), and Local 369, UWUA, AFL-CIO agree as follows:

1. The terms and conditions outlined herein will remain in effect for the term of the collective bargaining agreement.

2. The Company anticipates performing a major project, defined as follows:

   Grid Modernization - Included in the 2017 Eversource Massachusetts rate case in response to a regulatory docket DPU 15-122/1213 created by the Massachusetts DPU. If this project is approved this work will be additional to the Company's normal capital plan and will require additional resources to accomplish.

   In order to meet the staffing demands required by this project, the Company agrees to allocate a portion of the postings referenced in the parties May, 2018 contract extension agreement as follows:

   - Post and train 30 Engineers.

   To better facilitate the hiring of the above classifications, the Company and the Local agree to partner with a learning institution(s), to create a pipeline for qualified candidates.

3. As a result of the work associated with the project outlined in section 2, the parties agree that the Company may need to employ contractors to perform work on this project.

   In consideration for this contractor agreement, for all work associated with Grid Mod, the Company will offer overtime opportunities when contractors are on the system. For overtime planning purposes when contractors are on the system, overhead resources will be utilized as follows:

   Contractors in the central area – quid for Somerville/Hyde Park
   Contractors in the Metro West – quid for Waltham/Southborough/Walpole
   Contractors in the South – quid for Plymouth/New Bedford
   Contractors in the Cape – quid for Yarmouth/Martha's Vineyard

   It is understood that the primary offer for planned overtime will be eight (8) hours on Saturday's however, extended day overtime may be offered on certain work requiring shorter engagement periods.

4. For classifications outside of the Overhead, that do not already have contractor agreements in place, (e.g. Underground, Sub-Stations, Engineering, etc.) It is understood that the primary offer for planned overtime will be eight (8) hours on Saturdays or eight (8) hours on the first regular scheduled day of relief (e.g. shift workers) for the affected area.

5. The Company and the Local agree to form a committee to discuss training opportunities for work associated with Grid Modernization.

6. In addition, to facilitate the onboarding of new employees, the Company and the Union agree to create a new Overhead Leader/Training position. Employees eligible for this new position will be required to meet the minimum qualifications of the Leader Overhead Lines and candidates for this position will be selected dependent on review and approval of a four (4) person committee, as outlined in the job description. (see attached job description)

   Once selected, these employees will be upgraded to this new position, as if it was a permanent promotion.

   It is agreed that a maximum of 6 leaders (3 North and 3 South) will be utilized in this capacity and that additional resources will come from outside resources, including Power for America.

This agreement sets no precedent and may not be used or cited in any other proceeding between Eversource and Local 369 except the one contained herein.

For Eversource Energy

Christopher L. Hall

For Local 369, UWUA., AFL-CIO

Craig A. Pinkham

Dated: May 8, 2018

MEMORANDUM OF AGREEMENT

BENEFITS

In accordance with the provisions of the principal agreement between the parties dated June 2, 2018 and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company (Eversource Energy), and Local 369, UWUA, AFL-CIO agree as follows:

1. **Implement the standard Eversource Disability Plan for all new hires after December 31, 2018.**

   a. All 369 employees will be eligible for up to 10 sick days per year at 100 percent of pay for absences from work due to non-occupational illness or injury, as of 1/1/19. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination.

   b. Short-Term Disability Benefit – In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short-term disability (STD) benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive work days. The first five consecutive working days of an extended absence is considered an "elimination period." Employees must use available sick time to satisfy the elimination period. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefit will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67percent of base pay.

   c. Upon exhaustion of STD an employee who qualifies will move to Long-Term Disability. LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

2. **Payment of Benefits while on LTD** - All employees who receive a LTD benefit and participate in the Eversource Employee health and welfare benefit plans will have payments deducted from their LTD check rather than being billed for participation in said benefit plans.

3. **Vacation Eligibility – Local 369 employees hired after December 31, 2018 will be eligible for vacation as follows:**

Years of Service	Vacation Entitlement
Less than one year of service:	
Start date January 1 – March 31	15 days
Start date April 1 – June 30	10 days
Start date July 1 – September 30	5 days
Start date October 1 – December 31	No vacation days
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

   a. Existing 369 employees may opt into the new hire vacation schedule without opting into the Eversource Disability Plan for new hires

   b. 369 Employee hired between the signing of this agreement and December 31, 2018 will have the option to enroll in the existing 369 vacation schedule or the new hire vacation schedule.

   c. Existing 369 employees with more than 10 years of service, but less than 15, who do not opt into the new hire vacation schedule, will receive their fourth week of vacation effective June 2, 2018.

4. For 369 employees who opt into the High Deductible Health Plan (currently designed as the Saver Plan) effective 1/1/19 and existing participants, the Company agrees to the following HSA contributions: $1250.00 for Family and $625.00 for Individual. The Eversource provided HSA Contribution amounts will be prorated for new entrants into the High Deductible Plan during the year 2019. The following year the Everesource contribution amounts will return to $1000.00 For Family and $500.00 For Individual.

This agreement sets no precedent and may not be used or cited in any other proceeding between Eversource and Local 369 except the one contained herein.

For Eversource Energy

For Local 369, UWUA., AFL-CIO

Dated: May 8, 2018

MEMORANDUM OF AGREEMENT

CUSTOMER CARE

In accordance with the provisions of the principal agreement between the parties dated June 2, 2018 and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company (Eversource Energy), and Local 369, UWUA, AFL-CIO agree as follows:

Contact Center:

1. Revise Senior CSR promotion procedure to include selection based on customer service history.
2. Revise promotion into Business Contact Center to include an interview process.
3. Amend contract language on lunch periods for CSR's from a 1-hour period to a 2-hour period.
4. Identify a # of M-F, CSR positions, as straight 8 hour shifts.
5. Limit on job movement. - For new hires only, CSR's cannot bid out of their position within one (1) year of being hired.

Billing:

1. Reduce Flex Time from 6:30am - 9:00am to 6:30am – 8:30am. (Company is willing to Grandfather the 5 Existing FTE's who start at 9am)
2. Eliminate the "Data Input Clerk" Position, Job Code B-0711. Roll remaining tasks into CSA II position.

Field Service Collections

1. Reconfigure work areas outlined in the CBA, on page 17. Move Bellingham, Dover, Medfield, Medway, Millis, Norfolk and Sherborn – from Region 1, (Boston) and add to Region 2 (Waltham/Southborough)

Sub-Committees

1. Contact Center assistance within Eversource Operating Companies.
2. Work from home pilot – once tech ready.
3. Credit Dept. new back office processing team – up to 8 new positions.

This agreement sets no precedent and may not be used or cited in any other proceeding between Eversource and Local 369 except the one contained herein.

For Eversource Energy

For Local 369, UWUA., AFL-CIO

Dated: May 8, 2018

Memorandum of Agreement between, NSTAR Electric Company and NSTAR Gas Company, d/b/a Eversource Energy, and Utility Workers Union of America, A.F.L. - C.I.O. and Local 369, U.W.U., A.F.L. - C.I.O.

The following matters have been agreed to by the parties identified above and constitute settlement of the 2021 collective bargaining negotiations:

1. **Term** - The term of the next collective bargaining agreement shall be four (4) years, commencing June 2, 2021 and continuing in effect to and including June 1, 2025.

2. **Wages** - General Wage increases as follows:

   - June 2, 2021 – 3.0%
   - June 2, 2022 – 3.0%
   - June 2, 2023 – 3.0%
   - June 2, 2024 – 3.0%

3. **Sub-Committee Agreements** - M.O.A. Local 369 Gas.

4. **Benefits** - If an active employee dies and is eligible for retiree medical on his or her date of death:

   Continue (current practice) to provide coverage for surviving dependents on the active group plan, at active rates (spouse until Medicare eligible, child up to age 26, etc.)

   Upon the surviving spouse reaching Medicare eligibility, allow the surviving spouse to begin participating in the Eversource Group Health & Welfare Benefits Plan for Retirees – HRA subsidy. Any eligible dependent children will also be eligible to participate in the HRA subsidy, until age 26. Note, upon the surviving spouse's transition to the retiree plan, any enrolled dependents will also transition to the retiree plan at the same time, if applicable.

5. **Direct Deposit** - Direct Deposit will be required for all new hires as well as existing members of the bargaining unit, effective the date of this agreement. (existing members of the unit, not already signed up for Direct Deposit, will be required to sign up, no later than the last pay period of December 2021)

6. **IVR for Sick Calls** - Effective January 1, 2022, all Employees in the Bargaining Unit will be required to call HR Connect each and every day they are out sick. After January 1,2022, employees will no longer need to call HR-Connect to return from being out sick.

7. **Craft Movement** - For new hires only, employee in the Underground, Overhead and Sub-Stations cannot bid out of their positions within twelve (12) months of being hired.

8. **Meal Allowance** - Increase by $.25, effective 6/2/2021, 6/2/2022, 6/2/2023, & 6/2/2024.

9. **Shift Differential** - Increase by $.10, effective 6/2/2021, 6/2/2022, 6/2/2023, & 6/2/2024.

10. **New Lead ECSD Position** - The parties agree to meet and discuss the details including, roles and responsibilities, minimum qualifications, and the rate of pay.

11. **Martha's Vineyard Premium** – The following employees, permanently assigned to work on the Island of Martha's Vineyard, will be eligible for the MV premium, as outlined in paragraph #5 of M.O.A. Martha's Vineyard Service Center, dated June 1, 2015: (Gregory Williamson #009749, Linda Coutinho #005806, Robert Davey #002089, Tracy Elliott #010548 and Valerie Veiga #012238)

12. **Use of Non-Traditional Employees during ERP** - The parties agree to meet and discuss the details.

13. **Sub-Committees** – the parties agree to the following Sub-Committees to meet and discuss: (***these Sub-Committees will dissolve 90 days after the effective date of this agreement, unless mutually agreed to***)

- **Overhead**
  On-Call - RSO (use of OH Trouble Shooters)
  NEAT Program (for training of OH Lineworkers)
- **Sub-Stations**
  SWAT Process - New Construction Agreement - New Hire Retention and Central Shop.
- **Underground**
  Efficiency of Underground crews for single pipe and the potential for C.I.C. in the UG North.
  Duties of Conduit Inspector A and B positions.
- **Materials and Logistics**
  Assignment of the Mail Bus for inter office mail.
- **Facility Operations**
  Duties of Office Cleaners and Utility A & B positions.

14. **Grievance Procedure** – Remove the language in paragraph b. from article XXXV and insert "Subject to approval by the Local Executive Board' into what will be re-labeled paragraph b. (former paragraph c.)

15. **Bulk Power Dispatch Appendix** - The Company agrees to add the Bulk Power Dispatchers to the Local 369 P&M Pay Schedule, with the wage increases outlined in paragraph #2 of this agreement and increase the annual shift and turnover Stipend (outlined in Article X, of the Appendix for Bulk Power Dispatch dated October 15, 2019) by $500.00, effective 6/2/2021, 6/2/2022, 6/2/2023, & 6/2/2024.

16. **Jobs** - The Company will post 200 new OT&P/P&M jobs, over the term of this agreement, through June 1, 2024. The Company may post additional OT&P/P&M jobs during the last year of the contract, depending on the success of the Sub-Committees outlined above.

All other terms of the collective bargaining agreement remain unchanged and are extended into the new contract term.

This Memorandum of Agreement is subject to ratification by the bargaining unit membership. The Executive Board of the Local will unanimously recommend to the membership that this agreement be ratified.

Craig A. Tinley
For: Local 369, U.W.U.A., A.F.L.-C.I.O.

Bruce E. Rollins II
For: Eversource Energy

Date: May 12, 2021

Memorandum of Agreement between, NSTAR Electric Company and NSTAR Gas Company, d/b/a Eversource Energy, and Utility Workers Union of America, A.F.L. - C.I.O. and Local 369, U.W.U., A.F.L. - C.I.O.

The following matters have been agreed to by NSTAR Electric Company and NSTAR Gas Company d/b/a Eversource Energy ("Eversource" or the "Company") and Local 369, UWUA (the "Local") (collectively the "parties"), and constitute settlement of the 2025 collective bargaining negotiations. This Agreement is subject to ratification by the membership of Local 369, UWUA. The Executive Board of the Local will recommend to the membership that this Agreement be ratified.

I. **Term**

The term of the collective bargaining agreement shall be four (4) years commencing June 2, 2025, and continuing in effect to and including June 1, 2029.

II **Wages**

General wages increases shall be applied to the base hourly rate in accordance with the following schedule:

Effective Date	6/02/2025	6/02/2026	6/02/2027	6/02/2028
Amount	3.00%	3.00%	3.00%	3.00%

III. **Benefits** – Summary of changes effective 1/1/2026:

Category	Change
Adoption Assistance	Increase to $15,950
Surrogacy Assistance	Introduce, up to $15,950
Tuition Assistance	Increase to $10,000 annually
Vacation	Improve Years 6 – 9 (see below)
Bereavement	Improve schedule (see below)
Paid Parental Leave	Introduce – 6 weeks at 100%

Pension

A new Cash Balance Pension Plan that will replace the K-Vantage Plan, effective January 1, 2026.

Vacation

Vacation Time Entitlement

The amount of vacation time you are eligible for depends on your years of service. Additional weeks are awarded as of January 1 of the year in which you reach the milestone.

Years of Service	Vacation Entitlement for Full-Time Employees
Less than one year	
• Start date January 1 to March 31	15 days
• Start date April 1 to June 30	10 days
• Start date July 1 to September 30	5 days
• Start date October 1 to December 31	No vacation days
1-5 years	15 days per year
6 years	16 days per year
7 years	17 days per year
8 years	18 days per year
9 years	19 days per year
10-19 years	20 days per year
20+ years	25 days per year

Part-Time Employees

If you are a part-time employee who typically works more than 20 but less than 40 hours per week, you are entitled to a prorated amount of vacation time based on your years of service. Employees who typically work fewer than 20 hours per week are not eligible for vacation time.

Bereavement

Family Member	Days of Paid Leave
Spouse Child Parent Father/Mother in-law Son/Daughter in-law Grandchild Grandparent Sibling	5 days
Brother/Sister in-law A person who was a member of and lived in your household	3 days
Aunt/Uncle	2 days

IV. **Meal Allowance**

Meal allowance increased by $.50 to $10.50, effective June 2, 2025
Meal allowance increased by $.50 to $11.00, effective June 2, 2026
Meal allowance increased by $.25 to $11.25, effective June 2, 2027
Meal allowance increased by $.25 to $11.50, effective June 2, 2028

V. **Shift Differential**

Shift differential increased by $.25 to $2.40, effective June 2, 2025
Shift differential increased by $.20 to $2.60, effective June 2, 2026
Shift differential increased by $.15 to $2.75, effective June 2, 2027
Shift differential increased by $.10 to $2.85, effective June 2, 2028

VI. **FR Clothing**

- Increase Appendix A "first time being required" from $1,000. to $1,450. effective 1/1/2026.
- Increase Appendix A Annual allowance from $700. - $850. effective 1/1/2026.
- Merge Local 369 Gas MOA dated 10/6/14 and amended 8/9/24 with Appendix A effective 1/1/2026.
- Increase Appendix B by $50.00 from $500. - $550.effective 1/1/2026, from $550. - $600. Effective 1/1/2027 & from $600. - $650. Effective 1/1/2028.
- Increase Appendix C from $200.00 to $300.00 effective 1/1/2026.
- Appendix A & B will also qualify for Appendix C effective 1/1/2026.

VII. Special Rate Adjustments per Sub Committee

- **Overhead 2.5%**
  OH Training Coordinator, OH Training Leader & Inspector OH
  OH-HS Troubleshooter, Leader OH Lines & Leader OH Lines Transmission
  Hot-Stick Lineworker & Hot-Stick Lineworker Transmission
  MVULW, & Specialist - MV Hot-stick Lineworker Specialist
- **Engineering**
  Increase Grade 4 by 3%
  Advance current Grade 3s to next step & eliminate first step of pay progression
- **Fleet 1.5%**
  Transportation Inspector Maintenance
  Leader, Auto Repair
  Auto Mechanic, Grades A & B
- **Sub Stations**
  Eliminate step one of the pay progression for OM Apprentice
- **Gas**
  Inspector – 2%
  Working Leader, Gas Distribution – 2%
  Backhoe Operator (Gas) – 1%
  Utility – 1%
- **Martha's Vineyard Premium**
  Increase from 9% to 11%

VIII. Special Postings per Sub Committee

- Two (2) Working Leader OM
- 4 Overhead Transmission Lineworkers - 2 North & 2 South

IX. Grievance Settled per Sub Committee

- RSO - Gas Sales Rep - Fleet - Engineering

X. MOAs from Sub Committee

- Engineering
- RSO/Overhead (including Job Spec)
- New Bedford Underground
- Customer Service Clerks (Performance Based Work From Home)
- Billing & Call Center
- AMI – Meter Lab/Meter Office Admin Grade 9
- Gas Distribution

XI. The parties agree to the following post Contract Committees

- Joint Union/Management post storm
- OM Leader/OM training/OM duties
- OH Trouble training
- Underground training/OJT/Time-Based Progression
- Safety Advocate/Field Ops Field Coordinator
- ECSD/Drones/Engineering/Transmission
- Energy Efficiency work EGMA
- I&R

**** These committees will meet within the first 60 days of the new contract***

XII. Craft Movement

All new hires will be restricted from bidding on jobs during their probationary period. (normally 6 months) (the practice of 1 year in the Contact Center shall remain in effect)

XIII. Bulk Power Dispatch Appendix

Increase the annual shift and turnover stipend by $500 effective 6/2/2025, 6/2/2026, 6/2/2027 & 6/2/2028.

****All other terms of the collective bargaining agreement remain unchanged and are extended into the new contract term.***

*****This Memorandum of Agreement is subject to ratification by the bargaining unit membership. The Executive Board of the Local will unanimously recommend to the membership that this agreement be ratified.***

For: Eversource Energy

For: Local 369, UWUA., AFL-CIO

DATE: ***June 1, 2025.***

COPY OF AGREEMENT

By and Between

NSTAR ELECTRIC & GAS CORPORATION

d/b/a/Eversource Energy
And

THE UNITED STEELWORKERS, AFL-CIO-CLC

In behalf of

LOCAL UNION NO. 12004

THE UNITED STEELWORKERS, AFL-CIO-CLC

APRIL 1, 2017 TO MARCH 31, 2020

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GENDER CLAUSE

Whenever used in this agreement, a masculine pronoun shall be deemed to include the masculine and feminine gender, and a singular word shall be deemed to include the singular and plural, unless the context clearly indicates otherwise.

AGREEMENT

PARTIES AND DATE

THIS AGREEMENT, DATED APRIL 1, 2017 between NSTAR Electric & Gas Corporation, d.b.a. Eversource Energy, (hereinafter the "Company") and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC on behalf of Local 12004, United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied- Industrial and Service Workers International Union, AFL-CIO/CLC (hereinafter called the "Union")

WITNESSETH

GENERAL PURPOSE

Whereas, the parties hereto have reached an Agreement as a result of collective bargaining and for the purpose of facilitating the peaceful adjustment of differences that may arise from time to time, and to promote harmony and efficiency to the end that the Employees, the Company and the General Public may be benefited, the Parties hereto contract and agree with the other as follows:

Compliance and Applicability of Laws

Section 1. Compliance with Laws
The parties hereto shall comply with the provisions of all applicable laws and all lawful regulations, orders and directives issued thereunder relating to rates of pay, wages, hours of employment and other conditions of employment during the term of this Agreement.

Section 2. Applicability of Laws
It is agreed that the provisions, if any, contained in this Agreement which are in conflict with the provisions of any Federal or any state laws and lawful regulations orders and directives shall not be enforceable.

ARTICLE I

GENERAL

SECTION 1

RECOGNITION OF UNION FOR CERTAIN DEPARTMENT

Pursuant to, and in conformance with, the National Labor Relations Act, the Company recognizes the Union as the sole collective bargaining agency in behalf of all Regular employees in the Office and Clerical Workers, Payroll*, Dispatch, Commercial, Buildings and Grounds, Distribution, Meter Repair, Production, Stores, Transportation, Customer Service and Instrumentation and Regulation Departments, to whom this Agreement applies for the purpose of bargaining in respect to wages, hours and conditions of employment.

"EMPLOYEE" DEFINITIONS

Wherever used in this Agreement, the words "employee" or "employees" shall refer only to those employees to whom this Agreement is applicable.

*Subject to the Memorandum of Understanding, dated December 4, 1974.

SECTION 2

CLASSES OF EMPLOYEES AND ELIGIBILITY

The provisions of this Agreement shall apply only to regular employees as defined in Article I, Section 1. The term "Regular Employees" means those holding regular positions so authorized by the Company.

It is agreed, however, that the following regular employees are excluded from the terms of this Agreement, and that they shall not be eligible for Membership in the Union:

Officers, Directors, Managers, Superintendents, Secretaries to the above, Engineers, Accountants, Buyers, Supervisors, Foremen, Guards, Salesmen, Payroll*, Meter Readers, Automated Meter Reader and Sales Clerks. Definitions of Supervisors and Foremen will be as defined in the National Labor Relations Act.

*Subject to the Memorandum of Understanding, dated December 4, 1974.

The following not being regular employees are, therefore, excluded from the application of the terms of this Agreement and except as noted in Article 1, Section 3, shall not be members of the Union:

(A) TEMPORARY EMPLOYEES

Those hired to fill temporary jobs such as seasonal construction work or temporary maintenance work. Any such employee who shall have worked twelve (12) consecutive months for the Company shall thereby become a regular employee, providing regular jobs are available.

The Company will not establish different hours for temporary employees other than those already established for regular employees.

(B) PROBATIONARY EMPLOYEES

Those hired on six (6) months' trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory, and if the positions are still open, they will become regular employees.

SECTION 3

UNION SECURITY

Subject to the provisions of Sections 1 and 2 of this Article, it shall be a condition of employment that all employees of the Company covered by this Agreement and hired on or after September 1, 1973 or who are members of Local Union No. 12004, United Steelworkers, AFL-CIO-CLC in good standing on the execution date of this Agreement shall, on the thirtieth (30th) day following the execution date of this Agreement, become and remain members in good standing in the Union for the balance of the term of this Agreement.

It shall also be a condition of employment, subject to the provisions of Sections 1 and 2 of this Article, that all probationary employees who are hired on or after its execution date, and who thereafter become regular employees, shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union for the balance of the term of this Agreement.

During the six (6) month probationary period, the Company shall determine the suitability of said new employee for acceptance as a regular employee. The decision as to the retention by the Company of any probationary employee as a regular employee subsequent to the completion of his probationary period of employment is one which is within the sole discretion of the Company and if the Company for any reason terminates said probationary employee from its employ at any time prior to or at the completion of his probationary employment, such action shall not be subject to the Grievance Procedure or to Arbitration under this Agreement, nor shall such action form the basis of any claim whatsoever under this Agreement.

In the event a probationary employee bids and is awarded another position within the Company, such employee will not be transferred to the new position until his probationary period is completed. Additionally, probationary employees will not be eligible for the Appendix F for the duration of their probationary period.

ARTICLE II

SECTION 1

UNION AGREEMENT ON CONTINUITY OF WORK

During the term of this Agreement or any extension thereof, there shall be no authorized or sanctioned cessation, retarding or stoppage of work because of any dispute which may result from an interpretation of this Agreement, or from any cause whatsoever. It is further agreed that any employee represented by the Union and/or subject to the terms and conditions of this Agreement who, without the authority or sanction of the Union, voluntarily absents himself or herself from work because of any dispute or demand may be denied further employment or suspended at the option of the Company, provided, however, the Union may use the grievance and arbitration procedure as contained in Article III of this Agreement on the sole question whether such employee absents himself or herself from work because of a dispute or demand.

COMPANY AGREEMENT ON NO LOCKOUT

The Company agrees that during the life of this Agreement there will be no lockout.

MANAGEMENT FUNCTIONS

Being among the usual functions of Management, it is agreed (subject as limited and stated in this Contract to review procedure in certain cases and to rules of seniority where applicable), that the Company has the sole right at all times to employ, promote, transfer, and discharge employees, and to determine the number and qualifications of employees. Nothing in this paragraph is to be construed as a statement of limitations of Management.

COURT OR SIMILAR ACTION

In further consideration of the mutual promises contained herein, the parties expressly agree that neither shall bring, or cause to be brought, any court, or other legal or administrative action against the other until after the dispute, claim, grievance or complaint has been brought to the attention of the Party against whom it was made and the said Party after actual notice of same, has within reasonable time, failed to take steps to correct the cause or circumstances giving rise to such dispute, claim, grievance or complaint.

SECTION 2

MUTUAL DESIRE FOR UNINTERRUPTED SERVICE

It is the desire of both Parties to provide for uninterrupted and continuous service. Nothing herein is intended, however, to prevent the resignation or discharge of individuals, the discharge being subject to review under the conditions and in the manner hereinafter specified in Article III, and Article IV.

SECTION 3

UNION DESIRE TO PROMOTE COMPANY'S WELFARE

The union agrees that its members will individually and collectively perform loyal and efficient work and service, use their influence and best efforts to protect the property of the company and the Company's interests, assist in promoting the sale of the company's products, and cooperate with the Company and the employees of all departments in promoting and advancing the welfare of the Company and its service at all times.

COMPANY TO COOPERATE WITH UNION FOR HARMONY AND EFFICIENCY

The Company agrees that it will cooperate with the Union in its effort to promote harmony and efficiency among all the Company's employees.

SECTION 4

AGREEMENT CONCERNING DISCRIMINATION AGAINST CERTAIN EMPLOYEES

The Company agrees not to interfere with the rights of its employees to become members of the Union. There shall be no discrimination, interference, restraint or coercion by the Company, or any of its agents against any employee because of Membership in the Union. The Union, agrees collectively and individually for its members and agents, not to intimidate or coerce employees into Membership and not to solicit memberships, distribute pamphlets or discuss Union matters during working hours. The Union further agrees for its members not to discriminate against any employee of the Company because of non-membership in the Union or to intimidate, coerce or refuse to work cooperatively with any employee or workman not a member of this Union, or to refuse to work upon or with materials furnished by the Company. The Union agrees that because of the nature of the Company's business, its members will promptly and loyally obey a request of a Company Supervisor where such request has direct connection with the work of the Company and is not contrary to Company Safety Rules; and in that they will promptly, loyally and carefully follow operating and safety rules. It being agreed, however, that any orders given shall be by Company Supervisors and will not be in violation of the Safety Rules as applicable.

ARTICLE III

SECTION 1

SHOP STEWARD SELECTION

Notification will be made by the Union as to the identity of the Grievance Committeemen and Shop Stewards within thirty (30) days of the signing of the Agreement. The Company will be notified of any changes in position within seven (7) days. The Grievance Committeemen selected by the Union shall have the right to participate with any department Shop

Steward in the various steps of the grievance procedure.

SECTION 2

EMPLOYEE GRIEVANCE PROCEDURE

In the event of any dispute between the Union and the Company as to the meaning, application or intent of the provisions of this Agreement, the procedure of settlement shall be as follows:

1st A discussion of the grievance between the aggrieved employee with his Shop Steward and his immediate Supervisor. If no satisfactory settlement is made, the Department Head and the Grievance Committeeman will be called in to the discussion at the first convenient opportunity.

2nd A meeting between the Shop Steward, a member of the Grievance Committee and the Department Head. At this stage, the grievance shall be presented in writing on a form mutually agreed to between the Company and the Union. The Department Head will give his answer in writing within seven (7) days unless the period is extended by mutual agreement. This step must be initiated within thirty (30) days of knowledge by the Union of the incident that caused the dispute.

NOTE: In making investigation under paragraph 1 and 2 above, the employees concerned shall first receive permission from the Department Superintendent or someone designated by him, to absent themselves from their work.

3rd A Meeting between the Grievance Committee and the President of the Company or his duly authorized representative. If a meeting between the parties is to be held it will be requested no later than thirty (30) days after the date of the Department Head's written answer in the second step. The Grievance Committee may be accompanied by a representative of the United Steelworkers, AFL-CIO-CLC. The parties agree to schedule quarterly meeting dates for 3rd step grievances hearings at the start of each year. However, in the case of termination, the parties agree to hold a Step 3 hearing within thirty (30) days of the Step 2 hearing or at the quarterly meeting, whichever comes first.

If not, the Local shall be notified in writing, giving the reason for delay. In the event that no satisfactory settlement of the dispute is reached by the foregoing procedure then such matter may be referred to a Board of Arbitration. If arbitration is not so requested within forty-five (45) days of the first meeting of this step, it shall be deemed abandoned unless said period is extended in writing by mutual agreement of the Grievance Committee and the Company.

4th In the event that arbitration is required, one arbitrator will be appointed within thirty (30) days of the request. The Arbitrator shall be chosen as follows: The Company and the Union will each designate a representative to choose the arbitrator. If the Arbitrator cannot be mutually agreed upon within ten (10) days of the initial request then said Arbitrator is to be appointed by the American Arbitration Association. No Arbitrator shall have the power to add or subtract from or modify any of the Terms of this Agreement or pass upon or decide any question except the grievance submitted to the Arbitrator in accordance with the foregoing provisions. The Arbitrator will be instructed to render a decision within thirty (30) days from receipt of all materials pertinent to the case. The award of this appointed Arbitrator shall be final and binding on both the Company and the Union. The Company and the Union shall bear the expense equally of the Arbitrator.

Mutually agreed upon extensions will automatically extend the time within the steps of the grievance procedure.

ARTICLE IV
WORKING CONDITIONS

SECTION 1

CONDITIONS NOT COVERED

Working conditions which were in operation on the effective date of the Agreement and which are not covered by this Agreement shall remain in effect unless changed by mutual consent of both parties to this Agreement. The Union agrees to not unreasonably withhold such consent when the change in question may interfere with the efficient operation of the Company; provided, however, that such change is not detrimental to the employees involved.

SECTION 2

SENIORITY DETERMINATION

Seniority shall be determined from the date of the beginning of the last continuous period of employment. In determining length of service for the purpose of seniority, absence from the Company's service for less than six (6) months shall be disregarded. Absence for more than six (6) months, but less than one (1) year, shall be deducted from length of service. Absence of more than one (1) year shall forfeit all seniority previously established, except two (2) years in case of lay-off. An absence due to any employee's resignation from the Company's service shall forfeit all seniority previously established. The only exceptions to this method of determining length of service shall be leave of absence in writing granted by an Officer of the Company, illness attested to by a Physician's Certificate, leave of absence for the transaction of Union business as provided for in Article IV, Section 4, or service in the Military Forces of the United States, or the Commonwealth of Massachusetts.

TEMPORARY TRANSFERS

Transfers may be made at the option of the Company on a temporary basis for a period not to exceed forty (40) worked days for any one transfer. Temporary transfers shall be limited to sickness/accident, vacations, restricted duty, job hold over and workload. Temporary transfers due to workload will be for the following areas: Meter Service(SNOPs), Gas Meter Shop (Meter Technician and ERTs) and snow removal in Facilities (B&G).

There will be no 40-day transfers from a department while the Company has outside contractors performing work in that department, with the exception of someone who is on restricted duty. An employees' restrictions will determine their eligibility for a temporary transfer. An employee on restricted duty cannot displace an unrestricted employee in his department. The Company will endeavor, first, to find work in his department and report area. If no such work is available, the Company will then attempt to find work in another department within his report area prior to transferring him. The practice of banking overtime associated with Appendix F, where applicable, will be for a period not to exceed thirty (30) days.

Temporary transfers beyond forty (40) worked days shall be mutually agreed upon. An employee may be subject to a Temporary Transfer twice in any calendar year. On a voluntary basis an employee may be transferred an unlimited number of times, with prior agreement from the Union. This will not affect the number of transfers which are mutually agreed to between the Company and the Union. (A permanent transfer of over forty (40) worked days shall be covered by Article IV, Section 5).

When a 40-day transfer occurs between two calendar years, the year in which the majority of time worked will determine what year the 40-day transfer is charged to; if split evenly (20 days/20 days), it will charged to the year the transfer ends.

SENIORITY STATUS WHEN INTERDEPARTMENT TRANSFER OCCURS

An employee transferred on a temporary basis shall continue to accrue seniority in the original department. The affected chief stewards and department stewards shall be notified of such transfers.

An employee permanently transferred to another department or job shall retain his seniority in his former department or departments, but not accumulate further seniority in such department, as of the date of transfer, if the transfer is to another department, but shall begin seniority in his new department as of that date.

LAY-OFF AND RECALL

Lay-off and Recall after Lay-off of employees shall be made initially within each department according to Company seniority, namely, length of service in the Company, but subject to the qualifications of the employees involved to do the work required. An employee laid off from a particular department under the foregoing shall have the option of returning to the last job he held in the department from which transferred. An employee laid off who has worked in one department only, or whose last job in the department from which transferred has been abolished will, where other jobs are available, have the option, without displacement of other employees, to transfer to such available jobs if qualified and able to perform the work required, otherwise he shall have the option of replacing an employee with the least Company seniority in a labor classification.

Employees who have been laid off from the Company shall be returned to work in the inverse order in which they have been laid off, provided they are qualified and have the ability to perform the work available, before any new employees are hired. The right to be recalled shall cease after three (3) years from the date of layoff. A laid off employee, who is notified by registered mail to return to work, must report to the Human Resources Organization with seventy-two (72) hours after such notice has been received by him/her and, when reporting, he/she shall advise said Company whether or not he/she will return. Said Company will send notification to the last known address. Should the letter be returned undeliverable or the employee fails to advise the Human Resources Organization within seventy-two (72) hours that he/she will return to work or fails to return to work within fourteen (14) days after advising the Company that he/she will do so, the next employee shall be called.

PROMOTIONS AND VACANCIES

Promotions and transfers to fill vacancies may be made both within departments and from one department to any other. In filling vacancies or making promotion, other qualifications being equal, Company seniority shall prevail. The word "qualifications" as used in this section, shall include such matters as experience, physical fitness, skill, knowledge, efficiency, and responsibility.

It is agreed that if a vacancy is to be filled that the past practice of posting or filling position without undue delay will be continued.

REVIEW RIGHTS RE NON-PROMOTION, LAY-OFF, OR NON-REEMPLOYMENT

If an employee has not been promoted, or has been laid off and not reemployed, such employee shall have the right to have his case reviewed, provided he requests such review within two (2) weeks, in accordance with Article III. If a Union member receives an unfavorable decision in regard to this paragraph, he may within six (6) months have the matter reopened for consideration upon the discovery of newly obtained evidence and facts.

If an employee is discharged for any reason, such discharge or demotion may be reviewed under the grievance procedure set forth in Article III, provided a request for such review is made within two (2) weeks. The Company shall then furnish him with the reason for his discharge or demotion. If upon investigation such employee has been found to have been unjustly discharged or demoted, he shall be reinstated and shall be paid for any time he may have lost at his regular rate of pay.

Any dispute arising out of the operation of seniority shall be settled as provided elsewhere in this Agreement for the settlement of all grievances or disputes.

SECTION 3

BULLETIN BOARDS

The Company shall provide bulletin boards at locations mutually agreed upon for the purpose of posting official Union

notices only. Said notices shall not be of a controversial or political nature as determined by the Company's designated representative. Said bulletin boards shall be glass-enclosed, and the Union Secretary shall be responsible for the posting of any notice in accordance with the foregoing.

SECTION 4

RIGHT OF EMPLOYEES TO SERVE UNION AS OFFICIALS

The Company agrees to grant to employees of the Company who are members of the Union such reasonable leaves of absence for transacting business of the Union or any Affiliated Union Organization in such numbers and for such length of time as the Company shall determine. An employee shall not be entitled to be paid by the Company during any such leave of absence.

Any member of the Union granted a written leave of absence and employed in any official capacity by the Union, or any Affiliated Union Organization, shall not lose his seniority in the department in which he was employed. Such employee of the Company permanently employed by the Union in any official capacity, or by an Affiliated Union Organization, shall, upon being relieved of his official position with the Union, be entitled to be reinstated in the position he held at the time of taking such official position.

The Company further agrees that time lost by an employee when transacting authorized Company-Union business, such as negotiation or grievance proceedings, shall be paid for by the Company.

(a) Grievance proceedings reimbursement at Step 3 meetings will be limited to a maximum of eight (8) members.

(b) Arbitration proceedings reimbursement will be limited to a maximum of three (3) bargaining unit members.

(c) Negotiation proceedings reimbursement will be limited to a maximum of eight (8) members.

SECTION 5

JOB POSTING

When an existing or a new job classification which falls within the range of jobs covered by the Bargaining Unit is to or has become vacant or is to be filled, notice of such Job Classification is to be posted for a period of ten (10) calendar days. The notice is to state the name of the job, the name of the person to whom applications for such job are to be made, and the date and time before which such applications must be made in order to be considered. The "open" job will not be filled until the time specified in the posted notice except if the Company deems it necessary, it may fill such job on a temporary basis. No "posting" will be made, however, to cover the usual filling of jobs temporarily vacant due to such conditions as sickness, accidents, vacation, etc. Within two (2) weeks after expiration of the posting period, the vacancy will be filled by the accepted applicant, but if there is no applicant who is qualified, the Company shall have the right to hire a new employee to fill such vacancy within 60 days of the expiration of the original posting date, after which time the job will be re-posted if it is to be filled. The employee will be transferred no later than the third Sunday following the Award Posting. Any employee assigned to a posted job with a progression of 24 months or less, shall have forty-five (45) "worked" days in which to qualify. If the posted job has a progression of more than 24 months, the employee shall have sixty (60) "worked" days in which to qualify. If he is unable to qualify, he may return to the classification from which he came without loss of seniority rating therein. The resulting vacancy will be offered to the next qualified bidder from the original posting. If there are no other qualified bidders, the Company shall repost the job if it is to be filled. All other provisions of this Contract not inconsistent with this paragraph are to apply concerning the filling of a job classification, except for employees who have not made application in compliance with this job posting provision.

Employees away from work because of vacation, illness or other legitimate reasons one or two days during the posting period will have an additional one or two days, as appropriate, to bid the job once they have returned to work, assuming it is within two (2) weeks of the date of the job award.

Employees senior to the successful applicant away from work because of vacation, illness or other legitimate reason for the entire posting period may within two (2) weeks of the date of the job award question the award.

The company will notify the Union in writing as to whom the applicants were and who was the successful applicant.

Job Posting and Bidding Sheet formats will not be changed without mutual consent.

ARTICLE V
HOURS AND WAGES

SECTION 1

SCHEDULE OF WAGE RATES

The Union and the Company agree that subject to conditions of the Contract, the wage rates in effect for the term of this Agreement shall be in accordance with the schedule marked SCHEDULE OF WAGES, in Appendix A which is made a part hereof. It is further agreed to hire at a rate of pay no more than the negotiated rates, which are effective at the end of the first six (6) months of employment.

SECTION 2

NORMAL WORK WEEK DEFINED

The normal work week for all employees covered by this Agreement shall consist of forty (40) hours being five (5) consecutive days of eight (8) hours.

SECTION 3

WORKING SCHEDULE STIPULATIONS

A stated hour for reporting for work, and a stated schedule of working time shall be given each employee, and except in cases of emergency, forty-eight (48) hours' notice of any change in such schedule shall be given to him, except where employees request and it is agreed to schedule two (2) shifts in one day (department payroll day) in order for the employee to obtain more consecutive or convenient time off. Each employee shall keep the Company informed in regard to changes in his address or telephone number. Address changes shall be reported to the Union Recording Secretary in writing by the Company. If for good cause an employee is unable to report for work, reasonable notice of such fact should be given to the Company.

An employee will not be required to work outside his report area zone except as outlined in Article V, Sections 13 and 14.

SECTION 4

CALL-IN DEFINITIONS AND STIPULATIONS

RECALL TO WORK

A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his next scheduled hours.

EARLY CALL IN

An early call in occurs when an employee is called in before his regularly scheduled shift and continues working into that shift.

TRAVEL TIME

Travel time is one (1) hour's pay, allowed to cover time coming to and going from work, and applies only to "Recall to Work". One-half (1/2) hour's pay will be paid as travel time on an "Early Call In".

STIPULATIONS

RECALL TO WORK

If an employee is "Recalled to Work" during non-scheduled hours, such work time plus an allowance of one hour for travel time shall be overtime. In no such case shall this total be less than five (5) hours. For Mark-Outs in no such case shall this total be less than (4) four hours.

EARLY CALL IN

"Early Call In" will be paid for at overtime rates for time worked prior to regular starting time.

SECTION 5

OVERTIME STIPULATIONS

1. An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees request and it is agreed to schedule two (2) shifts in one day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours worked in any one (1) payroll week at one and one-half times his base wage rate.

2. Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

This paragraph shall not be construed to change in any way the present holiday, sick pay policy or equalization of overtime policy.

3. An hourly paid employee who may be required to report to work at regular starting time is to be allowed a minimum of four (4) hours pay when, in the Company's opinion, conditions prevent work being performed.

4. It is agreed to continue the present policy on posting lists for the equalization of overtime.

5. The following will apply for off-hours call outs of Maintenance, Meter Services and Instrumentation and Regulation personnel.

   The Company will make two attempts to reach the individuals necessary to respond to a call out by area.

   If the number of individuals required for Distribution call outs is not reached by using the area call out list, the Company will make one attempt to reach the individuals required by utilizing the call out list from the report area in that region:

Region 1	Somerville, Hyde Park
Region 2	Southborough, Worcester

   The existing practice of calling qualified individuals from other Instrumentation and Regulation report areas will continue.

   Individuals called from these lists will report directly to the location or the report area as directed by the supervisor.

If unable to obtain the required number of people, supervisory and/or contractor personnel will be utilized.

The past practice regarding call outs for specialized personnel will continue.

Affected personnel will indicate at the beginning of each workday their availability to work continuous overtime and their availability for off-hours call outs.

SECTION 6

HOLIDAY STIPULATIONS

1. The following days shall be recognized as holidays on the day on which they are observed: New Year's, Martin Luther King Day (can be substituted for a Floating Holiday), Washington's, Memorial Day, Floating Holiday, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas*.

   Bunker Hill Day will be replaced with a Floating Holiday, which must be selected and approved prior to November 1, in the year for which it applies. For those wishing to substitute Martin Luther King Day for a Floating Holiday must make that selection by November 1st of the preceding year. Subject to operational needs, the Company will attempt to accommodate the employee's request. Employees shall not receive both sick pay and holiday pay on any normally scheduled workday.

   If any employee is required to work on a floating holiday which had been scheduled and approved, said employee will have the option of being paid according to Article V, Section 6 or paid at straight time and reschedule the floating holiday.

   If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it will be forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid a holiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a) If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b) In a week in which one of the holidays listed in 1. above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c) If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d) In the event of a call into work on Christmas Day, the employee will be paid two (2) times their hourly rate for all hours worked.

   * If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½) .

4. With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

5. Any holiday as set forth in this contract which falls on a Saturday will be observed on the preceding Friday.

6. Nothing in this contract shall be construed to provide for the pyramiding of overtime or premium pay.

SECTION 7

SUNDAY PREMIUM STIPULATION

A premium of 35% will apply to all regularly scheduled hours of work on scheduled shifts, the major portion of which shifts fall between 12 Midnight Saturday and 12 Midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

SECTION 8

SHIFT DIFFERENTIAL

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than "day" shift, as scheduled and shall be figured at the rate of one dollar and seventy-five cents ($1.85) per hours worked during "afternoon" shift and one dollar and seventy-five cents ($1.85) per hours worked during "night" shift. Effective April 1, 2018, the one dollar and seventy-five ($1.85) per hour shall be increased to one dollar and ninety-five cents ($1.95). Effective April 1, 2019, the one dollar and ninety-five cents ($1.95) per hour shall be increased to two dollars and five cents ($2.05).

2. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

3. "Day", "afternoon", and "night" shifts shall be defined as follows:

   (a) "Day" shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   (b) "Afternoon" shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   (c) "Night" shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00 a.m.

   (d) Classifications required to work shifts will be defined in Appendix C and Appendix J.

4. If an employee is not entitled to a shift differential during his REGULARLY SCHEDULED hours, he will not receive a shift differential during overtime hours.

5. If an employee works into a shift preceding or succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

6. SHIFT ASSIGNMENTS

   Seniority within the department roster will be the determining factor in the assignment of shifts. The junior individuals will be required to work the shifts not volunteered for by the senior individuals. All voluntary shifts will be on a permanent basis. An individual who volunteers to work a permanent shift will only be permitted to change said shift if another individual volunteers to take that shift on a permanent basis after posting within the affected department report area, or it shall be assigned to an individual who was not in the roster at the time it was accepted on a permanent basis.

SECTION 9

PAYMENT FOR WORKING SECOND DAY OF RELIEF

An employee who is required to work on the 2nd day of relief in any consecutive 7-day period and having worked one hour of his 1st day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said 2nd day of relief. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

SECTION 10

MEAL STIPULATIONS

If an employee is required to work ten (10) consecutive hours or more, he shall receive a meal reimbursement not to exceed eight dollars and fifty cents ($9.00). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed eight dollars and fifty cents ($9.00) to be paid for each additional four (4) hours of continuous overtime work thereafter. Effective April 1, 2018 the nine dollars ($9.00) will be increased to nine dollars and twenty-five cents ($9.25). Effective April 1, 2019, the nine dollars and twenty-five cents ($9.25) will be increased to nine dollars and fifty cents ($9.50).

If an employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed nine dollars ($9.00), except that effective April 1, 2018, the meal reimbursement will be increased to nine dollars and twenty-five cents ($9.25) and effective April 1, 2014 the meal reimbursement will be increased to nine dollars and fifty cents ($9.50).

It is agreed that this section does not apply where employees work overtime through courtesy to fellow employees.

SECTION 11

REST PERIOD STIPULATIONS

If an employee is required to work sixteen or more consecutive hours, he will be allowed a period of nine hours off before returning to work unless an emergency arises which makes it necessary for the Company to call him back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry him to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after his original shift.

SECTION 12

RATE OF PAY WHEN ASSIGNED TO ANOTHER JOB CLASSIFICATION

Employees assigned temporarily to a higher rated job for periods of three (3) hours or less but more than one-half (1/2) hour shall receive the higher rate of pay for actual time worked on the higher rated job that day. Such time shall be calculated on a cumulative basis.

Employees assigned temporarily to a higher rated job for periods of more than three (3) hours shall receive the higher rate of pay for all straight time worked that day.

Employees temporarily assigned to a lower rated position shall retain their regular rate of pay.

Selection of employee to be transferred shall be in accordance with Article IV, Section 2, Promotions and Vacancies.

SECTION 13

EMERGENCY WORK PREMIUM

When an employee is assigned to work outside his normal report area for a period of more than 24 continuous hours, including travel time, the method of payment will be as follows:

a) The employee so assigned will be paid for working time at the applicable overtime rate, and for rest time at their regular straight time rate.

b) The Rest Period Policy will not apply during this emergency work when employees are being paid under (a), but every effort will be made to give employees adequate rest time.

c) If a holiday occurs during this assignment, working time shall be paid for at the applicable holiday rate and rest time at the regular straight time rate.

d) When the assignment is completed, and the employees have returned to their own Report Area, the normal method of payment and rest time procedures will be in effect.

e) Employees covered by this Agreement, in like classifications, in the areas to which outside crews have been assigned in excess of 24 continuous hours, will be paid according to the same premium method as the assigned crews covered by this Agreement. The rest period application will be the same beginning at the time the first outside crew arrives in the area and continuing until outside crews have left the area when the normal method of payment and rest procedures will be in effect.

f) If employees in other classifications are assigned and become working participants in the area of the service interruption for a period in excess of 24 continuous hours including rest time, the above provisions will apply.

g) Employees once assigned under the above conditions will not be reassigned to circumvent this Agreement.

SECTION 14

ASSIGNMENT OUTSIDE REGULAR REPORT AREA

When an employee is required to work outside his normal report area, at the start of the day, the following will apply

a) Without forty-eight (48) hours' notice, the employee has the option of reporting directly to his re-assigned location or his normal report area. Should an employee choose to report to his normal report area, he will be transported by the Company to and from the re-assigned location. In no case will an employee be required to travel on his own time or provide his own transportation on such an assignment. If an employee elects to report directly to his re-assigned location, he will be compensated in accordance with paragraph b) outlined below.

b) With forty-eight (48) hours' notice, the employee may be required to report directly to his re-assigned location. If such is the case, the employee will be required to travel on his own time and provide his own transportation. An employee will receive an allowance equal to one (1) hour of his straight time base rate for each way of the required travel.

c) The Company will solicit for volunteers based on Company seniority. In the event there are no volunteers, the qualified junior employee will be assigned.

d) Distribution Support Technician – Assigned Outside Regular Repot Area shall only apply when employees move East to West or West to East.

SECTION 15

RETROGRESSION PAY PLAN

Where an employee of ten years or more of continuous service, because of disability, is or becomes unable to continue to perform assigned duties based on classification as of the date of disability, the rights of such employee and the obligations of the Company under such circumstances shall be determined in accordance with memorandum entitled "Disability Retrogression Pay Plan" which memorandum of said "Disability Retrogression Pay Plan" marked Appendix B is hereby incorporated by reference in this Agreement.

SECTION 16

EFFECT OF LAW ON OVERTIME PROVISIONS

All overtime provisions are subject to modification by the Company in the event of changes in Federal or State laws whether by statute or decision.

ARTICLE VI

SECTION 1

VACATION STIPULATIONS

All regular employees shall receive two (2) weeks vacation with pay in the calendar year provided their continuous regular employment preceded January 1st of the current vacation year, otherwise employees hired July 1 through December 31 are entitled to five (5) days vacation after becoming regular; employees hired after January 1 would receive one day of vacation, after becoming regular, for each full month of service through June 30th.

Month of Employment	Number of Vacation Days Employee is Eligible for Once Becoming Regular
July	5
August	5
September	5
October	5
November	5
December	5
January	5
February	4
March	3
April	2
May	1
June	0

Rate of compensation will be based on scheduled work week of each employee (calculated at the equivalent straight time rate) where employee is eligible for full two (2) weeks vacation.

On partial vacations where employees have less than two (2) weeks vacation, the rate of compensation will be based on scheduled work day (calculated at the equivalent straight time rate).

Effective January 1, 1981 the rate of compensation for one week's vacation pay will be based on the prior year W-2 earnings divided by the number of pay periods in the year, or 40 hours at the basic straight time rate in effect at the time of the vacation, whichever is higher. (On one-day vacations the weekly figure based on W-2 earnings will be multiplied by 1/5).

Each regular full-time employee who on the anniversary date of his last employment has been continuously in the employ of the Company five (5) or more years, ten (10) or more years, twenty (20) or more years or thirty (30) or more years, shall have a total vacation with pay equivalent to three (3) weeks of 40 hours each at straight time wage rates for the five (5) years service employee, four (4) weeks on a similar basis for the ten (10) year service employee, five (5) weeks on a similar basis for the twenty (20) year service employee, or six (6) weeks on a similar basis for the thirty (30) or more year service employee.

In addition to the above, each regular full-time employee who on the anniversary date of his last employment has been continuously in the employ of the company twenty-six (26) through twenty-nine (29) years shall receive additional vacation days as follows:

26 years	1 day
27 years	2 days
28 years	3 days
29 years	4 days

The third, fourth, fifth or sixth week, and twenty-six through twenty-nine days of vacation, as the case may be, will be available to such employee only on or after the above-mentioned respective anniversary date is to be completed within that calendar year by either time off or equivalent pay.

Employees will be allowed to carry over one (1) week vacation. Employees must notify Company by April 1st if they intend to carry over a week and it must be taken by December 1st of the following year. Employees will receive pay in lieu of if unable to take carry-over week in this time frame.

Employees required to work during their assigned vacation shall receive, in addition to their vacation pay, time and one-half their base rate of pay for all time worked. Vacation time worked and paid for under this clause will not be rescheduled.

Vacations will be granted according to schedules approved by the Company.

In choosing vacations within a department roster Company seniority shall govern.

In the event of a holiday falling within a vacation period, an employee shall have the option of receiving pay for the holiday in addition to his regular vacation pay or be given an additional day off with pay.

In the event that an employee becomes ill while on vacation, such time will not be considered vacation time but fall under Sick Pay Benefits if a doctor's certificate is presented.

Vacation payment of wages will be paid in advance unless otherwise notified by the employee.

The past practice on the scheduling of vacations will continue.

In the Somerville Report Area Gas Services Department - vacations will be granted according to Section 9 of the Memorandum of Agreement dated March 8, 1984.

VACATION STIPULATIONS FOR EMPLOYEES HIRED AFTER April 1, 2017

Added for employees hired after April 1, 2017 and optional for employees with less than five (5) years of service as of April 1, 2017:

Years of Service	Vacation Entitlement
Less than one year of service:	
Start date January 1 - March 31	15 days
Start date April 1 - June 30	10 days
Start date July 1 - September 30	5 days
Start date October 1 - December 31	No vacation days
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

TERMINATION AND RETIREMENT

a) Each Regular employee whose service is terminated prior to receiving the current year's vacation shall receive pay for one forty-hour week at his regular rate of pay plus one day's pay at his regular rate of pay for each month of service prior to January 1, but not to exceed a total of ten working days.

b) Each Regular employee whose service is terminated as above and who has had five or more years of continuous service shall receive pay for one normal work week in addition to that provided for in the preceding paragraph.

c) Each Regular employee whose service is terminated as above and who has had ten or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a) and b).

d) Each Regular employee whose service is terminated as above and who has had twenty or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a), b), and c).

e) Each Regular employee whose service is terminated as above and who has had thirty or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a), b), c) and d).

f) In addition to the above, each Regular employee whose service is terminated as above and who has had twenty-six (26) through twenty-nine (29) years of continuous service shall receive pay for additional days as follows:

26 years	1 day
27 years	2 days
28 years	3 days
29 years	4 days

g) Termination for the purpose of a), b), c), d), e) and f) shall include retirement, death and any other termination of service.

h) For retirement purposes, any vacation allowable under this policy in the calendar year of retirement may be taken as paid time off or cash on retirement at employee's option.

Effective January 1, 1981 the rate of compensation for one week's vacation pay will be based on the prior year W-2 earnings divided by the number of pay periods in the year, or 40 hours at the basic straight time rate in effect at the time of the vacation, whichever is higher. (On one-day vacations the weekly figure based on W-2 earnings will be multiplied by 1/5).

SECTION 2- EMPLOYEE BENEFITS

NSTAR Savings Plan

Eligible employees may participate in the NSTAR Savings Plan which is incorporated herein, and which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

NSTAR Pension Plan

Eligible employees will participate in the NSTAR Pension Plan which is incorporated herein and which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. . Benefits for eligible employees will be determined under the terms and conditions outlined in the Plan document entitled "Pension Plan for Employees of Commonwealth Energy System and Subsidiary Companies" and eligible employees hired after March 31, 2006 will be entitled to new hire Pension Equity Plan provisions as described in the Plan.

Group Insurance

Eligible employees will be covered under NSTAR's Basic Group Life Plan, Accidental Death and Dismemberment Plan and Business Travel Accident Plan as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. Eligible employees, and their eligible dependents, may participate in NSTAR's Supplemental Life Plan, Dependent Life Plan, and Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan so long as this Agreement shall be in effect.

Health Plans

Eligible employees, and their eligible dependents, may participate in NSTAR's Medical, Prescription Drug, Vision and Dental Plans as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Affordable Care Act Re-Opener Language

The parties agree to monitor the impact of the Excise Tax on High Cost Health Plans under the ACA (the "Excise Tax") and work collaboratively to overturn or otherwise mitigate the adverse impacts of ACA and the Excise Tax on Eversource. The parties agree to a limited re-opener which can be invoked by the Company if it makes the reasonable assumption based on regulatory guidance that it will be exposed to the Tax. The re-opener negotiations will be for the sole purpose of:

- Working together to design and implement options to the existing health insurance coverage for employees represented by USW Local 12004 (includes health plans such as medical, prescription drug, dental, vision, HSA, FSA, and other plans that may be subject to the Excise Tax) by making changes to existing plans, adopting a full replacement health plan or such other changes as the parties may agree are necessary to avoid or mitigate the Excise Tax; and
- Revisiting and potentially adjusting the cost borne by the Company and the employees including but not limited to payroll contributions, benefit levels or other forms of compensation.

If, at any time if after the parties have concluded re-opener negotiations and before December 31, 2019 the Company is relieved of the burden of the Excise Tax , then (absent any other negotiated result) the parties shall revert to the status quo preceding the agreements reached in the reopener.

During re-opener negotiations, the provisions of Article II, Section 1, Union Agreement on Continuity of Work and Company Agreement on No Lockout, of the collective bargaining agreement shall not apply and shall not limit the parties' respective rights under law. All disputes between the parties unrelated to the re-opener subjects will remain subject to the dispute resolution process contained in Article III, Section 2, during any period of re-opener negotiations.

Section 125 Plans

Eligible employees may participate in NSTAR's Dependent Care Plan, Flexible Spending Account and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Other Benefit Plans

Eligible employees may receive Employee Assistance, Adoption Assistance and Education Benefits. The provisions of these benefits are summarized in the "Other Benefits" section of NSTAR's Spectrum of Benefits binder and are incorporated by reference herein.

SICK AND ACCIDENT PLAN

Sick and Accident Benefits will be in accordance with Appendix D.

The Company reserves the right to provide the same benefits under another plan(s) or provider(s) if it so desires regarding those benefits described in Section 2.

ARTICLE VII

PAYROLL DUES DEDUCTION

The Company agrees to deduct weekly from earned wages, dues, and initiation fees, each as designated by the International Treasurer of the Union on the basis of and for the term of individually signed voluntary check-off authorization cards heretofore and hereafter submitted to the Company.

The Company shall promptly remit once a month any and all amounts that are deducted to the International Treasurer of the Union, 5 Gateway Center, Pittsburgh, Pennsylvania 15222.

The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken by the Company with regard to this Article.

ARTICLE VIII

NON-DISCRIMINATION

Neither the Company nor the Union will discriminate or harass any employee because of such employee's race, color, religion, national origin, sex, age, disability, gender identity, sexual orientation, genetic information, ancestry, veteran status, or military service, or any other basis protected from discrimination under state or federal law.

ARTICLE IX

DURATION OF AGREEMENT

This agreement shall continue in full force and effect until midnight March 31, 2020.

During the term of this Agreement should any provision or part thereof become illegal, the rest of the Agreement will continue in full force and effect.

This Agreement shall bind and inure to the benefit of the parties hereto and to their respective successors and assigns:

and the words "COMPANY" and "UNION" respectively shall be construed to include their respective successors and assigns.

SIGNATURES TO AGREEMENT

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed and their seals to be hereto affixed by their duly authorized officers, the day and year first above written.

UNITED STEELWORKERS, AFL-CIO-CLC

Leo W. Gerard, President

Stanley Johnson, International Secretary-Treasurer

Thomas M. Conway, Vice President, Administration

Fredrick Redmond, Vice President, Human Affairs

John E. Shinn, Director, District 4

Stephen J. Finnigan, Sub-District Director

NSTAR ELECTRIC & GAS CORP.

Christopher L Hall, Vice President of Employee and Labor Relations

LOCAL UNION 12004 COMMITTEE

Kathleen Laflash, President Local Union 12004

Daniel McGrail, Vice President

Angi Woodman, Recording Secretary

Susan Adamski, Financial Secretary

Dineen Dubuque, Treasurer

Paul Hynes, Chief Steward

Brian Galipeau, Chief Steward

Daniel Libby, Chief Steward

Kenneth Pefine, Chief Steward

APPENDIX A

NSTAR ELECTRIC & GAS CORPORATION

LOCAL UNION NO. 12004

SCHEDULE OF WAGES AND PROGRESSION

The basic wage rates of all employees covered by this Agreement shall be in effect as of April 1, 2017 as indicated by the base hourly rates listed below.
Effective April 1, 2017, the basic wage rates of all employees covered by this Agreement shall be increased three (%3.00) percent adjusted to the nearest whole cent.
Effective April 1, 2018 the basic wage rates of all employees covered by this Agreement shall be increased two and three quarters and a quarter (%2.75) percent adjusted to the nearest whole cent.
Effective April 1, 2019 the basic wage rates of all employees covered by this Agreement shall be increased two and three quarters (%2.50) percent adjusted to the nearest whole cent.

The policies in regard to promotions, wages and step increases as applied to all employees and job classifications covered by this Contract by and between NSTAR Electric & Gas Corporation and the United Steelworkers, AFL-CIO-CLC in behalf of Local Union No. 12004, United Steelworkers, AFL-CIO-CLC are shown on subsequent pages.

GENERAL CONSIDERATIONS

Promotions or step increases will occur on a time progression basis subject to the following requirements, duties and accomplishments:

a) Supervisors will make every effort to train employees and the employees are to cooperate in the training program, so that they may be qualified for promotion or for step increases on the dates as later scheduled.

b) Any employee with two (2) years of service as a regular employee who qualifies in a job where the progression is from "Trainee" to an "A" rate will be paid the "C" rate but will be classified as a Trainee and follow the progression as outlined on the subsequent pages.

c) Prior to time of scheduled progression of employee, his record will be reviewed to determine if his progress and qualifications are satisfactory to warrant the progression in and to the job classifications as generally but not exclusively set forth in the attached job descriptions. If it is determined that the employee's progress and qualifications are not satisfactory to warrant progression, he shall remain in his present step and be eligible for review after three (3) months have elapsed.

d) If an employee in any department fails to pass a promotional exam in any progression step, he will remain in his present step and will be eligible to retake the exam after three (3) months have elapsed.

e) Employees who previously attained the "A" rate in a classification where the progression is from "Trainee" to "A", and who have not been in subject classification for five (5) years or longer, will, upon re-entering subject classification, be paid the "B" rate and following forty-five (45) "worked" days become eligible for the "A" rate.

f) All promotional exams in any progression step will be given within ten (10) "worked" days of the employees' eligibility date. Failure in giving the progression exam within the ten (10) "worked" days period will result in that employee progressing to the next step in rate. Exceptions to the above time limits must be mutually agreed.

g) At the end of the 1st six months of employment, which will be a test and probationary period, and if the Company upon review has designated the employee to become a regular employee, he will be classified in the suitable classification and rate as negotiated with the Union.

EFFECTIVE APRIL 01, 2017

WAGE AND STEP INCREASE POLICY IS AS FOLLOWS:

FACILITIES DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	24 Mos. Emp.
Maintenance Person	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$27.94**	**$33.50**	**$35.55**	**$37.53**
Effective 04/01/18	**$28.71**	**$34.42**	**$36.52**	**$38.57**
Effective 04/01/19	**$29.43**	**$35.28**	**$37.44**	**$39.53**

Classification	Entry Emp.	6 Mos. Emp.	12 Mos. Emp.
Building Maintenance Mechanic*	C	B	A
Basic Hourly Rate			
Effective 04/01/17	**$39.41**	**$40.13**	**$43.56**
Effective 04/01/18	**$40.49**	**$41.23**	**$44.76**
Effective 04/01/19	**$41.50**	**$42.26**	**$45.88**

*Progression from Maintenance Person

Building Maintenance Mechanic/Electrician*	C	B	A
Basic Hourly Rate			
Effective 04/01/17	**$39.41**	**$40.13**	**$43.56**
Effective 04/01/18	**$40.49**	**$41.23**	**$44.76**
Effective 04/01/19	**$41.50**	**$42.26**	**$45.88**

*Progression from Maintenance Person

Working Leader Facilities Mgmt.	
Basic Hourly Rate	
Effective 04/01/17	**$39.78**
Effective 04/01/18	**$40.87**
Effective 04/01/19	**$41.89**

Clerk See Office and Clerical

OFFICE & CLERICAL

All clerks as outlined in Plan (see Appendix C - Qualifications to Enter the Roster) will enter clerical progression as a Probationary employee and, if qualified, will progress as outlined below:

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	18 Mos. Emp.
	Step 1	Step 2	Step 3	Step 4
Clerk				
Basic Hourly Rate				
Effective 04/01/17	**$20.63**	**$22.18**	**$23.66**	**$29.22**
Effective 04/01/18	**$21.20**	**$22.79**	**$24.31**	**$30.02**
Effective 04/01/19	**$21.73**	**$23.36**	**$24.92**	**$30.78**

All progression in the aforementioned steps is contingent upon demonstrated ability, increased job knowledge and satisfactory accomplishment.

MAINTENANCEDEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	24 Mos. Emp.	36 Mos. Emp.
Distribution Mechanic	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/17	**$27.94**	**$32.65**	**$35.95**	**$38.24**	**$42.09**
Effective 04/01/18	**$28.71**	**$33.55**	**$36.94**	**$39.30**	**$43.24**
Effective 04/01/19	**$29.43**	**$34.39**	**$37.86**	**$40.28**	**$44.32**
Distribution Support Technician					
Basic Hourly Rate					
Effective 04/01/17	**$24.99**	**$27.45**	**$29.25**		
Effective 04/01/18	**$25.67**	**$28.20**	**$30.06**		
Effective 04/01/19	**$26.32**	**$28.91**	**$30.81**		
Welder/Distribution Mechanic					
Basic Hourly Rate					
Effective 04/01/17	**$27.94**	**$32.65**	**$35.95**	**$38.24**	**$44.36**
Effective 04/01/18	**$28.71**	**$33.55**	**$36.94**	**$39.30**	**$45.58**
Effective 04/01/19	**$29.43**	**$34.39**	**$37.86**	**$40.28**	**$46.72**

MAINTENANCEDEPARTMENT (cont'd)

Distribution Welder Technician
Training Coordinator

Basic Hourly Rate

Effective 04/10/17	$47.47
Effective 04/01/18	$48.78
Effective 04/01/19	$50.00

Backhoe Operator

Basic Hourly Rate

Effective 04/01/17	**$28.36**	**$39.76**	**$39.76**	**$39.76**	**$42.87**
Effective 04/01/18	**$29.14**	**$40.85**	**$40.85**	**$40.85**	**$44.05**
Effective 04/01/19	**$29.86**	**$41.87**	**$41.87**	**$41.87**	**$45.15**

Working Leader – Distribution

Basic Hourly Rate

Effective 04/01/17	**$45.01**
Effective 04/01/18	**$46.25**
Effective 04/01/19	**$47.41**

Working Leader – Distribution Backhoe

Basic Hourly Rate

Effective 04/01/17	**$45.84**
Effective 04/01/18	**$47.10**
Effective 04/01/19	**$48.27**

Training Coordinator
Distribution

Basic Hourly Rate

Effective 04/01/17	**$47.80**
Effective 04/01/18	**$49.12**
Effective 04/01/19	**$50.34**

Tool Technician

Basic Hourly Rate

Effective 04/02/17	**$42.09**
Effective 04/01/18	**$43.25**
Effective 04/01/19	**$44.52**

PLANNING & SCHEDULING DEPARTMENT

Classification	Prob. Per.	12 Mos. Emp.	24 Mos. Emp.	36 Mos. Emp.
Planner	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$32.40**	**$35.34**	**$37.73**	**$39.97**
Effective 04/01/18	**$33.29**	**$36.31**	**$38.77**	**$41.07**
Effective 04/01/19	**$34.13**	**$37.22**	**$39.74**	**$42.10**

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.
Gas Operation Clerk			
Basic Hourly Rate			
Effective 04/01/17	**$28.79**	**$32.56**	**$35.51**
Effective 04/01/18	**$29.58**	**$33.45**	**$36.49**
Effective 04/01/19	**$30.32**	**$34.29**	**$37.40**

INSTRUMENTATION AND REGULATION DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Instrument Technician	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/17	**$28.64**	**$35.15**	**$40.11**	**$40.82**	**$44.26**
Effective 04/01/18	**$29.43**	**$36.12**	**$41.21**	**$41.94**	**$45.48**
Effective 04/01/19	**$30.17**	**$37.02**	**$42.24**	**$42.99**	**$46.61**

General Technician	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$28.58**	**$35.10**	**$40.06**	**$40.77**
Effective 04/01/18	**$29.37**	**$36.07**	**$41.16**	**$41.89**
Effective 04/01/19	**$30.10**	**$36.97**	**$42.19**	**$42.94**

INSTRUMENTATION AND REGULATION DEPARTMENT (cont'd)

Maintenance Technician	Trainee	B	A
Basic Hourly Rate			
Effective 04/01/17	**$28.58**	**$35.10**	**$40.06**
Effective 04/01/18	**$29.37**	**$36.07**	**$41.16**
Effective 04/01/19	**$30.10**	**$36.97**	**$42.19**

METER REPAIR DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	6 Mos. Emp.
Meter Technician	Trainee	B	A
Basic Hourly Rate			
Effective 04/01/17	**$27.94**	**$29.64**	**$30.31**
Effective 04/01/18	**$28.71**	**$30.46**	**$31.15**
Effective 04/01/19	**$29.43**	**$31.22**	**$31.93**

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	30 Mos. Emp.
Meter Repair Technician	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$27.94**	**$34.19**	**$36.25**	**$39.41**
Effective 04/01/18	**$28.71**	**$35.13**	**$37.24**	**$40.49**
Effective 04/01/19	**$29.43**	**$36.00**	**$38.17**	**$41.50**

METER REPAIR DEPARTMENT (cont'd)

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	24 Mos. Emp.
Special Meter Maintenance Technician	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$27.94**	**$35.16**	**$35.61**	**$40.36**
Effective 04/01/18	**$28.71**	**$36.13**	**$36.59**	**$41.47**
Effective 04/01/19	**$29.43**	**$37.03**	**$37.50**	**$42.50**

Classification	Prob. Per.	6 Mos. Emp.
Clerk Utility		
Basic Hourly Rate		
Effective 04/01/17	**$27.94**	**$34.20**
Effective 04/01/18	**$28.71**	**$35.14**
Effective 04/01/19	**$29.43**	**$36.01**

WAREHOUSE DEPARTMENT

Classification	
Working Foreperson – Stores	
Basic Hourly Rate	
Effective 04/01/17	**$41.66**
Effective 04/01/18	**$42.81**
Effective 04/01/19	**$43.88**

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	24 Mos. Emp.
Stockhandler	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$27.94**	**$34.79**	**$36.37**	**$38.60**
Effective 04/01/18	**$28.71**	**$35.75**	**$37.37**	**$39.67**
Effective 04/01/19	**$29.43**	**$36.64**	**$38.30**	**$40.66**

FLEET DEPARTMENT

Classification

Working Foreperson – Transportation

Basic Hourly Rate

Effective 04/01/17	**$44.99**
Effective 04/01/18	**$46.23**
Effective 04/01/19	**$47.38**

Classification	Prob. Per.	6 Mos. Emp.	15 Mos. Emp.	24 Mos. Emp.	30 Mos. Emp.
Mechanic	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/17	**$27.94**	**$31.60**	**$34.46**	**$36.80**	**$42.11**
Effective 04/01/18	**$28.71**	**$32.47**	**$35.41**	**$37.81**	**$43.26**
Effective 04/01/19	**$29.43**	**$33.28**	**$36.30**	**$38.76**	**$44.35**

(Progression above requires all items of Qualifications to enter the roster in Appendix C.)

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Mechanic	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/17	**$27.94**	**$31.60**	**$34.46**	**$36.80**	**$42.11**
Effective 04/01/18	**$28.71**	**$32.47**	**$35.41**	**$37.81**	**$43.26**
Effective 04/01/19	**$29.43**	**$33.28**	**$36.30**	**$38.76**	**$44.35**

(Progression above requires items 1, 2, 3 and 4 of the Qualifications to enter the roster in Appendix C. This Progression requires the successful completion of three years of night school in automotive mechanics in a course approved by the Company.)

Classification	Prob. Per.	6 Mos. Emp.
Garage Attendant	Trainee	Trainee
Basic Hourly Rate		
Effective 04/01/17	**$27.94**	**$34.13**
Effective 04/01/18	**$28.71**	**$35.07**
Effective 04/01/19	**$29.43**	**$35.95**

FLEET DEPARTMENT (cont'd)

Classification

Transportation Clerk

Basic Hourly Rate

Effective 04/01/17	**$32.46**
Effective 04/01/18	**$33.35**
Effective 04/01/19	**$34.18**

GAS SERVICES DEPARTMENT

Classification

Working Leader/Training Coordinator

Basic Hourly Rate

Effective 04/01/17	**$47.73**
Effective 04/01/18	**$49.04**
Effective 04/01/19	**$50.27**

Classification	Prob. Per.	6 Mos. Emp.	15 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Service Technician	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/17	**$27.94**	**$34.46**	**$39.41**	**$40.13**	**$44.61**
Effective 04/01/18	**$28.71**	**$35.41**	**$40.49**	**$41.23**	**$45.84**
Effective 04/01/19	**$29.43**	**$36.30**	**$41.50**	**$42.26**	**$46.98**

Classification

Fitter A

Basic Hourly Rate

Effective 04/01/17	**$44.61**
Effective 04/01/18	**$45.84**
Effective 04/01/19	**$46.98**

GAS SERVICES DEPARTMENT (cont'd)

Classification	Prob. Per.	6 Mos. Emp.	15 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Service Technician/Fitter	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/17	**$27.94**	**$34.46**	**$39.41**	**$40.13**	**$44.61**
Effective 04/01/18	**$28.71**	**$35.41**	**$40.49**	**$41.23**	**$45.84**
Effective 04/01/19	**$29.43**	**$36.30**	**$41.50**	**$42.26**	**$46.98**

Classification	Prob. Per.	6 Mos. Emp.	9 Mos. Emp.	15 Mos. Emp.
Service Dispatcher	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/17	**$30.40**	**$35.98**	**$37.99**	**$40.51**
Effective 04/01/18	**$31.23**	**$36.97**	**$39.03**	**$41.62**
Effective 04/01/19	**$32.01**	**$37.89**	**$40.01**	**$42.66**

All red circled employees will remain red circled in their present classifications. An employee who is red circled will have the right to return to his original report area without any loss of pay on a one-time basis.

Classification	
****Senior Dispatch Clerk**	
Basic Hourly Rate	
Effective 04/01/17	**$31.26**
Effective 04/01/18	**$32.12**
Effective 04/01/19	**$32.92**

***Per Memo of Agreement June 21, 2000*

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	18 Mos. Emp.
Service Technician D				
Effective 04/01/17	**$27.94**	**$31.50**	**$34.45**	**$36.73**
Effective 04/01/18	**$28.71**	**$32.36**	**$35.40**	**$37.74**
Effective 04/01/19	**$29.43**	**$33.17**	**$36.29**	**$38.68**

APPENDIX B

MEMORANDUM REGARDING

DISABILITY RETROGRESSION PAY PLAN

I NON-COMPENSABLE DISABILITY

In the event an employee becomes unable to perform his normal duties because of a disability for which he is not receiving Workers' Compensation benefits, and if the Company is able to provide him with work which he is capable of performing, he will be assigned to such work. His ADJUSTED pay rate shall be determined by the PLAN shown below.

(A) FUTURE RETROGRESSIONS

1. Less than ten full years of continuous service at time of retrogression.

   a) An employee with less than ten full years of continuous service with the Company at the time of retrogression shall receive the ultimate base rate of his new job classification.

   b) The new rate shall become effective at the time of such retrogression.

2. Ten full years or more of continuous service at time of retrogression.

   An employee with ten full years or more of continuous service with the Company at the time of retrogression shall receive no reduction in his basic rate of pay.

II COMPENSABLE DISABILITY

In the event an employee becomes unable to perform his normal duties because of a disability for which he is receiving Workmen's Compensation benefits, and if the Company is able to provide him with work which he is capable of performing, he will be assigned to such work. His pay rate shall be determined as set forth above, except that the following shall apply:

(a) If, at the time of retrogression, the employee is receiving compensation for partial disability, the Company will pay such amounts so that the employee's total compensation from the Company and from such Disability Benefits will equal the new (as determined by I (A) above) pay rate.

(b) The date the employee commences work at his lower classification shall be considered as the date of retrogression.

III GENERAL PROVISIONS APPLICABLE TO I AND II ABOVE

a) In all computations, only FULL YEARS of service shall be used.

b) An employee with ten or more full years of continuous service shall hold the title of his new job classification with the word "SPECIAL" appended thereto.

c) The Medical Representative of the Company in all cases shall consult with such employee's family physician and in the event of disagreement as to the employee's condition and/or ability to perform the work of any particular class, the case shall be referred to a recognized specialist or clinic in the field of medicine involved, whose opinion will be final and binding upon all parties.

d) No change in GROUP INSURANCE shall result from such retrogression.

e) An employee transferred to a lower classification under this PLAN shall be assigned without posting the job.

f) Reference to continuous service in the Company shall include service with other subsidiary companies of the same System.

g) If an employee who is being compensated under the provisions of this PLAN is again transferred to one or more lower classifications, his new rate shall be as if the employee had been transferred to such lower classification initially, using all factors applicable at the time of the first retrogression. The resultant rate shall reflect all wage adjustments, which were made in such lower classification since the date of initial retrogression.

h) The Company, may in its discretion, withhold the provisions of this PLAN for employees who also engage in work for other than the Company or its affiliates.

APPENDIX C

CLASSIFICATION QUALIFICATIONS AND SPECIFIC CONDITIONS

JOB DUTIES

See Job Postings for job duties as presented and agreed upon.

SCHEDULE OF HOURS AND SCHEDULE

See Appendix J.

FACILITIES DEPARTMENT

The Company and the Union agree to form a sub-committee to meet and discuss the current and future Buildings and Grounds manpower.

QUALIFICATIONS TO ENTER THE ROSTER FOR MAINTENANCE PERSON

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License.
3. Pass the Bennett Test with a raw score of 24.

QUALIFICATIONS TO ENTER THE ROSTER FOR BUILDINGS MAINTENANCE MECHANIC

1. Must be able to perform moderate physical work in all types of weather and emergency conditions.
2. Possess a valid Massachusetts Driver's License.
3. Pass the Bennett Test with a raw score of 24.
4. Must have a minimum of five (5) years industrial experience in facilities related positions. This shall include troubleshooting HVAC systems and other mechanical systems pertaining to operating and maintaining large industrial buildings. Performs other non-mechanical work within the department as required.
5. Must possess and maintain a certificate in Basic Refrigeration.
6. Must obtain within eighteen (18) months of being awarded the position of Buildings Maintenance Mechanic, a certification/diploma for Refrigeration System Repair (HVAC Refrigeration) and be EPA certified in the recovery and charging of refrigeration gases.

QUALIFICATIONS TO ENTER THE ROSTER FOR BUILDINGS MAINTENANCE ELECTRICIAN

1. Must be able to perform moderate physical work in all types of weather and emergency conditions.
2. Possess a valid Massachusetts Driver's License.
3. Pass a Bennett Test with a raw score of 24.
4. Must have a minimum of five (5) years industrial experience in facilities related positions. This shall include troubleshooting, repairs and installation work of moderate scope of lighting, electrical, communications, data and electromechanical systems and control circuits associated with building power systems, HVAC systems and other control systems. Performs other non-electrical work within the department as required.
5. Must possess and maintain a Massachusetts Journeyman Electrician's License.

QUALIFICATIONS TO ENTER THE ROSTER FOR CLERK.

1. Be Physically fit.
2. Pass job related tests.
3. The Plan call for Clerks to do any job in their respective departments and any Clerk in any department may be temporarily assigned to help out in another department during vacations, meal periods, rest periods, illness and other reasonable absences within their report area.

CLERICAL

CLASSIFICATION AND LOCATION BY REPORT AREA

Title	Location				
Clerk:	Somerville	Hyde Park	Southboro	Worcester	Westwood
Dispatch:					
Distribution:	Somerville	Hyde Park	Southboro	Worcester	Westwood
Gas Services:	Somerville	Hyde Park	Southboro	Worcester	
Fleet:			Southboro		
Meter Repair:			Southboro		
Facilities:			Southboro		

MAINTENANCE DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER

DISTRIBUTION MECHANIC

1. Be physically fit.

2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.

3. Pass the Bennett Test with a raw score of 24.

4. Pass pre-qualification test administered by the training department.

5. Hold a valid hoisting license or be willing to train and qualify for it after assignment to the classifications.

6. If the applicant has prior experience in Construction or Maintenance the company may start the employee at the Mechanic C rate.

   Examples of prior experience:
   1) Minimum of 1-year experience in gas facility installation or maintenance
   2) Minimum of 1-year experience in utility installation or maintenance
   3) Valid CDL license
   4) Be operator qualified and or pipe joining qualified
   5) General construction background including excavation

EXAMS

Exams will be required between all progression steps in the Distribution Mechanic classification. These exams will be job-related and be given orally, written and/or by field demonstration to determine the individual's ability to perform the work. Said exams will contain only subject matter on which the individual has been trained. A score of at least 70% is required to progress to the next step. If the employee does not obtain a test score of 70%, the employee will not advance to the next step. The employee will not be eligible to retake another qualifying exam for a period of three months. It is understood that the content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative will be present.

QUALIFICATIONS TO ENTER THE ROSTER
WELDER/DISTRIBUTION MECHANIC

1. Be physically fit.
2. Hold a valid Class A Massachusetts Commercial Driver's License, or be willing to train and qualify for it after assignment to the classification.
3. Pass the Bennett Test with a raw score of 24.
4. Pass pre-qualification test administered by the training department.
5. If the applicant has prior Construction or Maintenance experience the company may start the employee at the Mechanic C rate.
6. Hold qualifications according to the latest edition of API 1104, Section 3, Standard for Welding Pipelines and Related Facilities or be willing to train and qualify for it after assignment to the classification.

WELDER

An applicant who has not held the Distribution Mechanic's classification will progress through the skill progression steps as outlined. In order to progress to the A rate of Welder, an individual must have at least 12 months in progression as a

Distribution or Construction Mechanic plus 18 months in the Distribution Mechanic's or Welder/Distribution Mechanic's classification, but in no case, will the total be less than 30 months, or be certified for multiple qualifications according to the latest edition of API 1104, Section 3, Standard for Welding Pipelines and Related Facilities. Once certified, a Welder must maintain the certification either by having one weld satisfactorily X-Ray inspected once every 6 months or by recertifying according to Section 3 of API 1104 once every 12 months. It is understood that these standards are subject to change mandated by Regulatory requirements.

MEMORANDUM OF AGREEMENT
WELDER TRAINING

In accordance with the provisions of the principal agreement between the parties dated April 1, 2013 and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

The parties have agreed to provide on the clock training for successful bidders of the welder classification. The training will be uninterrupted with the exception of "B" and "C" school training for four weeks each. The Welder Training Coordinator will provide and oversee the training and an external qualified welding instructor will supplement the training and evaluate the trainees' progress towards securing the welding certification.

Training will be provided in the welding shop. After 16 weeks (4 months) of training, the trainee will be evaluated by the qualified instructor and the Training Coordinator to determine readiness to pass the API 1104 Pipe Welding Certification. Determination will be made by mutual agreement between the two. If the trainee takes the test and fails or if it is determined that the trainee is not prepared to pass the welding test, he/she will be afforded 12 additional weeks (3 months) of in shop training. At the conclusion of the 12 additional weeks of training, the trainee will be given the API 1104 Pipe Welding Certification test.

If the trainee obtains the API 1104 Certification, he/she must then pass all OJT (On the Job Training Addendum Attached) modules within 20 weeks (6 months) of obtaining the certification. Employees will be eligible to attend applicable continuing education courses to enhance his/her studies and reimbursement will be handled according to the current contract language.

If a trainee fails the test or the OJT, he/she will return to their previous position in Gas Operations. If that position was is another department other than Gas Operations, he/she will be placed in a position in Gas Operations.

_____ _____
NSTAR USW, Local 12004

_____
DATE

Welder OJT's

1. Demonstrate how to set up a welding machine
2. Demonstrate how to set up and safely use oxyfuel metal cutting torch
3. Learn the type and classification of welding rods and how they apply to pipe welding
4. Basic Arc welding procedures including cleaning/grinding operations
5. Weld stringers on flat plate develop weave and overlap
6. Horizontal fillet weld (2F position)
7. Vertical fillet weld (3F position)
8. Overhead fillet weld (4F position)
9. Learn to align and clamp the pipe in place and gap before tacking
10. Weld stringer beads on the outside of a pipe vertical up and down 6" or larger
11. Learn to weld pipe in a flat (1G-rotated position)
12. Learn to weld pipe in a horizontal (2G position)
13. Learn to weld pipe in a multiple (5G position)
14. Learn to weld pipe in a multiple inclined (6G position)
15. Learn to cut and fit 12" tee for weld test
16. Demonstrate how to cut and bevel with a torch
17. Demonstrate how to use a grinder including to bevel pipe with it
18. Learn to cut pipe with a bench chop saw
19. Learn to cut and bevel pipe utilizing the beveling tool
20. Learn and understand welding terms
21. Lear to show proficiency in utilizing tools for the welding trade TBD

WELDER TRAINING COORDINATOR

The Company agrees to establish two (2) Distribution Welder Technician Training Coordinators, to be determined by department seniority. One (1) will be assigned to the West Division and one (1) will be assigned to the East Division. The Distribution Welder Technician Training Coordinators will be paid seven percent (7%) above the current rate of pay when engaged in training, certifying and recertification of welders.

BACKHOE OPERATOR

An applicant who is in the Distribution Mechanic's classification will be inserted into the Backhoe Operator progression step equal to his Distribution Mechanic's progression as a Backhoe Operator "B", but in no case will the rate be less than he is presently receiving. Hold a valid Class A Massachusetts Commercial Driver's License, or be willing to train and qualify for it after assignment to the classification. In order to progress to the "A" rate of Backhoe Operator, an individual must have at least thirty-six (36) months in the progression as a Backhoe Operator or in the Distribution Mechanic's classification, and have a minimum of One Hundred and Sixty (160) hours of training as a Backhoe Operator, and hold a valid Massachusetts Department of Public Safety Hoisting machinery License for Gas and Diesel Front-End Loader with Backhoe attachment, a valid Class A Massachusetts Commercial Driver's License and qualify as a Distribution Mechanic "A".

BACKHOE OPERATOR – SPARE

The holders of the Spare classification will work and be paid in their regular Distribution Mechanic classification except when assigned as a Backhoe Operator, at which time they will receive the rate of the Backhoe Operator classification for which they qualify. Vacancy in the Backhoe Operator classification will be awarded from the Backhoe Operator Spare list before other regular employees within the department. Outside roster applicants will enter the Distribution Mechanic's classification and progress accordingly; however, they will be paid as above when operating the Backhoe.
All Maintenance Distribution employees will have the option of backhoe training to obtain a Public Safety Hoisting

Machinery License for Gas and Diesel Front-End Loader with Backhoe attachment. Employees will receive training based on order of seniority and the training department's schedule.

WORKING LEADER-DISTRIBUTION

Qualified applicants must meet Distribution Mechanic A requirements and pass all applicable Operator Qualification testing. Must meet the Company's driver's test requirements and possess and maintain a Class A Massachusetts driver's license or be willing to train and qualify for it after assignment to the classification.

FIELD TRAINER-DISTRIBUTION

Qualified applicants must meet specific knowledge-based requirements, candidates selected as best qualified approved through joint union/management agreement. Applicants must meet Distribution Mechanic A requirements and pass all applicable Operator Qualification testing. Must meet the Company's driver's test requirements and possess and maintain a Class A Massachusetts driver's license or be willing to train and qualify for it after assignment to the classification.

PREMIUM – TAPPING AND STOPPING

Effective April 1, 2017, two dollars, twenty-five cents ($2.25) per hour for day for crew when performing job on tapping, drilling, and/or stopping 6" thru 12". When tapping, drilling and/or stopping ½" thru 4" the "PREMIUM – TAPPING AND STOPPING" will not apply.

SPECIFIC CONDITIONS

Employees will not return to their report areas for their meal period but will remain in the general vicinity of the job site and be allowed a paid lunch period not to exceed twenty (20) minutes.

SPECIFIC CONDITIONS – SOMERVILLE REPORT AREA

1. There will be no change in the present policy regarding the scheduling of crews on Thanksgiving, Christmas and New Year's Day.
2. There will be a minimum of three men recalled to work on calls that require digging the pavement. There will be a minimum of two men called in when doing patchwork.

INCLEMENT WEATHER

If the Union Steward does not concur in the decision of the Supervisor or Department Head regarding whether or not they should work under particular weather conditions, a member of the Union's Executive board or in their absence, the Department Steward may ask the Director of Maintenance or his duly authorized representative for a final decision

QUALIFICATIONS TO ENTER THE ROSTER
TOOL MECHANIC

1. Be physically fit.

2. Hold a valid Class-A Massachusetts Commercial Driver's License, or be willing to train and qualify for it after assignment to the classification.

3. Pass the Bennett Test with a raw score of 24.

4. Pass pre-qualification test administered by the training department.

SPECIFIC CONDITIONS

The position will also perform the maintenance and repair of any/all tools and equipment related to the Gas Service Departments. The Tool Mechanic will also be responsible for dual locations, East and West. East Tool Mechanic will be responsible for the Somerville and Hyde Park areas and; the West Tool Mechanic will be responsible for the Southboro and Worcester areas. Tool Mechanics can be reassigned to all locations to cover absences, vacations or to assist other Tool Mechanics with training or workload. Portal to Portal will apply, the reporting areas for the East is Somerville and for the West is Southboro.
The following tasks are to be performed and tracked on a monthly basis.

1. Perform inspection of all Self Contained Breathing Apparatus (SCBA) equipment in the Maintenance Vehicles. Fill out appropriate maintenance forms associated with SCBA equipment. Document and maintain applicable records.
2. Perform inspections of all Maintenance Department Fire extinguishers. Document and coordinate replacement of spent or low charge extinguishers. Document and maintain applicable records.
3. Perform inspections of all Hydraulic and Manual Squeeze off tools. Coordinate repairs with vendors as needed. Document and maintain applicable records.
4. Perform inspections and test operation of all pneumatic pipe cutting tools. Repair or coordinate repairs with vendor. Document and maintain applicable records.
5. Perform inspections and calibration tests of all Torque Wrenches, replace or repair as needed. Document and maintain applicable records.
6. Perform inspections of all pavement/concrete cutting saws. Clean and inspect all components to ensure safe operation of each saw. Repair or coordinate repairs with vendor. Document and maintain applicable records.
7. Perform inspections on shoring equipment. Clean and check hydraulic components. Coordinate repairs with vendor as needed. Document and maintain applicable records.
8. Assist Maintenance personnel with CGI meter calibrations. Document and maintain applicable records. Assist with the coordination of repairs.

- Management will be responsible for tracking monthly inspections and adherence to the Tool Mechanic duties and responsibilities.
- All previously agreed duties and responsibilities will remain in effect.

QUALIFICATIONS TO ENTER THE ROSTER
FIELD TRAINER

1. Be physically fit.

2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.

3. Pass pre-qualification test administered by the training department.

4. Applicants will meet specific knowledge-based requirements, candidates will be selected through joint union/management agreement

5. Technical knowledge, field experience required, communication skills, skills to conduct field and classroom training/instruction

SPECIFIC CONDITIONS

Duties:

- Conduct field assessments of internal crews to determine proficiency, knowledge of all applicable job requirements/standards/procedures and compliance
- Perform on the job, yard-based training as necessary
- Responsible for insuring all construction and maintenance work done under their direction is performed in accordance with Company procedures and policies, State and Federal regulations
- Support new employee assessments
- Direct and guide multiple crews of trainees during their initial field OJT period
- Instruct, train and direct all personnel working on assigned crew(s)
- Complete all required timesheets, activity reports and sketches and any other records
- Train and evaluate new employees as they progress through lower classifications
- Identify supplemental training requirements/needs for internal crews
- Communicates and coordinates with area Planning and Scheduling personnel
- Assist in development and deployment of new/revised standards, procedures, work methods, regulations
- Assist in assessing, deploying new tools, equipment
- Support QA/QC in dissemination of audit results, communicating key messages and lessons learned
- Provide extension of classroom technical training to support, reinforce training programs
- Aid in delivery of compliance related training
- Operate Aries/ ULC main cameras to assist maintenance crews in locating blockages or water intrusion into gas mains.
- Operation of drip truck to pump drips and capture excessive amounts of water found in mains and services causing poor pressure problems.
- Operate large travel saws to allow for the removal of large diameter pipe.
- Assist with the operation of the horizontal directional drilling equipment in the in-house installation of mains and services.
- Operate super purge equipment – high volume diesel inert purge
- Operate draw down compressor used to evacuate the gas from a main that is coming out of service and placing the gas back into the live side.
- Perform routine checks and maintenance to above equipment to ensure all items are ready to work.
- Field Trainer may be required at times to assist Eversource crews or other Field Trainers with the above tasks outside of the Field Trainers local.
- Perform all duties of lower classification

QUALIFICATIONS TO ENTER THE ROSTER FOR PLANNERS

1. Be physically fit.

2. Possess a valid Massachusetts Driver's License.

3. Possess an Associate's Degree in Computer-Aided Design Technology (CAD) or the equivalent certificate from a technical school of collegiate grade; or the equivalent combination of education and experience which includes two (2) years of AutoCad/GIS experience

QUALIFICATIONS TO ENTER THE ROSTER FOR GAS OPERATIONS CLERK

1. Must be physically fit to perform all job duties.

2. Must pass job related tests.

3. Must draw to the satisfaction of the supervisor.

4. Must possess and maintain a valid state driver's license

GAS SERVICES DISPATCH DEPARTMENT

Job Description - Duties

- Plans, schedules, and coordinates work assignments for field personnel to efficiently meet workload requirements.
- Operates computer aided dispatch system and scheduling system to dispatch work, gas leaks and customer appointments.
- Continually monitor the effectiveness of Field personnel work completion and makes appropriates changes to ensure customer appointments are satisfied.
- Receives, logs and dispatches emergency and regular service orders to appropriate field personnel for action on 24/7 basis.
- Creates and schedules customer and internal requests for emergency and routine service related orders using the Customer Information system CIS and C2.
- Reviews and documents completed emergency orders for accuracy and completeness.
- Operates and monitors multiple systems including, but not limited to: a base radio, CAD, CIS, C2, ARCOS, Pager system and other Windows applications.
- Provides emergency restoration assistance to Field Operations personnel, as necessary, during gas interruptions.
- Make decisions for the assignment of appropriate field personnel, monitor work progress. Make appropriate adjustments to field personnel assignments as needed.
- Assist in providing instruction and guidance of new and less experienced Dispatchers in the performance of job duties.
- Maintain communication with other departments such as Meters and Service, Maintenance, Construction, Pressure Management, Instrumentation (I&R), System On-Call, Corporate Communications, Field Collections, Customer Information Center, and all other on-call personnel.

QUALIFICATIONS TO ENTER THE ROSTER

1. Be physically fit

2. Be able to do related clerical work and other duties applicable to this classification

Exams

Exams will be required between progression steps in the Dispatcher's Classification to B and A. These exams will be job-related and be given orally and by field demonstration.

Said exams will contain only subject matter on which the individual has been trained.

A score of at least 80% is required to progress to the next step. If the employee does not obtain a test score of 80% the employee will not advance to the next step.

An employee who enters the department as a Probationary employee will be given the rated Dispatcher's exam after 6 months in the department. Employees who entered the department at the "C" rate will be given the rated Dispatcher's exam after 3 months in the department.

If, for any reason, the applicant is unable to continue the training program satisfactorily or cannot pass the examination at the end of the training period, he/she shall have the option to be reinstated in his/her former classification under

existing policies. The content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative may be present.

Purpose

Implement a formal process for training and qualification of Gas Services Dispatchers. The program will provide Trainees an opportunity to learn the skills and gain the knowledge necessary to become Rated dispatchers. The Program is comprised of On-the-job training and testing.

Roles and Responsibility

- Supervision
  Management representatives will evaluate the candidate by direct observations of completed tasks and the individuals understanding the use of the business systems. Throughout the progression period the Trainee will be provided feedback and additional training as necessary to satisfactorily perform the tasks assigned.

- Trainee
  The trainee will work under the direction of supervision and work with rated dispatchers learning and practicing the work assignments of their given classifications. Trainees will perform and satisfactorily complete the tasks associated with each progression step.

  PROGRESSION SCHEDULE

- **For an External Hire:**
  The progression period is fifteen (15) months. This period shall be divided into the following:
  - A six (6) month probationary/Trainee period;
  - The Trainee will then be promoted to a "C" Dispatcher;
  - After a three (3) month (or earlier by mutual agreement) "C" Dispatcher period;
  - The Dispatcher will take the "B" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted and enter a six (6) month period (or earlier by mutual agreement) as a "B" Dispatcher;
  - After this period the Dispatcher will take the "A" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted to an "A" Dispatcher and select an open shift at that time.

- **For an Internal Hire:**
  The progression period is nine (9) months. This period shall be divided into the following:
  - The employee enters a three (3) month "C" Dispatcher period, then;
  - After a three (3) month (or earlier by mutual agreement) "C" Dispatcher period;
  - The Dispatcher will take the "B" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted and enter a six (6) month period (or earlier by mutual agreement) as a "B" Dispatcher;
  - After this period the Dispatcher will take the "A" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted to an "A" Dispatcher and select an open shift at that time.

  Exams will be taken by personnel to demonstrate their knowledge before being promoted to "B" and "A" Dispatcher rates.
  - Existing Southboro dispatchers will be solicited for training on the CT dispatch system by 5/1/17.
  - The CT dispatchers transferring to Southboro will be polled to select shifts by seniority from the 12004 CBA.
  - The existing vacation schedule for MA dispatchers is two (2) during the months of June, July and August and one (1) for the remainder of the year. CT dispatchers will follow this schedule.
  - When both the CT and MA dispatchers are cross trained the vacation, schedules will be four (4) during the months of June, July and August and two (2) for the remainder of the year.
  - A one-time lump sum payment of $1250.00 will be made to all existing Southboro dispatchers.

The practice of providing a rest area in Westwood will be discontinued.

Phase I - Classroom Training New Hires			
	Curriculum		
	Systems Training		
	C2		
	pCAD		
	CIS		
	Advantex		
	ARCOS		
	Teldig		
	Lotus Notes		
	Pager System		
	Microsoft Office		
	Radio/Telephones		

On The Job Training- with CT/MA Dispatch ***Rotating through each shift***			
	Curriculum		
	CT and MA Yard/AWC information		
	CT and MA Gas Operating Procedures		
	CBYD/Dig Safe		
	On Call Procedures		
	Spill Reporting		
	Vehicle Repair		
	Evacuation Procedures		
	Filler Work		
	Emergency Reporting		

Phase II - Cross Training CT and MA Dispatchers			
	Curriculum - Systems Training		
	C2/CIS		
	pCAD/Advantex		

On The Job Training- with CT/MA Dispatch Training			
	Curriculum		
	Rotating through each shift		
	CT and MA Yard/AWC information	Teldig	
	CT and MA Gas Operating Procedures	Microsoft Office	Lotus Notes

	ARCOS	Radio/Telephones	Pager System

METER SERVICES DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER

1. Be physically fit
2. Possess a valid Driver's License
3. Pass the Bennett Test with a raw score of 24
4. Pass pre-qualification tests administered by Training Department
5. Exams and evaluations will be required between all progression steps in the Meter Services Department (C, B, A). These exams will be job-related and be given orally, written and by field demonstration to determine the individual's ability to perform the work. Said exams will contain only subject matter on which the individual has been trained.

   A score of at least 70% is required to progress to the next step. If the employee does not obtain a test score of 70% the employee will not advance to the next step.

   The employee will not be eligible to retake another qualifying exam and will be reevaluated for a period of three months. It is understood that the content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative may be present.

Purpose

Implement a formal process for training and qualification of Meter Services technicians. The program will provide Trainees an opportunity to learn the skills and gain the knowledge necessary to become Rated technicians. The Program is comprised of On-the-job training, classroom training and testing.

Roles and Responsibility

- Field Supervision

The program will assist Supervisors in determining both a Trainee's qualifications and their proficiency in Meter Services work.

Management representatives will evaluate the candidate using field observations of completed tasks. Throughout the program the Trainee will be evaluated based on the ability to satisfactorily perform the tasks outlined.

Work completion evaluations and test results will create a recommendation for allowing the Trainee to continue through their progression or as necessary delay the progression until additional skills can be obtained through coaching and On-the-job training to continue with the progression.

Trainees will be assigned appropriate work and supervision will ensure that all Trainees go out on their own as soon as possible after entering the roster, but in no case later than nine (9) months after entering the roster. The company will ensure that the Trainees gain the appropriate knowledge by having the Trainees work with supervisors, Rated Technicians and Leads during the first nine (9) months. The immediate supervisor and with assistance from the Meter Services Leads will monitor the Trainees progress and assure that all tasks are completed within the specifics steps outlined when working with Leads and Rated technicians.

- Rated Meter Services Technicians/Leads

These technicians will assist with instructing and coaching in the tasks associated with the steps of the Trainee's progression. The goal is to insure the Trainee can comprehend and safely perform the day to day operations of their

respective classifications.

- Trainee

The trainee will work under the direction of the Rated technicians and Leads learning and practicing the work assignments of their given classifications. Trainees will perform and satisfactorily complete the tasks associated with each progression step.

- Training Department

The Training department will provide formalized training and testing of Trainees and assist in the evaluation of the Trainee.

TRAINING PROGRAM

- **For an External Hire:**

The Program duration is a thirty-six (36) month term. The term shall be divided into the following:

- A six (6) month probationary period
- A six (6) month Trainee period
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a C Technician
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a B Technician
- Then the Trainee will attend a one (1) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted to an A Technician

- **For an Internal Hire:**

The Program duration is a thirty (30) month term. The term shall be divided into the following:

- A six (6) month Trainee period
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a C Technician
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a B Technician
- Then the Trainee will attend a one (1) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted to an A Technician

At the end of each progression step the Training department and Supervision shall examine the progress of the Trainee in relation to the on the job training performance and formal training as outlined. Attend classroom training and demonstrate their knowledge by testing and qualification.

The job specifications listed at the beginning of each step are not intended to cover every detail of the Trainee's work, but rather set reasonable standards required for qualification. Typical tasks are mentioned to serve as an illustration of the level of know-how and responsibility required; it is not intended that these specifications cover every task that the position will include.

The Classroom Training Course provides a general outline of the type of classroom training necessary to support the desired on-the-job performance.

The On-the-job training guide at the end of each step, which lists training experiences the Trainee will receive, is not a list of everything the Trainee will learn. As work requirements may differ between work areas. Therefore, the guide identifies potential areas for learning in each field.

On–the–job training is accomplished by assigning the Trainee to assist a Rated Meter Services Technicians and Leads in performing the day–to–day tasks. It is expected that through this form of training the Trainee will become more proficient in the job duties.

Prescreening for the Meter Services Technician position will require the following items to be satisfactorily completed. Leather work gloves will be provided for tasks requiring hand protection.

Overview

At least one (1) person administering the prescreening will be from the Gas Training Department.
Pre-screenings will be video-taped.

Instructions and demonstrations will be given for all tasks. Candidates will have the opportunity to have the demonstration repeated. Once the candidate begins the tasks, no further demonstrations for that task will be done.

The candidate will complete the first task before demonstration of next task.

1. **Tool Identification**

Purpose: Test the candidate's ability to identify commonly used tools.

Setup: 12 common tools will be laid out on a table. Index cards with the names of the tools will be provided. Candidates will have 10 minutes to complete the task.

Task: The candidate will place the index card with the name of the tool on the tool.

12" Pipe Wrench	12" adjustable wrench
Open end wrench	¾" socket and ½" drive ratchet
Box wrench	Torque wrench
Sledge hammer	Phillips head screw driver
File	Slotted head screw driver
Slip joint Pliers	Chisel

Scoring: Task will be used as ice-breaker exercise and will not be scored.

10 MINUTES ALOTTED

START TIME: _____ FINISH TIME: _____

10 Points needed to pass. Circle or check one. Pass _____ Fail _____

2. Identification and assembly of threaded steel pipe and fittings (Example below)

Purpose: To test the candidate's mechanical aptitude and ability to join threaded pipe and to use hand tools as required

Setup: The candidate will be given the necessary tools and threaded steel nipples and elbow fittings and be required to assemble them as shown.

Tools List: 2 of each. 14", 18", 24" pipe wrench's

Fittings List: TBD

Task: In the work area will be an example or drawing of the assembly to be recreated. Candidate will be shown how to assemble fittings.
Candidate will assemble fittings and tighten assemblies, wrench tight, to duplicate the example.

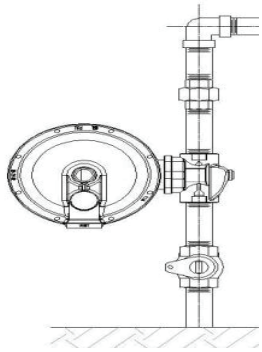
Assemble "Riser Assembly" Tighten all fittings wrench tight.

Scoring: Screw riser valve onto nipple on service tee _____ 1 Point
Screw nipple into riser valve _____ 1 Point
Install regulator on nipple _____ 1 Point
Screw nipple into regulator _____ 1 Point
Screw in lower half of union onto nipple _____ 1 Point
Install upper half of union _____ 1 Point
Total _____ 6 Points

10 MINUTES ALOTTED FOR ASSEMBLY

START TIME: _____ FINISH TIME: _____

Six (6) Points needed to pass. Circle or Check one. Pass _____ Fail _____



CLASSROOM TRAINING COURSE
C - Rate

1. Gas 101
   - Origin of Natural Gas
   - Source of Natural Gas
   - Gathering
   - Processing
   - Transmission
   - Meter Services
   - Utilization
   - Properties of Natural Gas

2. Safety

A. Gas 102 - General Review of the Safety & Health Hand Book
   - Personal Protective Equipment (PPE)
   - Housekeeping
   - Personal conduct
   - Work performed on customer's premises
   - General safety instructions for the gas industry
   - Approved tools
   - Static electricity
   - Abnormal Operating Conditions

B. Human Performance – reducing errors while performing physical tasks

C. Driving Safety (eg. Decision Driving or Smith Driving)

D. OSHA Compliance Training - eLearning
   - Respiratory Protection
   - PPE
   - Blood borne Pathogens
   - Job Safety Briefing
   - Electrical Hazard Awareness
   - Rigging Safety
   - Asbestos Awareness
   - Fire Protection & Safety
   - Lead Safety
   - Ladder Safety
   - Work Area Protection
   - Hazardous Communication

CLASSROOM TRAINING COURSE
C - Rate

E. OSHA Compliance Training – Instructor Led Training (ILT)
- Respirator Fit Test
- Portable Fire Extinguisher
- Medic First Aid/CPR

F. Eversource eLearning
- Gate Station Awareness
- Odor Intensity Testing
- Implementation of the Eversource Gas OQ Plan

3. Handling Gas Meters
A. Gas Meter Identification (all sizes used at EVERSOURCE)
B. Read a meter
- Visual
- Electronic / Automated
- Understanding ERT's
- Understanding MPA's
- Meter Constants & Pressure Factors
- Temperature Correction

C. Storage & Handling of meters
D. Tour of Meter Test Shop
E. Meter Turn On
- Clock the meter

F. Meter Turn Off
G. Identifying theft of service

4. Introduction to Gas Regulators
A. Discuss gas regulator applications and selection.
B. Explain gas regulator fundamentals.
C. Name gas regulator basic elements
D. Identify gas regulator types
E. Discuss over pressure protection

5. Piping
A. Measure
B. Cut & Thread Pipe
C. Make threaded joints
D. Make flanged joints
E. Interpret piping diagrams
F. Sketching piping diagrams

CLASSROOM TRAINING COURSE
C - Rate

6. Installing New Meter Assemblies in accordance with Construction Standards
   A. Proper location
   B. Proper protection:
      - From physical damage
      - From customer's equipment
      - From over-pressurization
   C. Proper support of piping
   D. Proper venting of regulators

7. CAD Operation
   A. Login
   B. Basic Navigation
   C. Order Completion
   D. Timesheet Completion

8. Power Assisted Fastener Gun
   A. Cartridge Operated Fastener Gun
   B.Operate

OQ Requirements

Tasks #
- 70 - Properties of Natural Gas & Abnormal Operating Conditions
- 72 – Installation of Customer Meters & Regulators

Before a Meter Services Technician is promoted to the next step, the employee must pass classroom examinations and OQ evaluations. The tests consist of performance evaluations and written tests.

ON-THE-JOB TRAINING GUIDE
FOR
C - RATE

	Initials	
Check List	Trainee	Technician
Work Center Orientation: Introduce to fellow employees (Supervisor) Explain: Meter Services Technician Training Program Safety Program General Duties (Review Job Specifications)		
The Supervisor shall make sure the employee has the following items (as applicable): • Safety Handbook		
• Hard Hat		
• Work Gloves		
• Safety Glasses		
• Face Shields		
• Goggles		
• Safety Shoes		
• Ear Protectors		
• Tool & equipment Bag		
• Clip Board (for orders)		
• Flashlight – Hard Hat spotlight		
• Rain Gear (Rain boots)		
• Respiratory equipment/Fit Test		
• Vest		
• FR Clothing / Uniforms		
• Uniforms		
• Distribute: Construction Standards		
Allow Employee to observe for a few hours - explain generally what is taking place. Assure Employee that you expect questions. Inform Employee of Meter Services Standards and other manuals pertaining to operations and inform the Employee that such manuals are available.		
Show and explain the use of all tools on truck. Demonstrate the use of tools such as, but not limited to, those listed below Tool List: • Automated Meter Reading Device		
• Bits (Various types)		
• Bolts (Various types and sizes)		
• Brushes (Various types)		
• CAD operation		
• Chisels		
• Compounds o Cold o Pipe joint o Duxseal		
• Connectors – Lugs (Various sizes)		
• Cords – Extension		
• Cutters		
• Drills		
• E-Z Outs		
• Files (all types)		

ON-THE-JOB TRAINING GUIDE
FOR
C - RATE

Check List	Initials	
	Trainee	Technician
• Fire Extinguisher		
• First Aid Kit o Building o Vehicle		
• Flaring Tool		
• Fuses		
• Fuse Puller		
• Grinders		
• Hammers		
• Jumpers - Flexible		
• Keys o Company o Curb box o Sealing device keys		
• Knives		
• Ladders		
• Lights		
• Magnifying Glass		
• Oil		
• Paints and Solvents		
• Pliers		
• Reamers		
• Repellants o Dog o Insect o Poison Ivy		
• Saws		
• Screws		
• Screwdrivers		
• Shovels		
• Stock and Die		
• Store Room Scanner		
• Tap and Die		
• Tape Measure		
• Torches		
• Transformers (Control)		
• Vises		
• Wrenches		
Explain the operation of the following: • Customer Gas Meters (Various)		
• Pressure Regulator (Various)		
Explain the function, purpose and operation of the following physical infrastructure: • Gate Station		
• Regulator Vault		
• Customer Meter Sets (Various)		
• Critical Valves		
Identify and explain the basic function and purpose of the following customer service components: • Curb Valves		

• Meter Valves		
• Meter		
• Regulator		

ON-THE-JOB TRAINING GUIDE
FOR
C - RATE

	Initials	
Check List	Trainee	Technician
Identify and explain the function and purpose of Gas Utilization equipment (appropriate for step)		
Explain the different operating pressure systems at Eversource (applicable for area)		
Explain the different customer delivery pressures (applicable for area)		
Demonstrate the service order process involving both CAD & company paper forms		
Demonstrate the correct storage & handling of meters, equipment & materials		
Demonstrate and explain the purpose and applicability of Red Tags		
Explain and demonstrate the purpose of:		
• Compression joints		
• Flare fittings		
The Employee shall observe and assist (O&A) a fully rated Meter Services Technician with the following tasks:		
O&A: Reading a meter		
• Standard index		
• Temperature compensating / correcting instruments (explain the purpose of factors)		
• Utilizing an automated meter reading device		
O&A: Disconnecting a gas meter		
O&A: Removing a gas meter		
• From a single meter manifold		
• From a multiple meter manifold		
O&A: Drawing & Interpreting simple gas diagrams or photographs		
• Gas service pipes & manifolds		
• Gas meter connections & shut-offs		
• Gas diversion diagrams		
O&A: Cutting & Threading Pipe		
• By hand		
• By machine		
O&A: Joining Pipe		
• Make threaded joints		
• Make new flanged joints		
O&A: Building Gas Meter Manifolds		
• Read & interpret the print		
• Build the manifold		
O&A: Investigating a mixed metering situation.		
The Employee shall identify types and basic operation of the following:		
• Customer Meters		
• Pressure Regulator		
The Employee shall demonstrate basic navigation of CAD		
The Employee shall demonstrate the correct storage and handling of meters, equipment and materials		

The following individual has satisfactorily completed all skill & knowledge requirements of the C Technician position and can progress to the next progression step.

Employee's Name:

_____

Supervisor's Name: _____ Date: _____

CLASSROOM TRAINING COURSE
B - RATE

1. Introduction to Emergency Response
   - A. Understanding the company's role & responsibilities to various gas emergencies
   - B. Gas Odor and/or Leakage Investigation
     - Operate a Combustible Gas Indicator (CGI)
     - Perform Initial Investigation
     - Use the plunger bar ergonomically
     - Documenting survey on a barhole sketch
   - C. Carbon Monoxide Investigation
     - Operate a CGI
     - Perform Initial Investigation
     - Take appropriate action

2. Mapping
   - A. On CAD and GIS , identify
     - Curb valve
     - Operating Pressure
     - General locations of facilities

3. Sizing a Gas Meter
   - A. Identify customer load
   - B. Identify necessary utilization pressure
   - C. Identify allowable pressure drop through meter
   - D. Select meter

4. Measuring Gas Pressure
   - A. Discuss standard delivery pressures
   - B. Use a Manometer
   - C. Use a Spring Gauge
   - D. Use a Recording Gauge

5. Corrosion
   - A. Recognizing atmospheric corrosion
   - B. Determining if facility can be repaired or if it must be replaced
   - C. Cleaning and coating above ground facilities / piping
   - D. Installing Insulators

6. Basic Electricity
   - A. Explain Ohms & Watts Laws
   - B. Explain basic electrical circuit symbols
   - C. Explain simple electrical circuit diagrams
   - D. Explain series, parallel & series parallel circuit diagrams

CLASSROOM TRAINING COURSE
B - RATE

7. Application & Proper Use of Test Equipment
   - A. Voltmeters
   - B. Ammeters
   - C. Ohmmeters
   - D. Multimeters

8. Introduction to Gas Codes
   - A. National Fuel Gas Code NFPA 54

9. Relighting Natural Gas Appliances
   - A. Identify various gas ignition systems & distinguish between relighting methods
   - B. State safety requirements
   - C. Perform pilot relighting
   - D. Perform electronic ignition relighting

10. Gas Water Heaters
    - A. Identify various types
    - B. Discuss Controls
    - C. State safety requirements
    - D. Operate

11. Gas Space Heaters
    - A. Identify various types
    - B. Discuss Controls
    - C. Discuss vented vs. unvented set-ups
    - D. State safety requirements
    - E. Operate

12. Gas Central Heating
    - A. Identify various types
      - Hydronic
      - Hot Air
      - Steam
    - B. Discuss Controls
    - C. State safety requirements
    - D. Operate

CLASSROOM TRAINING COURSE
B - RATE

13. Field / Site Visits

For example, but not limited to:

A. Dispatch
B. Customer Call Center
C. Gas Control
D. LNG Plant
E. Gate Station
F. Distribution Crew during leak investigation

OQ Requirements

Tasks #

- 6/8B - Inspecting for atmospheric corrosion & Visually inspecting for internal corrosion
- 20B – Gas Leak Investigation
- 45B - Restore service

Before a Meter Services Technician is promoted to the next step, the employee must pass classroom examinations and OQ evaluations. The tests consist of performance evaluations and written tests.

ON-THE-JOB TRAINING GUIDE
FOR
B - RATE

	Initials	
Check List	Trainee	Technician
B Rate requirements		
Following are operations the Employee is to be trained to perform through instructor demonstration and specific steps or methods in these operations which are to be emphasized. Also listed are tools and equipment which are shown and demonstrated to the Employee		
The Employee shall observe and assist a fully rated technician investigate a gas odor complaint including but not limited to the following investigation methods: • Combustible Gas Indicator		
• CO Investigation		
• Leak detection soap		
• Clocking a gas meter		
• Perform a bar hole test		
• Manometer		
The Employee shall observe and assist a fully rated Technician insulate gas services: • Identifying insulating fittings o Unions		
o Flanges/Kits		
o Couplings		
o Meter swivels		
• Installing insulating fittings/Insulating flange kits		
The Employee shall observe and assist a fully rated Technician lubricate gas service valves at: • Service valve		
• Meter shutoff		
The Employee shall observe and assist a fully rated Technician in the use of a Combustible Gas Indicator to do the following: • Inspection – prior to use		
• Calibration and adjustment (monthly)		
• Scale Interpretation o Multi Scale LEL/UEL/Carbon Monoxide		
o LEL and percent		
• Use of charcoal & water filters		
The Employee shall observe and assist a fully rated Technician in locating and turning off gas at curb. • Locate curb box by using: o Tape measure		
o Curb box locator / Metal Detector		
o Demonstrate the use of all available curb valve wrenches		
The Employee shall observe and assist a fully rated Technician set & reconnect gas meters • Check pressure test records/requirements in accordance with local town requirements if applicable		
• Install manifold		
• Insulate service		
• Set Meter o Record meter number		
o Record meter reading		
o Record automated meter reading device - Use		
o Record meter location - Document		
The Employee shall observe and assist a fully rated Technician in relighting residential appliances, to include but not limited to: • Gas space heater		
• Gas water heater		
• Gas range		
• Gas furnace		
• Gas boiler		

ON-THE-JOB TRAINING GUIDE FOR B - RATE		
	Initials	
	Trainee	Technician
• Gas conversion burner ○ Atmospheric		
○ Power		
• Gas clothes dryer		
• Gas fireplace		
The Employee shall observe and assist a fully rated Technician in installing a gas service regulator: • Install inlet fitting		
• Install outlet fitting		
• Install vent pipe to remote location		
The Employee shall observe and assist a fully rated Technician with adjusting a gas service regulator		
The Employee shall observe and assist a fully rated Technician with a red tag procedure		
The Employee shall demonstrate the proper use of the following: • Gas Pressure Gauges		
○ Manometer		
○ Spring gauge a. Inches W.C b. PSIG		
○ Recording gauges		
The Employee shall identify and explain gas system pressures: • Low pressure (under 2 PSIG)		
• Intermediate pressure (2 PSIG to 60 PSIG)		
• High pressure (60 PSIG thru 100 PSIG)		
• Extra high pressure (≥ 100 PSIG)		
The Employee shall demonstrate the ability to clock a gas meter for appliance BTU input • Read test dial		
• Application of formula		
• Apply pressure factor if applicable		
The Employee shall demonstrate the ability to install a manifold and insulate the service in accordance with the company service entrance requirements.		
The Employee shall demonstrate the ability to insulate gas services: • Identifying insulating fittings ○ Unions		
○ Flanges/Kits		
○ Couplings		
○ Meter swivels		
• Installing insulating fittings/Insulating flange kits		
The Employee shall demonstrate the ability to lubricate gas service valves at: • Service valve / riser valve		
• Meter shutoff		
The Employee shall demonstrate the ability to use of a Combustible Gas Indicator to do the following: • Inspection – prior to use		
• Calibration and adjustment (monthly)		
• Scale Interpretation ○ Multi Scale LEL/UEL/Carbon Monoxide		
○ LEL and percent		
• Use of charcoal & water filters		
The Employee shall demonstrate the ability to locate and turn off gas at curb. • Locate curb box by using: ○ Tape measure		

○ Curb box locator / Metal Detector		
○ Demonstrate the use of all available curb valve wrenches		

ON-THE-JOB TRAINING GUIDE
FOR
B - RATE

	Initials	
Check List	Trainee	Technician
The Employee shall demonstrate the ability to set & reconnect gas meters		
• Set Meter ○ Record meter number		
○ Record meter reading		
○ Record automated meter reading device – Use		
○ Record meter location – Document		
The Employee shall demonstrate the ability to lubricate gas service valves at: • Service valve		
• Meter shutoff		
The Employee shall demonstrate the ability to relight residential appliances, to include but not limited to: • Gas space heater		
• Gas water heater		
• Gas range		
• Gas furnace		
• Gas boiler		
• Gas conversion burner ○ Atmospheric		
○ Power		
• Gas fireplace		
The Employee shall demonstrate the ability to install a gas service regulator: • Install inlet fitting		
• Install outlet fitting		
• Install vent pipe to remote location		
The Employee shall demonstrate the ability to adjust a gas service regulator		
The Employee shall observe and assist a fully rated Technician relight commercial appliances in commercial applications.		

* Observe and assist task – Required OQ Qualifications

The following individual has satisfactorily completed all skill & knowledge requirements of the B Technician position and can progress to the next progression step.

Employee's Name: _____

Supervisor's Name: _____ Date: _____

CLASSROOM TRAINING COURSE
A - RATE

1. Investigating a High Bill Complaint
   - A. Read & interpret an Eversource bill
   - B. Discuss common causes of high consumption, including but not limited to:
     - Poor heating equipment combustion efficiency
     - Increase in number of persons in household
     - Heating unit short cycling
     - Room air outlets blocked by draperies or furniture
   - C. Discuss common ways to investigate customer usage, including but not limited to:
     - Verifying customer piping from meter to appliances
     - Clocking the meter to verify customer equipment inputs
     - Checking operating pressure on customer equipment

2. Identify Theft of Service from Gas Facilities
   - A. Define Theft of Service
   - B. Define meter conditions which would qualify for Theft of Service
   - C. Identify normal gas meter conditions
   - D. Identify Theft of Service from gas meters
   - E. Report theft

3. Over Pressure Protection
   - A. Discuss requirements
   - B. Methods for achieving over pressure protection
     - Relief valve
     - Monitor regulator
     - Automatic shut-off

4. Diagnosing & Correcting Gas Pressure Problems
   - A. Delivery pressure (from EVERSOURCE)
     - Discuss common problems & troubleshooting for various EVERSOURCE standard regulators, including but not limited to:
       - Leaking by
       - Lock-up failure
       - Surging
       - Foreign matter
       - Freeze-up
       - Filters & Strainers
       - Water in service
     - Discuss sizing of regulators & associated vent piping
     - Discuss common regulator repair actions
       - Clear vent
       - Clean orifice and/or seat
       - Adjust regulator
       - Replace seat, orifice and/or spring
   - B. Incorrectly sized fuel lines
     - Discuss sizing of customer fuel lines

CLASSROOM TRAINING COURSE
A - RATE

C. Utilization pressure at appliances
- Discuss common problems & troubleshooting for various common appliance regulators
- Discuss 2 psi delivery & Maxitrol regulators (in particular)

5. Red-tagging Customer Appliances

A. Recognizing code compliance in accordance with National Fuel Gas Code
- Flexible Gas Connectors
- Vent connectors
- Vents
- Appliances in confined spaces
- Electrical service disconnect requirements
- Gas utilization equipment locations
- Gas Piping
- Draft hood / draft control devices
- Ventless equipment

B.Complete red tag & customer service order

ON-THE-JOB TRAINING GUIDE
FOR
A - RATE

Check List	Initials	
	Trainee	Technician
The Employee shall observe and assist a fully rated Technician determine the required size of: • Commercial & Industrial gas meters		
• Commercial & Industrial gas regulators & vent lines (if applicable)		
• Commercial gas piping		
• Appliance vent connectors		
• Appliance gas piping		
The Employee shall observe and assist a fully rated Technician assemble all types of residential, commercial & industrial gas meter installations.		
• Select proper materials		
• Assemble manifolds		
• Install manifold		
• Install meter		
The Employee shall observe and assist a fully rated Technician complete a high bill investigation.		
The Employee shall observe and assist a fully rated Technician correct a gas pressure problem.		
• Appliance regulators		
o Clean vent		
o Replace appliance regulator		
• Repair a gas service regulator		
o Clean orifice		
o Replace orifice		
o Replace seat		
• Clean pipe – remove restriction		
• Clean vent pipe		
The Employee shall demonstrate the ability to interpret:		
• Gas meter installation standards		
The Employee shall demonstrate the ability to investigate a gas odor complaint including but not limited to the following investigation methods: • Combustible Gas Indicator/GMI		
• CO Investigation		
• Leak detection soap		
• Clocking a gas meter		
• Perform a bar hole test		
• Manometer		
The Employee shall demonstrate the ability to determine the required size of: • Commercial & Industrial gas meters		
• Commercial & Industrial gas regulators & vent lines (if applicable)		
• Commercial gas piping		
• Appliance vent connectors		
• Appliance gas piping		
The Employee shall demonstrate the ability to assemble all types of residential, commercial & industrial gas meter installations.		
• Select proper materials		
• Assemble manifolds		
• Install manifold		
• Install meter		
• Repair a gas service regulator		
o Clean orifice		
o Replace orifice		
o Replace seat		

ON-THE-JOB TRAINING GUIDE FOR A - RATE		
	Initials	
	Trainee	Technician
The Employee shall demonstrate the ability to recognize and / or explain code compliance requirements related but not limited to:		
○ Flexible Gas Connectors		
○ Adaptors		
○ Location (through walls & floors)		
○ Vent Connectors		
○ Slope		
○ Clearance from combustibles		
○ Location (through walls & floors and in attics)		
○ 2 or more appliances with a common vent connector		
○ Support		
○ Vents		
○ Single wall		
○ Type B		
○ Type BW		
○ Clearance from combustibles		
○ Location (through walls & floors, in attics and outdoors)		
○ Termination		
○ Appliances in Confined Spaces		
○ Air for combustion & ventilation		
○ Gas water heater in bathroom or bedroom		
• Gas utilization equipment in garages		

METER REPAIR DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR METER REPAIR TECHNICIAN AND SPECIAL METER MAINTENANCE TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.

QUALIFICATIONS TO ENTER THE ROSTER FOR CLERK UTILITY

1. Be physically fit.
2. Pass job related clerical tests.

INSTRUMENTATION AND REGULATION DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR INSTRUMENT TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.
4. Pass the General Technician Tests.

QUALIFICATIONS TO ENTER THE ROSTER FOR GENERAL TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.
4. Pass the General Technician Tests.

QUALIFICATIONS TO ENTER THE ROSTER FOR MAINTENANCE TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.

PASSING SCORES FOR THE GENERAL TECHNICIAN TESTS

Algebra	60%
Arithmetic Reasoning	Raw Score of 5
Minnesota Paper Form Board Test	Raw Score of 38

GENERAL TECHNICIAN TEST:

Sections 1-2-F-G	60%
Sections A through E	50%

SPECIFIC CONDITIONS

Employees will not return to their report areas for their meal period but will remain in the general vicinity of the job site and be allowed a paid lunch period not to exceed twenty (20) minutes.

WAREHOUSE DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR STOCKHANDLER

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).
3. Pass job related tests.

FLEET DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR GARAGE ATTENDANT

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).
3. Pass the Bennett Test with a raw score of 24.

QUALIFICATIONS TO ENTER THE ROSTER FOR MECHANIC

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).
3. Pass the Bennett Test with a raw score of 24.
4. Must have completed 4 years of Technical School training in auto mechanics or two years of on-the-job training.

Employees who do not fulfill Qualification 4 above will enter the 42-month Mechanic progression as described in Appendix A, assuming they fulfill all other requirements.

SPECIFIC CONDITIONS

In order to progress to the "B" rate the employee must obtain a Class A Massachusetts Commercial Driver's License, after receiving training in the same.

In order to progress to the "A" rate the employee must pass a basic Welding Skills test, after receiving training in the same.

STIPULATION FOR SHIFT ASSIGNMENT

There must be at least one rated man on shift in the report area.

APPENDIX D

SICK AND ACCIDENT POLICY

All employees of the Company, after thirty (30) days of full-time employment, who are absent from regularly scheduled work because of sickness, non-occupational accident, or occupational accident, shall receive in total, from whatever source, full straight time pay for such absence subject to the following conditions:

a) An employee will receive a total full pay benefit not to exceed six (6) months of straight time pay for each illness or accident, exclusive of accrued vacation pay.

b) An employee continuously absent due to sickness, occupational accident, or non-occupational accident for a period of six (6) months would be transferred to the Long-Term Disability Program if he meets the requirements of said Plan.

c) The Company will require a doctor's certification from the employee for any illness or accident after such employee has accumulated more than three (3) incidents of absence due to illness or accident during the calendar year. Such employee will not receive pay benefits if that employee does not furnish a doctor's certificate for the fourth or more incidents of illness or accident during the calendar year. An absence due to illness or accident of two weeks or more shall not count as an incident. Employees with 20 or more years of service will not be required to furnish a doctor's certification for payment of sick benefits except as noted in (e) below. Continuing absences of four (4) or more working days the employee is required to contact the company's third-party vendor to initiate an extended illness. Continuing absences due to illness or disability require a doctor's certification every 30 days if payment is to be made.

d) All benefits under this policy will be determined on the basis of normal pay for forty (40) hour week at straight time rates.

e) Absence shall be paid for at full normal straight time pay for the first three (3) or less consecutive working days without a doctor's certification. Absence due to illness or disability which exceeds three (3) work days requires an doctor's certification if payment is to be made. Absence due to an accident requires an doctor's certification for the first day of disability if payment is to be made.

f) Successive periods of absence separated by less than two (2) weeks of continuous active work on a full-time basis shall be considered one (1) continuous period of absence unless the subsequent period of absence is due to an injury or disease entirely unrelated to the injury or disease which caused the previous absence and commences after return to work on a full time basis. If you have been receiving benefits under the LTD Plan, return to work, and subsequently suffer a second disability, the following will apply: If your second disability is due to the same or related causes as the first, and your return to active work period is less than 3 months, then the Plan will resume its benefit payments without the six-month waiting period applying again. If your second disability is due to causes Unrelated to the first, then the Plan will resume its benefit after a six-month waiting period.

g) Full straight time pay benefits will not be allowed under this program for illness or accident caused as a result of willful intention to injure oneself or another person, or commission of any crime, or as a consequence of working for an employer other than this Company, or any other work for wage or profit.

h) Dentistry, optical, and physical examination are not considered as absences payable under this program. Doctor's appointments for pre-natal care will be covered, provided after hour appointments are not available. The employee will schedule said appointments for the start or end of her work day.

i) All cases of illness or injury must be bona fide. False claims for payment under this program will subject an employee to disciplinary action. As a result, the Company reserves the right to have, at any time, a legally qualified physician or physician's assistant examine the person of an absent employee when and so often as may be reasonably required during a benefit period.

j) Prompt notification of sickness or accident is required. It is essential that the employee or someone on the employee's behalf give notice to the Company as close as possible to the employee's normal starting time.

APPENDIX E

JOB SECURITY

The Company agrees that regular employees with five (5) or more years of service will not be laid off or reduced in pay due to lack of work during the term of this Agreement.

It is further understood that in the event that it becomes necessary to have a layoff and the Company is prevented from laying off as many employees as it deems necessary due to this Agreement, it is understood that it may be necessary for the Company to retrain and/or relocate employees without any restrictions to maintain an efficient operation.

APPENDIX F

OUTSIDE CONTRACTORS

1. If an outside contractor works for the Company on Saturday, Sunday or a holiday, the following will apply:

   a) Employees who normally perform like work and are on Monday through Friday schedule will be offered work on that Saturday, Sunday or that holiday

   b) Employees who normally perform like work and are on a Tuesday through Saturday schedule will be afforded a sixth day at overtime rates within the following three-week period.

2. It is agreed that the use of outside contractors will not be extended into areas where they are not presently being used.

3. It is agreed that if there is a curtailment of work, presently being done exclusively by Union employees, the Company will retrieve sufficient work from outside contractors, to avoid any reduction in straight time hours or lay-off of Union employees.

4. It is the Company's intent not to accelerate the use of contractors in the Company.

5. The following will apply to the Gas Services and Clerks effective April 1, 1993. When the Company considers it necessary to have Outside Contractors perform any work for the Company normally performed by bargaining unit employees, the Company will notify the Union of the type of work to be performed before the contractor starts work and the following provisions will apply:

   a) When a contractor or contractors are engaged in any work normally performed by bargaining unit employees, in any week, an eight-hour day shall be scheduled for the succeeding Saturday for the employees in the affected Report Area Department. Such an eight-hour day shall be paid for at the appropriate overtime rate.

   b) Employees who are on other than a Monday to Friday schedule will be afforded a 6th day at overtime rates within the following two-week period.

   c) The application of paragraph 5 a) and b) as it applies to Clerks will be based on the affected sections determined by the individual overtime rosters.

   d) Exemptions to the application of paragraphs 5 a) and b) will be:

      (1) Work that requires a license that no one holds in the bargaining unit within the Customer Service Department.

      (2) New or replacement water heater light ups.

6. When pipeline contractors or corrosion contractors are scheduled to work during the normal work hours Monday through Friday, normal meaning first shift, the Company will notify the Union of the type of work to be performed before the contractor starts and the following provisions will apply:

   a) All employees in the affected report area Maintenance Department with the exception of Distribution Support Technician will be offered sixty (60) minutes overtime on the day the contractor has worked except when contractors are installing new services, 4" and below (including services in developments from the curb cock to the riser), and commencing on January 1, 2007, corrosion repairs on services and mains, all employees in the affected report area, Maintenance Department, will be offered ninety (90) minutes overtime for such work. The pipeline and corrosion contractors will be off the road at 4:30 p.m. The last one half (1/2) hours of the workday (4:00 p.m. – 4:30 p.m.) will consist of sweeping the jobsite and setting barricades for neatness and safety. Such overtime will be paid at the appropriate overtime rate.

   b) When a pipeline contractor or corrosion contractors are scheduled to work a shift other than the first shift, three man crews in that report area, Maintenance Department, with the exception of Distribution Support Technician, will be offered overtime equal to the number of contractor crews that have worked. This overtime will be scheduled on the following Saturday, unless weather conditions are such that rescheduling would be necessary.

   c) The provisions of paragraphs 6 a) and b) only apply to pipeline and corrosion contractors.

   d) Exemptions to paragraphs 6 a) and b) will be:
      - Installation of steel mains or services 8" and larger in diameter
      - Installation of steel mains for bridge crossings
      - When performing corrosion repairs on exposed piping on bridges

If a pipeline contractor, working on 8" steel or larger as described in "Exemptions" in Appendix F, works beyond the normal working hours to install pipe then overtime will be offered to an amount of Distribution Mechanics in the affected report area that is equal to the number of personnel on the pipeline contractor crew. The overtime will be equal to the amount of time the pipeline contractor works beyond the normal work hours.

If/when pipeline contractors working on these projects are instructed by the Company to work beyond 4 PM the paragraph above will take effect. If pipeline contractors working on these projects are delayed while Company crews are performing live gas work the above paragraph is not applicable.

Construction Agreement

Construction Crews
This document is for discussion purposes and tied to Company Proposals 11, 12 and 13.

a.) The Company and the Union agree to meet each year prior to the construction season to discuss planned work and allocation of resources.

b.) Internal Construction crew staffing fourteen (14)

c.) Construction crews may be utilized to perform the following activities:

Examples of work that may be performed:

1. New growth services
2. New growth mains
3. Service replacements
4. Main connections
5. Main replacements
6. Service replacements associated with main replacements
7. Public work projects

8. System enhancements
9. Meter fitting work (Flexibility agreement)
10. Affected cast iron encroachments
11. Main & service taps

d.) The Company will have the ability to change the scheduled hours for employees assigned to Construction in order to meet customer and project needs. For example; If a municipality issues a permit with restricted hours or off hours the Company will notify the Union of schedule changes and provide the employees as much notice as possible however not less than 5 days (120 hours).

e.) The Company will strive to keep Construction employees working as much of the year as possible. Construction crews will start each year on or before April 1st and be completed on or after December 1st. The Company will determine start and end dates. If the Company determines inclement weather, work load in Maintenance or other factors that delay or end the construction crews prior to December 1st the Company will notify the Union. Construction employees will then be redeployed to perform maintenance work during these periods and winter months.

f.) Performance Measurements - The use of employees for Construction will be measured. The Company will track the following items to determine the employee's ability to perform the assigned work safely, productively and cost effectively. The Company and the Union will review performance results on a regular basis.

1. Health and Safety
    - OSHA recordable incidents
    - DART recordable incidents
    - PMVA recordable incidents
    - Absence rate
2. Quality
    - Percentage compliance in QA/QC program
    - DPU/Regulatory violations or findings
    - Customer Satisfaction
3. Productivity
    - Cost per units
    - Cost per foot
    - Feet of pipe installed per day
    - Number of services installed per day

g.) If targets are not met, the Company and Union agree to engage in cooperative efforts to make the necessary performance improvements. If after discussions with the Union, targets continue to no be met the Company crew will be replaced with another Company crew. If the second crew does not meet the performance measures the crew will be reassigned to other activities within the Maintenance department.

The Company and the Union will review and discuss construction crew performance. If the Company and Union agree that performance targets are being met, then further discussions between the parties will be conducted to determine if additional crews will be added.

Staffing:
Crews will be staffed with existing or additional employees as needed.

(Table 1)	Main Crew	Service Crew	Main (open trench)	Service (open trench)
Distribution Tech A/Crew Leader	1	1	1	1
Distribution Tech B/C	2	1	1	1
Trainee or Temporary employee	1	1	1	
Total	**4**	**3**	**3**	**2**

(Table 2)	# of crews	** # of employees
Main Crew		
Service Crew		
Total		

** Crew size will be determined by Table #1

- Temporary employees may be used for absence, vacation or additional man power.
- Crew configuration and crew counts, as well as report locations may be altered to deliver optimal results depending on job type, work site conditions, absences, vacations, etc.
- Crews will not be moved from their report areas unless there is a curtailment of work or the Company needs to address workload. The Company will notify the Union prior to moving crews.
- All work will be scheduled at the Company's discretion.
- Crews may respond to class 1 leaks and emergencies if other crews are unavailable.

APPENDIX G

MISCELLANEOUS POLICIES

ADOPTION BENEFIT

Benefit Amount

The adoption benefit is 100% of the first $4,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses you actually incur are eligible for reimbursement.

The benefit is payable when the adoption is final. An adoption is final when a decree of adoption is entered by the court. Reimbursement will be provided when the Company receives proof of adoption and proof of payment of eligible expenses.

Eligible Expenses

The following expenses are eligible for payment:
- Adoption agency fees
- Legal fees
- Court fees
- Travel expenses
- A child's initial medical examination
- The pregnancy out-of-pocket medical expenses of the natural mother (to the extent these expenses are not eligible for reimbursement under another medical plan)

How to File a Claim

When your child's adoption is final, send original receipts and documentation to the Benefit's Department.

ADOPTION LEAVE

Eligibility

You are eligible for Company-paid adoption leave after you complete three (3) months of employment with NSTAR. Your pay during the duration of your adoption leave will be based on your base pay in effect on the day your leave starts.

You must give your supervisor at least three (3) months written notice of the date your leave will start and when you expect to return to work. If you are also eligible for FMLA leave, time taken for adoption leave will also count as FMLA leave.

Duration

Adoption leave begins on the date the child is received into your home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	Maximum Amount of Leave
6 years old or younger	*8 weeks*
At least 7 years old but less than 13 years old	*4 weeks*
At least 13 years old but less than 19 years old	*2 weeks*

Returning to Work

You generally have the right to return to the same position or an equivalent job with equivalent pay, benefits and working conditions at the conclusion of the leave. Moreover, employees have no greater right to restoration than if they had been continuously employed.

UNIFORMS AND RAINGEAR

- Rental uniforms that are supplied by the Company will be cleaned and maintained by the Company.
- Replacement rental garments will be issued as needed and upon return of old clothing to the Company.
- All employees who receive uniforms or are enrolled in the FR program will wear them during Company paid hours.
- Employees will not wear uniforms or FR clothing other than on Company business.
- One fire resistant coverall will be issued to Maintenance and I&R Department employees as part of their personal protective equipment and maintained by them.

The Company will supply rental uniforms to:

Garage Mechanics
Garage Attendants
Building Maintenance Person
Building Maintenance Mechanic
Building Electrician
Meter Repair Department
Tool Mechanic

The Company will supply raingear to:

Facilities
Fleet
Meter Services
Maintenance
Instrument & Regulation
SMMT

The Company will supply rubber footwear to:

Meter Services
Maintenance
Instrumentation & Regulation

The following classification will be enrolled in the FR program:

Meter Services Technicians
Distribution Mechanic
Instrumentation & Regulation (All)
SMMT
Distribution Mechanic

- The initial allowance is $1,450.00.
- Each year thereafter the allowance is $800.00 deposited into employee's clothing account in January. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.
- In 2017 each employee enrolled in the FR program will receive an additional $200.00 allowance.

The practice of the Company issuing t-shirts will discontinue for employees enrolled in the FR program.

SAFETY SHOES

The employee, after producing a receipt for cost of safety shoes, will be reimbursed for one-half (1/2) the cost.

The following Classifications will be excluded:

1. All employees who fall under the Clerical Progression and Pay Plan.

2. Dispatchers.

LICENSES

The Company agrees to reimburse employees, including renewals, for licensing and certification fees for the following: hoisting license, welding certification, electrician license (if required) and Class A & B Driver's Licenses. (The Company agreed that all grandfather agreements now in effect will remain in effect.

EXAMS

The Human Resources Department after consulting with the Union President will appoint a representative of the Union who may review with a member of the Human Resources Department, the results of exams affecting job appointments. The Company will notify the Union in writing of the name of proposed appointee. Only the exams pertaining to that specific appointment may be reviewed.

All exams will be the same as those viewed by the Union during negotiations.

A Union designate will be present during the administration of all job-qualifying exams.

DOG REPELLANT

Dog repellant will be supplied any individual requesting it.

DISCIPLINARY ACTION SLIPS

If an employee has received no disciplinary action slips for a period of three (3) years, all slips prior to that period will be removed from his file and returned to the employee.

APRONS

The Company will provide aprons for personnel working in the Meter Repair Department.

Aprons will be supplied to the crew trucks in the Maintenance Department.

PRESCRIPTION GLASSES

The Company will pay for one pair of prescription glasses per year, which are pitted or damaged due to welding or cutting during the performance of Company duties.

DIVISION AREAS

The NSTAR Electric & Gas Corporation is divided into two division areas - East and West. These divisions are sub-divided into four report areas namely, Somerville, Dedham, Southboro and Worcester. There will be no change in the divisions or the report areas unless mutually agreed upon by Union and Company. Failure to reach agreement will result in the implementation of the change by the Company subject to the contract grievance procedure. During the term of this contract, the foregoing procedures concerning Divisions and Report Areas will take precedent over the management functions clause in Article II of the contract.

DAYLIGHT SAVINGS TIME

On the day when Daylight Savings Time is established, all employees working said shift will be paid eight (8) hours at their base rate.

When Daylight Savings Time reverts back to Eastern Standard Time, all employees working said shift will receive one (1) hour at the appropriate overtime rate in addition to their basic straight time rate.

SAFETY AND HEALTH

The Company will continue to make reasonable regulations for the safety and health of its employees during their hours of employment. Representatives of the Company and the union shall meet from time to time at the request of either party to discuss such regulations and other matters pertaining to safety.

Safety rules and practices and all applicable State and Federal Laws governing health and safety shall be complied with, by the Company and employees.

APPENDIX H

LEAVE OF ABSENCE

JURY DUTY

When an employee, except a temporary employee, is called to jury duty, he shall be excused from such of his regular scheduled work as is necessary to fulfill the jury duty, and the Company agrees to pay his base pay. The employee's schedule during the week of such absence for jury duty shall be deemed to be 8:00 A.M. to 4:30 P.M., Monday thru Friday.

The individual on jury duty will not be denied the opportunity to work overtime.

It is understood that employees will report for work if not called on a given day for jury duty or if released prior to 10:30 a.m.

SUBPOENAED WITNESS

The Company will allow necessary paid time off to an employee subpoenaed as a witness if the employee is not a defendant in the case or bringing action against the Company or its contractors.

FAMILY LEAVE

A regular employee shall be granted a leave of absence without pay up to 90 calendar days for the following reasons: care of a newborn or adopted child, care of an ill child, parent or spouse. Such leave may be extended by the Company.

A request must be made in writing to the Manager, Employee Relations within one week of expected date of the leave, if possible. Employee benefits will continue for a maximum of 30 calendar days from the beginning of the family leave of absence. If the employee chooses to continue such leave of absence beyond 30 calendar days, employee benefits will be continued in compliance with the law.

If the parent, child or spouse should die during said leave of absence, the employee shall be entitled to benefits as outlined in Appendix H, Funeral Leave.

Said employee shall return to the job and shift held prior to the leave.

The period granted as leave of absence will not constitute a break in the employee's service record if he returns to work upon its completion.

EMERGENCY LEAVE POLICY

Any employee required to remain away from the job on a regularly scheduled workday because of an emergency existing at home which requires his personal attention to make arrangements for care of such emergency, shall suffer no loss of base pay for that day provided he makes every effort to inform the Company, he reports for work as soon as is reasonably possible, and he works at least four (4) hours of that day. However, any employee after having reported for work on a regularly scheduled work day, and is then required to leave because of an emergency existing at home which requires his personal attention to make suitable arrangements for the care of such emergency, shall suffer no loss of base pay for that day.

FUNERAL LEAVE

When a death in the immediate family occurs, an employee will be allowed time off paid for at straight time rates to attend to the necessary funeral arrangements to a total of three (3) consecutive calendar days, if such days fall within his regularly scheduled work week. In special cases when a 4th day is required, it may be allowed at the discretion of the Area Manager or his delegate. In no case shall time off extend beyond the next scheduled workday after the funeral.

The immediate family means spouse, son, daughter, mother or father, sister or brother of the employee affected. In special cases, a relative with whom one lives in the same household may be allowed as in the immediate family at the discretion of the Area Manager or his delegate.

In the event of a death of an employee's mother-in-law or father-in-law, an employee will be allowed time off paid for at straight time rates to attend to the necessary funeral arrangements to a total of 3 consecutive calendar days, if such days fall within his regularly scheduled work week, but in no case to extend beyond the day after the funeral.

In the event of the death of a grandparent, aunt, uncle, brother-in-law, sister-in-law, stepchild, stepparent or grandchild, and if the day of the funeral falls on the employee's regular scheduled workday, the employee will be allowed that day off at straight time rates if the employee attends the funeral.

If a holiday occurs as one of the days in this funeral period, holiday allowance only will be paid for that day in accordance with our regular holiday policy.

Past practices concerning a representative group of members of the Union will be continued.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee's vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a re-assignment of those vacation days that were committed to the necessary funeral services and arrangements.

PERSONAL LEAVE OF ABSENCE

At the discretion of the Manager, Employee Relations, a Regular employee may be granted a leave of absence without pay for personal reasons not covered by other policies.

Each application for personal leave will be considered on the merits of the individual case. The Company will give the decision in writing within one (1) week of the request.

The period granted as leave of absence will not constitute a break in the employee's service record if he returns to work upon its completion.

Employee benefits will be continued for a maximum of 30 working days from the beginning of the Personal Leave of Absence.

MILITARY LEAVE

1. Service in Armed Forces Reserve Components

The Company approves the enrollment of employees in the National Guard Officers and Enlisted Reserve Corps of the United States Army, Air Corps and Navy and Marine Corps Reserves, and will grant military leaves of absence as specified.

2. Short Period Active Duty Training

A leave of absence up to a maximum of fifteen (15) working days in any calendar year for the purpose of active duty training will be granted to any employee who is a duly qualified member of a reserve component of the Armed Forces on receipt of written notice of dates of departure and return. Such leave of absence shall not affect the employee's right to his normal vacation, sick leave, or advancement. However, any portion of such leave of absence may be taken coincident with the employee's vacation if he so chooses.

- On receipt of a properly completed application, the Company will pay the difference between the employee's military pay plus allowances (except travel allowances) and employee's normal rate of pay for each day of scheduled work lost up to a maximum of five (5) working days in any calendar week. The computation will be based on a five (5) day work week.
- Military leave pay, when authorized, is subject to the normal deductions and to withholdings required by law.
- Leaves of absence under the above paragraphs will not interrupt purchases of pension, insurance, or health benefits if for less than one-month duration.
- No PR 2 is required for military leaves of absence of less than one month's duration, but the leave shall be indicated on the time card and the employee's request for leave, approved by his Department Head, shall accompany the first time card within the leave period.

(e) Standard forms for notification of proposed performance of active duty training and request for military leave pay may be obtained through the Payroll Department.

(f) Requests for leave of absence to attend service schools, or tours of duty for other than training will be considered as individual cases, on their merits.

3. Basic Training Periods for Reservist Enlistees

Active duty periods of three to six months are being required of some enlistees in reserve components of the Armed Forces. A leave of absence of up to six months plus necessary travel days will be granted, without pay, to any regular employee who, as a duly qualified member of a reserve component of the Armed Forces, is required to go on active duty for basic training as a condition of his service, on receipt of written notice with dates of departure and return. The period granted as leave of absence for this service shall not constitute a break in the employee's service record if he satisfactorily completes his tour of duty and returns to work upon its completion.

(a) The Group Life and Accidental Death Insurance and Employee Savings Plan participation of such employee will be suspended as of the first day of the month following his leaving the Company to enter the Armed Forces. They

will be reinstated upon his return to work. His supervisor will secure from the employee his certificates for such group coverage and will hold them during the employee's absence in the service.

(b) If the Company is providing medical coverage for the employee and/or his dependents, such coverage will be subject to suspension during the period of absence, except if the employee requests in writing that the coverage be kept alive. This will apply whether the coverage is for the employee only or for employee and dependents. The employee will be expected to use the health care that his branch of the service provides for himself and his dependents.

(c) If the employee is a participant in the Pension Plan, benefits will accrue to him during such leave of absence based upon his rate of compensation as of the January 1st next preceding the commencement of his leave of absence provided he returns to work within 90 days of his discharge from Military Service.

(d) If the employee is entitled to a vacation before the date of his leave of absence, he may be given it then or it may be postponed until the end of the leave of absence. If he is not entitled to a vacation at the time he starts on his leave of absence, but would be so on the date of his return, he may then be given the vacation to which entitled if he had worked through the leave period, upon evidence of satisfactory completion of his tour of active duty.

4. Voluntary Enlistment or Service Under Effective Selective Service Acts

All pertinent provisions of Section 3. above will apply to employees occupying positions who are called for service in the Armed Forces under the provisions of the effective Selective Service Act, or who voluntarily enlist in the regular components, thereof.

(a) Leave of absence for such employees will be for the period for which called or enlisted, plus 90 days from the date on which released from such service, or from hospitalization continuing after discharge for not over one year.

(b) The employee must apply for re-employment with the Company within 90 days from his discharge or hospitalization as aforesaid, and present certificate of satisfactory completion of his period of training and service.

(c) If the Company is providing any medical coverage for the employee and/or his dependents, such coverage will be subject to suspension during the period of absence, except if the employee requests in writing that the coverage be kept alive. This will apply whether the coverage is for the employee only or for employee and dependents.

The employee will be expected to use the health care that his branch of the service provides for himself and his dependents.

5. General Provisions

An employee on military leave will not be entitled to pay for holidays or days sick occurring during his leave. Vacation with pay will depend on length of absence and time of year occurring.

An employee who is so injured while on military leave as to be unable to perform his Company assignment, or who will require further hospitalization after his normal release date, should not accept release from active service until he is able to resume work. He will not be accepted for work or be eligible for Company health benefits until certified as able to work by a Company doctor.

APPENDIX I

EDUCATIONAL AID

TUITION ASSISTANCE PROGRAM POLICY

Under the tuition assistance program, you may be reimbursed up to $4,000. per year for undergraduate degree work or up to $5,250. per year for graduate degree work for approved courses. Reimbursement will be made only if you receive a final grade of “C” or higher. The actual dollars reimbursed will vary with the grade received: A=100%, B=90%, C=80%. In the case of a pass/fail course, reimbursement will be made only if you pass. Books and other materials are not covered under this policy.

For a course to be approved, it must be related to the work you perform for the Company or the related work that you could reasonable be expected to perform for the Company in the future. Courses that lead to law degrees or PhD’s are

not approved for reimbursement unless pre-approved by the Senior Vice President of Human Resources at NSTAR, or an authorized delegate.

APPENDIX J

SCHEDULE OF HOURS AND SCHEDULES

FACILITIES DEPARTMENT	
7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Individuals
CLERICAL	
7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Individuals
MAINTENANCE DEPARTMENT	
3:30 P.M. to 11:30 P.M. Mon. thru Fri.	Two (2) Individuals in the Somerville Report Area and the Southboro Report Area
7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Planners
7:30 A.M. to 3:30 P.M. Mon thru Fri. Distribution Support Tech (see MOA, Dated 2/25/10, Page 54)	All other individuals
INSTRUMENTATION AND REGULATION DEPARTMENT	
7:30 A.M. to 3:30 P.M. Mon. thru Fri.	Instrument Technician, General Technician, and Maintenance Technician

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METER REPAIR DEPARTMENT

7:30 A.M. to 4:00 P.M. Mon. thru Fri.

4:00 P.M. to 12:00 A.M. Mon. thru Fri.* One (1) Meter Repair Tech. and One (1) Sp. Mtr. Maint. Tech.

*No present employee except by volunteering or bidding process.

WAREHOUSE & DISTRIBUTION DEPARTMENT

6:30 A.M. to 3:00 P.M. Monday thru Friday	Working Leader + One (1) Individual
8:00 A.M. to 4:30 P.M. Monday thru Friday	One (1) Individual
5:00 A.M. to 1:30 P.M. Monday thru Friday	One (1) Individual
7:30 A.M. to 4:00 P.M. Monday thru Friday	Two (2) Individuals

FLEET DEPARTMENT

7:00 A.M. to 3:30 P.M. Monday thru Friday	Southboro
7:30 A.M. to 4:00 P.M. Monday thru Friday	Southboro
4:00 P.M. to 12:00 A.M. Monday thru Friday	Southboro
6:30 A.M. to 3:00 P.M. Monday thru Friday	Worcester
6:00 A.M. to 2:30 P.M. Monday thru Friday	Somerville
3:00 P.M. to 11:00 P.M. Monday thru Friday	Somerville

METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA AND SEASON

							SOUTH		WORC	
SUN.	MON.	TUES.	WEDS.	THURS.	FRI.	SAT.	S	W	S	W
12-8AM	12-8AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1	1	1	1
OFF	OFF	12-8AM	12-8AM	12-8AM	12-8AM	12-8AM	1	1	1	1
4-12AM	4-12AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1	1	1	1
4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	OFF	OFF	1	2	1	2
OFF	OFF	4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	1	2	1	2
OFF	OFF	8-4PM	8-4PM	8-4PM	4-12AM	4-12AM	1	1	1	1
OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	1	1	1	1
1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	OFF	0	1	0	1
OFF	OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	0	1	0	1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	2	3	2	2

OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	8	8	10	10
OFF	7-3PM*	7-3PM*	7-3PM*	7-3PM*	7-3PM*	OFF	2	2	2	2
OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	All other service techs. In each report area.			

*No present bargaining unit employee will be forced to work on this shift.
Service Technician D (see MOA, Dated 02/25/10, Page 55)

WINTER SCHEDULE
Winter schedule will be in effect only during the heating season (First Sunday in October to last Saturday in March).

FITTERS SCHEDULE

8:00 A.M. to 4:00 P.M. Monday thru Friday.

8:00 A.M. to 4:00 P.M. Tuesday thru Saturday One (1) team on a rotating basis.

1:00 P.M. to 9:00 P.M. Monday thru Friday One (1) individual Southboro.
Responsibilities of this shift will encompass the entire West Division, (Southboro and Worcester).

HYDE PARK METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA & SEASON

ASSIGNMENT BY AREA & SEASON							HP		
SUN	**MON**	**TUE**	**WED**	**THU**	**FRI**	**SAT**	**S**		**W**
OFF	OFF	12-8AM	12-8AM	12-8AM	12-8AM	12-8AM	1		1
12-8AM	12-8AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
4-12AM	4-12AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
OFF	OFF	4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	1		1
OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	0		1
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	1		1
OFF	7-3PM*	7-3PM*	7-3PM*	7-3PM*	7-3PM*	OFF	1		1
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	0		1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	0		1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	All other Techs		

** No present bargaining unit employee will be forced to work this shift.

SOMERVILLE METER SERVICES DEPARTMENT

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.	S	W	
12-8	12-8	8-4	8-4	8-4	OFF	OFF	1	1	
OFF	OFF	12-8	12-8	12-8	12-8	12-8	1	1	
4-12	8-4	8-4	8-4	8-4	OFF	OFF	1	2	
OFF	4-12	4-12	4-12	4-12	4-12	OFF	2	3	
8-4	8-4	8-4	8-4	8-4	OFF	OFF	2	3	
OFF	OFF	8-4	8-4	8-4	8-4	8-4	3	4	
OFF	OFF	8-4	8-4	8-4	8-4	4-12	1	2	
OFF	1-9	1-9	1-9	1-9	1-9	OFF	0	1*	
OFF	10-6	10-6	10-6	10-6	10-6	OFF	1*	0	
OFF	8-4	8-4	8-4	8-4	8-4	OFF			All other service techs in Report Area

* SPLIT SHIFT TO BE ASSIGNED TO SAME SERVICE TECH

METER SERVICES DISPATCH DEPARTMENT

Shift	SUN	MON	TUE	WED	THU	FRI	SAT	
1	OFF	12-8	12-8	12-8	12-8	12-8	OFF	
2	OFF	7-3	7-3	7-3	7-3	7-3	OFF	
3	OFF	8-4	8-4	8-4	8-4	8-4	OFF	
4	OFF	1-9	1-9	1-9	1-9	1-9	OFF	
5	8-4	OFF	OFF	4-12	4-12	4-12	8-4	
6	8-4	8-4	8-4	8-4	OFF	OFF	8-4	
7	4-12	4-12	4-12	4-12	OFF	OFF	4-12	
8	12-8	OFF	OFF	8-4	8-4	8-4	12-8	
VR 1	OFF	8-4	8-4	8-4	8-4	8-4	OFF	

Implementation of Vacation Relief Shift VR 1

APPENDIX K

G.I. BILL APPRENTICE PROGRAM

The Company agrees on a voluntary Basis to participate in the Apprentice Program under the G.I. Bill.

Upon reasonable notice to the any affected employees, the Company reserves the right unilaterally to end participation in this program should the Company in its sole discretion decide that this is an appropriate step.

APPENDIX L

EDUCATIONAL ASSISTANCE

Confirming agreement reached during recent contract negotiation, the Company will provide up to $48,000 (up to $12,000 per year) for the purpose of an educational assistance plan for each dependent child of an employee who dies as a result of an accident on the job. This plan will be administered solely by the company and payment will be made upon submission to it of bills from the college in connection with room and board, fees, registration, tuition and books.

APPENDIX M

DEPENDENT DEATH BENEFIT

Confirming the agreement reached during recent contract negotiations, dependents of employees who die, as a result of an accident on the job, shall receive hospital, dental and vision care benefits. Coverage for spouse will cease with remarriage, reaching age 65 or become covered under another group plan. Coverage for dependent children will cease same as active employees. Benefits to be paid at 100% by the Company.

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MEMORANDUM OF Agreement

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union regarding the establishment of a Distribution Support Technician (DST) Classification.

1. The job specification of Distribution Support Technician is accepted at the rate of pay outlined below and will become effective on April 2, 2010.

2. Rate of Pay:
   Trainee: $20.00
   6 Months: $22.00
   12 Months: $23.50

3. HOURS: Distribution Department, Monday- Friday 7:30 am – 3:30 pm, from first Sunday in May through last Saturday in October.

4. Hours: Meter Services Department, Monday-Friday 1:00 pm – 9:00 pm, except for period listed above.

5. Locations: 0-4 DST's in EAST (Somerville & Hyde Park) in 2010
   0-4 DST's in the West (Southborough & Worcester) in 2010
   Total for 2010: 0-8 DST's

   0-6 DST's in East (Somerville & Hyde Park) in 2011 & 2012
   0-6 DST's in West (Southborough & Worcester) in 2011 & 2012
   Total for 2011, 2012: 0-12 DST's

6. This classification will be excluded from Appendix F Unless,
a. At the Company's discretion, an employee is upgraded to a Distribution Mechanic C to cover a vacation of any duration, sickness or restricted (light) duty over 5 days: or
b. By mutual agreement, other circumstances result in the upgrade.

7. Article V – Hours and Wages, Section 14 – Assignment Outside Regular Report Area shall only apply when employees move East to West or West to East.
8. The Distribution Support Technician is responsible for successfully completing all training, OJT tasks and examinations as required.

Memorandum of Agreement

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union regarding the establishment of a Service Technician D Classification in the Meter Services Department

1.The job specification of Service Technician D is accepted at the rate of pay outlined below prior to the April 1, 2010 General Wage Increase.

2.The Service Meter Technician (SMT) Classification converts to a Service Technician D classification, effective April 2, 2010.

3. Service Technician D

Trainee:	$22.17 (6) months
Step 1:	$24.98 (6) months
Step 2:	$27.33 (6) months
Step 3:	$29.13

4. Current SMT'S may elect to be grandfathered at their present location and present work schedule, as Service Technicians D without progression.

5 No more than three (3) Service Technicians D will be scheduled on a Monday-Friday, 1pm-9pm shift in each area. Selection criteria for the shift:
(a). Volunteers by seniority for the Service Technician D in the area.
(b). Junior (non-grandfathered) Service Technician D in the area will be forced.

6.There will be no more than a total of twenty (20) Service Technicians D across all four (4) areas.

7.There will be no more than five (5) Service Technicians D in each of the four (4) areas.

8. Areas = Hyde Park, Somerville, Southborough and Worcester.

9. The Company and Local will work together to develop and implement a Service Technician Training Program, similar to the Distribution Training Program.

10. The Company will determine the progression from Service Technician D to C.
(a)If employed as a Local 12004 Service Technician D for 18 months or longer, training time to advance will be: 12 months from C to B, 9 months from B TO A, contingent upon successful completion of required classes and OJT.
(b)If employed as a Local 12004 Service Technician D for less than 18 months, the standard training times will apply according to present contract language, contingent upon successful completion of the required classes an OJT.
(c)Selection criteria for Service Technician C:

- Existing Service Technicians already in the progression C/B/A will have first option to select a new report area, before other represented employees. The Company and the Union will work together in the event that more than one (1) Service Technician leaves the area.
- Volunteer by seniority- All Service Technician D
- Former Service Technicians will have first options to bid this position before forcing area-junior (non-grandfathered) Service Technician D.
- Forced by area-junior (non-grandfathered) Service Technician D.

MEMORANDUM OF Agreement, Distribution Support Mechanic

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union.

1. The job specification of Distribution Support Mechanic is accepted at the rate of pay outlined below and will become effective on March 29, 2017.

2. Rate of Pay: Trainee: $24.26 6 Months: $26.65 12 Months: $28.40

3. HOURS: Maintenance Department, Monday- Friday 7:30 am – 3:30 pm, from first Sunday in May through last Saturday in October.

4. Hours: Meter Services Department Monday-Friday 8:00AM – 4:00PM pm. All incumbents in the DSM classification as of 4/1/17 will have the option of working 1:00PM – 9:00PM or 8:00AM – 4:00PM.

5. Total FTE's will not exceed twelve (12). The company will determine report locations.

6. This classification will be excluded from Appendix F Unless,
a. At the Company's discretion, an employee is upgraded to a Distribution Mechanic C to cover a vacation of any duration, sickness or restricted (light) duty over 5 days: or
b. By mutual agreement, other circumstances result in the upgrade.

7. Article V – Hours and Wages, Section 14 – Assignment Outside Regular Report Area shall only apply when employees move East to West or West to East.

8. The Distribution Support Mechanic is responsible for successfully completing all training, OJT tasks and examinations as required.

9. Distribution Support Mechanic will complete activity reports associated with tasks they perform.

10. Distribution Support Mechanic can make safe in accordance with first responder training, such as, evacuating and standing by for Service Technician.

11. At second cycle in the Meter Services Department or one (1) year of service, The Distribution Mechanic can isolate and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

12. The DSM classification will perform repairs on gate boxes. Types of repairs include roadway projects, paving projects, municipal and state projects and any and all work associated with G.L. C. 164 116B. Gate box repairs requested by other departments will be performed by DSM's as long as it is scheduled work. Any emergency type work will be performed by the Gas Maintenance department.

2013 Contract Negotiations

LEGAL REPRESENTATION

NSTAR Electric & Gas Corporation agrees to provide Local 12004 with legal representation for all its members who require this assistance as a result of any act or acts in connection with:

the business of the Company

This assistance will be provided only when the employee is acting within the scope of his/her authority and meets the above-stated test.

NEW HIRES

New Hires to EVERSOURCE will be given an opportunity to meet with the USW Local 12004 Administrator for one-half (1/2) hour during their orientation with the Company.

DISTRIBUTION MECHANICS

The Company and Union agree that twelve Distribution Mechanics will be transferred each year from January thru March to perform ATM inspections. Transferred employees from Distribution will be offered all applicable Appendix F overtime.

DISTRIBUTION WELDER TECHNICIAN TRAINING COORDINATOR

The Company agrees to establish two (2) Distribution Welder Technician Training Coordinators, to be determined by department seniority. One (1) will be assigned to the West Division and one (1) will be assigned to the East Division. The Distribution Welder Technician Training Coordinators will be paid seven percent (7%) above the current rate of pay when engaged in training, certifying and recertification of welders. The Company agrees to work with the local to develop a welder training program no later than September 1, 2013.

SERVICE TECHNICIAN – D

Service Technicians D can make safe in accordance with the first responder training, such as evacuating and standing by for a Service Technician.

Once the Service Technician attains the B rate in his progression, he can isolate, red tag, and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

Service Technician D can repair leaks on the work he performs and other incidental leaks, i.e. swivels, unions or tightening the nuts.

2013 Contract Negotiations

DISTRIBUTION SUPPORT TECHNICIAN

Distribution Support Technicians will complete activity reports associated with tasks they perform.

Distribution Support Technicians can make safe in accordance with first responder training, such as, evacuating and standing by for a Service Technician.

At second cycle in the Meter Services Department or one (1) year of service, the Distribution Support Technician can isolate and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

The rate of pay will increase by fifty ($.50) cents on the rate effective April 1, 2013, prior to the general wage increase.

INSTRUMENTATION AND REGULATION DEPARTMENT

Instrumentation and Regulation Department will perform critical valve inspections at gate stations and pressure regulating facilities.

Instrumentation and Regulation Department will conduct joint project review committee sessions during the1st and 3rd quarter of each year to discuss upcoming projects for the department. At said sessions, one (1) designated Local 12004 Instrumentation and Regulation representative from each area and one (1) union officer, appointed by the President of the Local will attend.

The rate of pay for the following will increase as stated, effective April 1, 2013:

- Instrument Technician $.60 per hour
- General Technician $.55 per hour
- Maintenance Technician $.55 per hour

Eliminate the Boot Mobile on Company property.





United Steelworkers, Local 12004,AFL-CIO-CLC

COPY OF AGREEMENT

By and Between

NSTAR ELECTRIC & GAS CORPORATION

d/b/a/Eversource Energy
And

THE UNITED STEELWORKERS, AFL-CIO-CLC

In behalf of

LOCAL UNION NO. 12004

THE UNITED STEELWORKERS, AFL-CIO-CLC

APRIL 1, 2020 TO MARCH 31, 2024

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GENDER CLAUSE

Whenever used in this agreement, a masculine pronoun shall be deemed to include the masculine and feminine gender, and a singular word shall be deemed to include the singular and plural, unless the context clearly indicates otherwise.

AGREEMENT

PARTIES AND DATE

THIS AGREEMENT, DATED APRIL 1, 2020 between NSTAR Electric & Gas Corporation, d.b.a. Eversource Energy, (hereinafter the "Company") and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC on behalf of Local 12004, United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied- Industrial and Service Workers International Union, AFL-CIO/CLC (hereinafter called the "Union")

WITNESSETH

GENERAL PURPOSE

Whereas, the parties hereto have reached an Agreement as a result of collective bargaining and for the purpose of facilitating the peaceful adjustment of differences that may arise from time to time, and to promote harmony and efficiency to the end that the Employees, the Company and the General Public may be benefited, the Parties hereto contract and agree with the other as follows:

Compliance and Applicability of Laws

Section 1. Compliance with Laws
The parties hereto shall comply with the provisions of all applicable laws and all lawful regulations, orders and directives issued thereunder relating to rates of pay, wages, hours of employment and other conditions of employment during the term of this Agreement.

Section 2. Applicability of Laws
It is agreed that the provisions, if any, contained in this Agreement which are in conflict with the provisions of any Federal or any state laws and lawful regulations orders and directives shall not be enforceable.

ARTICLE I

GENERAL

SECTION 1

RECOGNITION OF UNION FOR CERTAIN DEPARTMENT

Pursuant to, and in conformance with, the National Labor Relations Act, the Company recognizes the Union as the sole collective bargaining agency in behalf of all Regular employees in the Office and Clerical Workers, Payroll*, Dispatch, Commercial, Buildings and Grounds, Distribution, Meter Repair, Production, Stores, Transportation, Customer Service and Instrumentation and Regulation Departments, to whom this Agreement applies for the purpose of bargaining in respect to wages, hours and conditions of employment.

"EMPLOYEE" DEFINITIONS

Wherever used in this Agreement, the words "employee" or "employees" shall refer only to those employees to whom this Agreement is applicable.

*Subject to the Memorandum of Understanding, dated December 4, 1974.

SECTION 2

CLASSES OF EMPLOYEES AND ELIGIBILITY

The provisions of this Agreement shall apply only to regular employees as defined in Article I, Section 1. The term "Regular Employees" means those holding regular positions so authorized by the Company.

It is agreed, however, that the following regular employees are excluded from the terms of this Agreement, and that they shall not be eligible for Membership in the Union:

Officers, Directors, Managers, Superintendents, Secretaries to the above, Engineers, Accountants, Buyers, Supervisors, Foremen, Guards, Salesmen, Payroll*, Meter Readers, Automated Meter Reader and Sales Clerks. Definitions of Supervisors and Foremen will be as defined in the National Labor Relations Act.

*Subject to the Memorandum of Understanding, dated December 4, 1974.

The following not being regular employees are, therefore, excluded from the application of the terms of this Agreement and except as noted in Article 1, Section 3, shall not be members of the Union:

(A) TEMPORARY EMPLOYEES

Those hired to fill temporary jobs such as seasonal construction work or temporary maintenance work. Any such employee who shall have worked twelve (12) consecutive months for the Company shall thereby become a regular employee, providing regular jobs are available.

The Company will not establish different hours for temporary employees other than those already established for regular employees.

(B) PROBATIONARY EMPLOYEES

Those hired on six (6) months' trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory, and if the positions are still open, they will

become regular employees.

SECTION 3

UNION SECURITY

Subject to the provisions of Sections 1 and 2 of this Article, it shall be a condition of employment that all employees of the Company covered by this Agreement and hired on or after September 1, 1973 or who are members of Local Union No. 12004, United Steelworkers, AFL-CIO-CLC in good standing on the execution date of this Agreement shall, on the thirtieth (30th) day following the execution date of this Agreement, become and remain members in good standing in the Union for the balance of the term of this Agreement.

It shall also be a condition of employment, subject to the provisions of Sections 1 and 2 of this Article, that all probationary employees who are hired on or after its execution date, and who thereafter become regular employees, shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union for the balance of the term of this Agreement.

During the six (6) month probationary period, the Company shall determine the suitability of said new employee for acceptance as a regular employee. The decision as to the retention by the Company of any probationary employee as a regular employee subsequent to the completion of his probationary period of employment is one which is within the sole discretion of the Company and if the Company for any reason terminates said probationary employee from its employ at any time prior to or at the completion of his probationary employment, such action shall not be subject to the Grievance Procedure or to Arbitration under this Agreement, nor shall such action form the basis of any claim whatsoever under this Agreement.

In the event a probationary employee bids and is awarded another position within the Company, such employee will not be transferred to the new position until his probationary period is completed. Additionally, probationary employees will not be eligible for the Appendix F for the duration of their probationary period.

ARTICLE II

SECTION 1

UNION AGREEMENT ON CONTINUITY OF WORK

During the term of this Agreement or any extension thereof, there shall be no authorized or sanctioned cessation, retarding or stoppage of work because of any dispute which may result from an interpretation of this Agreement, or from any cause whatsoever. It is further agreed that any employee represented by the Union and/or subject to the terms and conditions of this Agreement who, without the authority or sanction of the Union, voluntarily absents himself or herself from work because of any dispute or demand may be denied further employment or suspended at the option of the Company, provided, however, the Union may use the grievance and arbitration procedure as contained in Article III of this Agreement on the sole question whether such employee absents himself or herself from work because of a dispute or demand.

COMPANY AGREEMENT ON NO LOCKOUT

The Company agrees that during the life of this Agreement there will be no lockout.

MANAGEMENT FUNCTIONS

Being among the usual functions of Management, it is agreed (subject as limited and stated in this Contract to review procedure in certain cases and to rules of seniority where applicable), that the Company has the sole right at all times to employ, promote, transfer, and discharge employees, and to determine the number and qualifications of employees. Nothing in this paragraph is to be construed as a statement of limitations of Management.

COURT OR SIMILAR ACTION

In further consideration of the mutual promises contained herein, the parties expressly agree that neither shall bring, or cause to be brought, any court, or other legal or administrative action against the other until after the dispute, claim, grievance or complaint has been brought to the attention of the Party against whom it was made and the said Party after actual notice of same, has within reasonable time, failed to take steps to correct the cause or circumstances giving rise to such dispute, claim, grievance or complaint.

SECTION 2

MUTUAL DESIRE FOR UNINTERRUPTED SERVICE

It is the desire of both Parties to provide for uninterrupted and continuous service. Nothing herein is intended, however, to prevent the resignation or discharge of individuals, the discharge being subject to review under the conditions and in the manner hereinafter specified in Article III, and Article IV.

SECTION 3

UNION DESIRE TO PROMOTE COMPANY'S WELFARE

The union agrees that its members will individually and collectively perform loyal and efficient work and service, use their influence and best efforts to protect the property of the company and the Company's interests, assist in promoting the sale of the company's products, and cooperate with the Company and the employees of all departments in promoting and advancing the welfare of the Company and its service at all times.

COMPANY TO COOPERATE WITH UNION FOR HARMONY AND EFFICIENCY

The Company agrees that it will cooperate with the Union in its effort to promote harmony and efficiency among all the Company's employees.

SECTION 4

AGREEMENT CONCERNING DISCRIMINATION AGAINST CERTAIN EMPLOYEES

The Company agrees not to interfere with the rights of its employees to become members of the Union. There shall be no discrimination, interference, restraint or coercion by the Company, or any of its agents against any employee because of Membership in the Union. The Union, agrees collectively and individually for its members and agents, not to intimidate or coerce employees into Membership and not to solicit memberships, distribute pamphlets or discuss Union matters during working hours. The Union further agrees for its members not to discriminate against any employee of the Company because of non-membership in the Union or to intimidate, coerce or refuse to work cooperatively with any employee or workman not a member of this Union, or to refuse to work upon or with materials furnished by the Company. The Union agrees that because of the nature of the Company's business, its members will promptly and loyally obey a request of a Company Supervisor where such request has direct connection with the work of the Company and is not contrary to Company Safety Rules; and in that they will promptly, loyally and carefully follow operating and safety rules. It being agreed, however, that any orders given shall be by Company Supervisors and will not be in violation of the Safety Rules as applicable.

ARTICLE III

SECTION 1

SHOP STEWARD SELECTION

Notification will be made by the Union as to the identity of the Grievance Committeemen and Shop Stewards within thirty

(30) days of the signing of the Agreement. The Company will be notified of any changes in position within seven (7) days. The Grievance Committeemen selected by the Union shall have the right to participate with any department Shop Steward in the various steps of the grievance procedure.

SECTION 2

EMPLOYEE GRIEVANCE PROCEDURE

In the event of any dispute between the Union and the Company as to the meaning, application or intent of the provisions of this Agreement, the procedure of settlement shall be as follows:

1st A discussion of the grievance between the aggrieved employee with his Shop Steward and his immediate Supervisor. If no satisfactory settlement is made, the Department Head and the Grievance Committeeman will be called in to the discussion at the first convenient opportunity.

2nd A meeting between the Shop Steward, a member of the Grievance Committee and the Department Head. At this stage, the grievance shall be presented in writing on a form mutually agreed to between the Company and the Union. The Department Head will give his answer in writing within seven (7) days unless the period is extended by mutual agreement. This step must be initiated within thirty (30) days of knowledge by the Union of the incident that caused the dispute.

NOTE: In making investigation under paragraph 1 and 2 above, the employees concerned shall first receive permission from the Department Superintendent or someone designated by him, to absent themselves from their work.

3rd A Meeting between the Grievance Committee and the President of the Company or his duly authorized representative. If a meeting between the parties is to be held it will be requested no later than thirty (30) days after the date of the Department Head's written answer in the second step. The Grievance Committee may be accompanied by a representative of the United Steelworkers, AFL-CIO-CLC. The parties agree to schedule quarterly meeting dates for 3rd step grievances hearings at the start of each year. However, in the case of termination, the parties agree to hold a Step 3 hearing within thirty (30) days of the Step 2 hearing or at the quarterly meeting, whichever comes first.

If not, the Local shall be notified in writing, giving the reason for delay. In the event that no satisfactory settlement of the dispute is reached by the foregoing procedure then such matter may be referred to a Board of Arbitration. If arbitration is not so requested within forty-five (45) days of the first meeting of this step, it shall be deemed abandoned unless said period is extended in writing by mutual agreement of the Grievance Committee and the Company.

4th In the event that arbitration is required, one arbitrator will be appointed within thirty (30) days of the request. The Arbitrator shall be chosen as follows: The Company and the Union will each designate a representative to choose the arbitrator. If the Arbitrator cannot be mutually agreed upon within ten (10) days of the initial request then said Arbitrator is to be appointed by the American Arbitration Association. No Arbitrator shall have the power to add or subtract from or modify any of the Terms of this Agreement or pass upon or decide any question except the grievance submitted to the Arbitrator in accordance with the foregoing provisions. The Arbitrator will be instructed to render a decision within thirty (30) days from receipt of all materials pertinent to the case. The award of this appointed Arbitrator shall be final and binding on both the Company and the Union. The Company and the Union shall bear the expense equally of the Arbitrator.

Mutually agreed upon extensions will automatically extend the time within the steps of the grievance procedure.

ARTICLE IV
WORKING CONDITIONS

SECTION 1

CONDITIONS NOT COVERED

Working conditions which were in operation on the effective date of the Agreement and which are not covered by this Agreement shall remain in effect unless changed by mutual consent of both parties to this Agreement. The Union agrees to not unreasonably withhold such consent when the change in question may interfere with the efficient operation of the Company; provided, however, that such change is not detrimental to the employees involved.

SECTION 2

SENIORITY DETERMINATION

Seniority shall be determined from the date of the beginning of the last continuous period of employment. In determining length of service for the purpose of seniority, absence from the Company's service for less than six (6) months shall be disregarded. Absence for more than six (6) months, but less than one (1) year, shall be deducted from length of service. Absence of more than one (1) year shall forfeit all seniority previously established, except two (2) years in case of lay-off. An absence due to any employee's resignation from the Company's service shall forfeit all seniority previously established. The only exceptions to this method of determining length of service shall be leave of absence in writing granted by an Officer of the Company, illness attested to by a Physician's Certificate, leave of absence for the transaction of Union business as provided for in Article IV, Section 4, or service in the Military Forces of the United States, or the Commonwealth of Massachusetts.

TEMPORARY TRANSFERS

Transfers may be made at the option of the Company on a temporary basis for a period not to exceed forty (40) worked days for any one transfer. Temporary transfers shall be limited to sickness/accident, vacations, restricted duty, job hold over and workload. Temporary transfers due to workload will be for the following areas: Meter Service(SNOPs), Gas Meter Shop (Meter Technician and ERTs) and snow removal in Facilities (B&G).

There will be no 40-day transfers from a department while the Company has outside contractors performing work in that department, with the exception of someone who is on restricted duty. An employees' restrictions will determine their eligibility for a temporary transfer. An employee on restricted duty cannot displace an unrestricted employee in his department. The Company will endeavor, first, to find work in his department and report area. If no such work is available, the Company will then attempt to find work in another department within his report area prior to transferring him. The practice of banking overtime associated with Appendix F, where applicable, will be for a period not to exceed thirty (30) days.

Temporary transfers beyond forty (40) worked days shall be mutually agreed upon. An employee may be subject to a Temporary Transfer twice in any calendar year. On a voluntary basis an employee may be transferred an unlimited number of times, with prior agreement from the Union. This will not affect the number of transfers which are mutually agreed to between the Company and the Union. (A permanent transfer of over forty (40) worked days shall be covered by Article IV, Section 5).

When a 40-day transfer occurs between two calendar years, the year in which the majority of time worked will determine what year the 40-day transfer is charged to; if split evenly (20 days/20 days), it will charged to the year the transfer ends.

SENIORITY STATUS WHEN INTERDEPARTMENT TRANSFER OCCURS

An employee transferred on a temporary basis shall continue to accrue seniority in the original department. The affected chief stewards and department stewards shall be notified of such transfers.

An employee permanently transferred to another department or job shall retain his seniority in his former department or departments, but not accumulate further seniority in such department, as of the date of transfer, if the transfer is to another department, but shall begin seniority in his new department as of that date.

LAY-OFF AND RECALL

Lay-off and Recall after Lay-off of employees shall be made initially within each department according to Company seniority, namely, length of service in the Company, but subject to the qualifications of the employees involved to do the work required. An employee laid off from a particular department under the foregoing shall have the option of returning to the last job he held in the department from which transferred. An employee laid off who has worked in one department only, or whose last job in the department from which transferred has been abolished will, where other jobs are available, have the option, without displacement of other employees, to transfer to such available jobs if qualified and able to perform the work required, otherwise he shall have the option of replacing an employee with the least Company seniority in a labor classification.

Employees who have been laid off from the Company shall be returned to work in the inverse order in which they have been laid off, provided they are qualified and have the ability to perform the work available, before any new employees are hired. The right to be recalled shall cease after three (3) years from the date of layoff. A laid off employee, who is notified by registered mail to return to work, must report to the Human Resources Organization with seventy-two (72) hours after such notice has been received by him/her and, when reporting, he/she shall advise said Company whether or not he/she will return. Said Company will send notification to the last known address. Should the letter be returned undeliverable or the employee fails to advise the Human Resources Organization within seventy-two (72) hours that he/she will return to work or fails to return to work within fourteen (14) days after advising the Company that he/she will do so, the next employee shall be called.

PROMOTIONS AND VACANCIES

Promotions and transfers to fill vacancies may be made both within departments and from one department to any other. In filling vacancies or making promotion, other qualifications being equal, Company seniority shall prevail. The word “qualifications” as used in this section, shall include such matters as experience, physical fitness, skill, knowledge, efficiency, and responsibility.

It is agreed that if a vacancy is to be filled that the past practice of posting or filling position without undue delay will be continued.

REVIEW RIGHTS RE NON-PROMOTION, LAY-OFF, OR NON-REEMPLOYMENT

If an employee has not been promoted, or has been laid off and not reemployed, such employee shall have the right to have his case reviewed, provided he requests such review within two (2) weeks, in accordance with Article III. If a Union member receives an unfavorable decision in regard to this paragraph, he may within six (6) months have the matter reopened for consideration upon the discovery of newly obtained evidence and facts.

If an employee is discharged for any reason, such discharge or demotion may be reviewed under the grievance procedure set forth in Article III, provided a request for such review is made within two (2) weeks. The Company shall then furnish him with the reason for his discharge or demotion. If upon investigation such employee has been found to have been unjustly discharged or demoted, he shall be reinstated and shall be paid for any time he may have lost at his regular rate of pay.

Any dispute arising out of the operation of seniority shall be settled as provided elsewhere in this Agreement for the settlement of all grievances or disputes.

SECTION 3

BULLETIN BOARDS

The Company shall provide bulletin boards at locations mutually agreed upon for the purpose of posting official Union notices only. Said notices shall not be of a controversial or political nature as determined by the Company's designated representative. Said bulletin boards shall be glass-enclosed, and the Union Secretary shall be responsible for the posting of any notice in accordance with the foregoing.

SECTION 4

RIGHT OF EMPLOYEES TO SERVE UNION AS OFFICIALS

The Company agrees to grant to employees of the Company who are members of the Union such reasonable leaves of absence for transacting business of the Union or any Affiliated Union Organization in such numbers and for such length of time as the Company shall determine. An employee shall not be entitled to be paid by the Company during any such leave of absence.

Any member of the Union granted a written leave of absence and employed in any official capacity by the Union, or any Affiliated Union Organization, shall not lose his seniority in the department in which he was employed. Such employee of the Company permanently employed by the Union in any official capacity, or by an Affiliated Union Organization, shall, upon being relieved of his official position with the Union, be entitled to be reinstated in the position he held at the time of taking such official position.

The Company further agrees that time lost by an employee when transacting authorized Company-Union business, such as negotiation or grievance proceedings, shall be paid for by the Company.

(a) Grievance proceedings reimbursement at Step 3 meetings will be limited to a maximum of eight (8) members.

(b) Arbitration proceedings reimbursement will be limited to a maximum of three (3) bargaining unit members.

(c) Negotiation proceedings reimbursement will be limited to a maximum of eight (8) members.

SECTION 5

JOB POSTING

When an existing or a new job classification which falls within the range of jobs covered by the Bargaining Unit is to or has become vacant or is to be filled, notice of such Job Classification is to be posted for a period of ten (10) calendar days. The notice is to state the name of the job, the name of the person to whom applications for such job are to be made, and the date and time before which such applications must be made in order to be considered. The "open" job will not be filled until the time specified in the posted notice except if the Company deems it necessary, it may fill such job on a temporary basis. No "posting" will be made, however, to cover the usual filling of jobs temporarily vacant due to such conditions as sickness, accidents, vacation, etc. Within two (2) weeks after expiration of the posting period, the vacancy will be filled by the accepted applicant, but if there is no applicant who is qualified, the Company shall have the right to hire a new employee to fill such vacancy within 60 days of the expiration of the original posting date, after which time the job will be re-posted if it is to be filled. The employee will be transferred no later than the third Sunday following the Award Posting. Any employee assigned to a posted job with a progression of 24 months or less, shall have forty-five (45) "worked" days in which to qualify. If the posted job has a progression of more than 24 months, the employee shall have sixty (60) "worked" days in which to qualify. If he is unable to qualify, he may return to the classification from which he came without loss of seniority rating therein. The resulting vacancy will be offered to the next qualified bidder from the original posting. If there are no other qualified bidders, the Company shall repost the job if it is to be filled. All other provisions of this Contract not inconsistent with this paragraph are to apply concerning the filling of a job classification, except for employees who have not made application in compliance with this job posting provision.

Employees away from work because of vacation, illness or other legitimate reasons one or two days during the posting period will have an additional one or two days, as appropriate, to bid the job once they have returned to work, assuming it is within two (2) weeks of the date of the job award.

Employees senior to the successful applicant away from work because of vacation, illness or other legitimate reason for the entire posting period may within two (2) weeks of the date of the job award question the award.

The company will notify the Union in writing as to whom the applicants were and who was the successful applicant.

Job Posting and Bidding Sheet formats will not be changed without mutual consent.

ARTICLE V
HOURS AND WAGES

SECTION 1

SCHEDULE OF WAGE RATES

The Union and the Company agree that subject to conditions of the Contract, the wage rates in effect for the term of this Agreement shall be in accordance with the schedule marked SCHEDULE OF WAGES, in Appendix A which is made a part hereof. It is further agreed to hire at a rate of pay no more than the negotiated rates, which are effective at the end of the first six (6) months of employment.

SECTION 2

NORMAL WORK WEEK DEFINED

The normal work week for all employees covered by this Agreement shall consist of forty (40) hours being five (5) consecutive days of eight (8) hours.

SECTION 3

WORKING SCHEDULE STIPULATIONS

A stated hour for reporting for work, and a stated schedule of working time shall be given each employee, and except in cases of emergency, forty-eight (48) hours' notice of any change in such schedule shall be given to him, except where employees request and it is agreed to schedule two (2) shifts in one day (department payroll day) in order for the employee to obtain more consecutive or convenient time off. Each employee shall keep the Company informed in regard to changes in his address or telephone number. Address changes shall be reported to the Union Recording Secretary in writing by the Company. If for good cause an employee is unable to report for work, reasonable notice of such fact should be given to the Company.

An employee will not be required to work outside his report area zone except as outlined in Article V, Sections 13 and 14.

SECTION 4

CALL-IN DEFINITIONS AND STIPULATIONS

RECALL TO WORK

A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his next scheduled hours.

EARLY CALL IN

An early call in occurs when an employee is called in before his regularly scheduled shift and continues working into that shift.

TRAVEL TIME

Travel time is one (1) hour's pay, allowed to cover time coming to and going from work, and applies only to "Recall to Work". One-half (1/2) hour's pay will be paid as travel time on an "Early Call In".

STIPULATIONS

RECALL TO WORK

If an employee is "Recalled to Work" during non-scheduled hours, such work time plus an allowance of one hour for travel time shall be overtime. In no such case shall this total be less than five (5) hours. For Mark-Outs in no such case shall this total be less than (4) four hours.

EARLY CALL IN

"Early Call In" will be paid for at overtime rates for time worked prior to regular starting time.

SECTION 5

OVERTIME STIPULATIONS

1. An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees request and it is agreed to schedule two (2) shifts in one day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours worked in any one (1) payroll week at one and one-half times his base wage rate.

2. Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

This paragraph shall not be construed to change in any way the present holiday, sick pay policy or equalization of overtime policy.

3. An hourly paid employee who may be required to report to work at regular starting time is to be allowed a minimum of four (4) hours pay when, in the Company's opinion, conditions prevent work being performed.

4. It is agreed to continue the present policy on posting lists for the equalization of overtime.

5. The following will apply for off-hours call outs of Maintenance, Meter Services and Instrumentation and Regulation personnel.

   The Company will make two attempts to reach the individuals necessary to respond to a call out by area.

   If the number of individuals required for Distribution call outs is not reached by using the area call out list, the Company will make one attempt to reach the individuals required by utilizing the call out list from the report area in that region:

Region 1	Somerville, Hyde Park
Region 2	Southborough, Worcester

The existing practice of calling qualified individuals from other Instrumentation and Regulation report areas will continue.

Individuals called from these lists will report directly to the location or the report area as directed by the supervisor.

If unable to obtain the required number of people, supervisory and/or contractor personnel will be utilized.

The past practice regarding call outs for specialized personnel will continue.

Affected personnel will indicate at the beginning of each workday their availability to work continuous overtime and their availability for off-hours call outs.

SECTION 6

HOLIDAY STIPULATIONS

1. The following days shall be recognized as holidays on the day on which they are observed: New Year's, Martin Luther King Day (can be substituted for a Floating Holiday), Washington's, Memorial Day, Floating Holiday, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas*.

   Bunker Hill Day will be replaced with a Floating Holiday, which must be selected and approved prior to November 1, in the year for which it applies. For those wishing to substitute Martin Luther King Day for a Floating Holiday must make that selection by November 1st of the preceding year. Subject to operational needs, the Company will attempt to accommodate the employee's request. Employees shall not receive both sick pay and holiday pay on any normally scheduled workday.

   If any employee is required to work on a floating holiday which had been scheduled and approved, said employee will have the option of being paid according to Article V, Section 6 or paid at straight time and reschedule the floating holiday.

   If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it will be forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid a holiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a) If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b) In a week in which one of the holidays listed in 1. above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c) If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d) In the event of a call into work on Christmas Day, the employee will be paid two (2) times their hourly rate for all

hours worked.

* If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½) .

4. With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

5. Any holiday as set forth in this contract which falls on a Saturday will be observed on the preceding Friday.

6. Nothing in this contract shall be construed to provide for the pyramiding of overtime or premium pay.

SECTION 7

SUNDAY PREMIUM STIPULATION

A premium of 35% will apply to all regularly scheduled hours of work on scheduled shifts, the major portion of which shifts fall between 12 Midnight Saturday and 12 Midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

SECTION 8

SHIFT DIFFERENTIAL

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than "day" shift, as scheduled and shall be figured at the rate of two dollars and fifteen cents ($2.15) per hours worked during "afternoon" shift and two dollars and fifteen cents ($2.15) per hours worked during "night" shift. Effective April 1, 2021, the amount shall be increased to two dollars and twenty-five cents ($2.25). Effective April 1, 2022, the amount shall be increased to two dollars and thirty-five cents ($2.35). Effective April 1, 2023, the amount shall be increased to two dollars and forty-five cents ($2.45).

2. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

3. "Day", "afternoon", and "night" shifts shall be defined as follows:

   (a) "Day" shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   (b) "Afternoon" shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   (c) "Night" shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00 a.m.

   (d) Classifications required to work shifts will be defined in Appendix C and Appendix J.

4. If an employee is not entitled to a shift differential during his REGULARLY SCHEDULED hours, he will not receive a shift differential during overtime hours.

5. If an employee works into a shift preceding or succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

6. SHIFT ASSIGNMENTS

Seniority within the department roster will be the determining factor in the assignment of shifts. The junior individuals will be required to work the shifts not volunteered for by the senior individuals. All voluntary shifts will be on a permanent basis. An individual who volunteers to work a permanent shift will only be permitted to change said shift if another individual volunteers to take that shift on a permanent basis after posting within the affected department report area, or it shall be assigned to an individual who was not in the roster at the time it was accepted on a permanent basis.

SECTION 9

PAYMENT FOR WORKING SECOND DAY OF RELIEF

An employee who is required to work on the 2nd day of relief in any consecutive 7-day period and having worked one hour of his 1st day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said 2nd day of relief. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

SECTION 10

MEAL STIPULATIONS

If an employee is required to work ten (10) consecutive hours or more, he shall receive a meal reimbursement not to exceed nine dollars and seventy-five cents ($9.75). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed nine dollars and seventy-five cents ($9.75) to be paid for each additional four (4) hours of continuous overtime work thereafter. Effective April 1, 2021 the amount will be increased to teen dollars ($10.00). Effective April 1, 2022, the amount will be increased to ten dollars and twenty-five cents ($10.25). Effective April 1, 2023 the amount will be increased to ten dollars and fifty cents ($10.50).

If an employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed nine dollars and seventy-five cents ($9.75), except that effective April 1, 2021, the meal reimbursement will be increased to ten dollars ($10.00) and effective April 1, 2022 the meal reimbursement will be increased to ten dollars and twenty-five cents ($10.25), and effective April 1, 2023 the meal reimbursement will be increased to ten dollars and fifty cents ($10.50).

It is agreed that this section does not apply where employees work overtime through courtesy to fellow employees.

SECTION 11

REST PERIOD STIPULATIONS

If an employee is required to work sixteen or more consecutive hours, he will be allowed a period of nine hours off before returning to work unless an emergency arises which makes it necessary for the Company to call him back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry him to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after his original shift.

SECTION 12

RATE OF PAY WHEN ASSIGNED TO ANOTHER JOB CLASSIFICATION

Employees assigned temporarily to a higher rated job for periods of three (3) hours or less but more than one-half (1/2) hour shall receive the higher rate of pay for actual time worked on the higher rated job that day. Such time shall be calculated on a cumulative basis.

Employees assigned temporarily to a higher rated job for periods of more than three (3) hours shall receive the higher rate of pay for all straight time worked that day.
Employees temporarily assigned to a lower rated position shall retain their regular rate of pay.

Selection of employee to be transferred shall be in accordance with Article IV, Section 2, Promotions and Vacancies.

SECTION 13

EMERGENCY WORK PREMIUM

When an employee is assigned to work outside his normal report area for a period of more than 24 continuous hours, including travel time, the method of payment will be as follows:

a) The employee so assigned will be paid for working time at the applicable overtime rate, and for rest time at their regular straight time rate.

b) The Rest Period Policy will not apply during this emergency work when employees are being paid under (a), but every effort will be made to give employees adequate rest time.

c) If a holiday occurs during this assignment, working time shall be paid for at the applicable holiday rate and rest time at the regular straight time rate.

d) When the assignment is completed, and the employees have returned to their own Report Area, the normal method of payment and rest time procedures will be in effect.

e) Employees covered by this Agreement, in like classifications, in the areas to which outside crews have been assigned in excess of 24 continuous hours, will be paid according to the same premium method as the assigned crews covered by this Agreement. The rest period application will be the same beginning at the time the first outside crew arrives in the area and continuing until outside crews have left the area when the normal method of payment and rest procedures will be in effect.

f) If employees in other classifications are assigned and become working participants in the area of the service interruption for a period in excess of 24 continuous hours including rest time, the above provisions will apply.

g) Employees once assigned under the above conditions will not be reassigned to circumvent this Agreement.

SECTION 14

ASSIGNMENT OUTSIDE REGULAR REPORT AREA

When an employee is required to work outside his normal report area, at the start of the day, the following will apply

a) Without forty-eight (48) hours' notice, the employee has the option of reporting directly to his re-assigned location or his normal report area. Should an employee choose to report to his normal report area, he will be transported by the Company to and from the re-assigned location. In no case will an employee be required to travel on his own time or provide his own transportation on such an assignment. If an employee elects to report directly to his re-assigned location, he will be compensated in accordance with paragraph b) outlined below.

b) With forty-eight (48) hours' notice, the employee may be required to report directly to his re-assigned location. If such is the case, the employee will be required to travel on his own time and provide his own transportation. An employee will receive an allowance equal to one (1) hour of his straight time base rate for each way of the required travel.

c) The Company will solicit for volunteers based on Company seniority. In the event there are no volunteers, the qualified junior employee will be assigned.

d) Distribution Support Technician – Assigned Outside Regular Repot Area shall only apply when employees move East to West or West to East.

SECTION 15

RETROGRESSION PAY PLAN

Where an employee of ten years or more of continuous service, because of disability, is or becomes unable to continue to perform assigned duties based on classification as of the date of disability, the rights of such employee and the obligations of the Company under such circumstances shall be determined in accordance with memorandum entitled "Disability Retrogression Pay Plan" which memorandum of said "Disability Retrogression Pay Plan" marked Appendix B is hereby incorporated by reference in this Agreement.

SECTION 16

EFFECT OF LAW ON OVERTIME PROVISIONS

All overtime provisions are subject to modification by the Company in the event of changes in Federal or State laws whether by statute or decision.

ARTICLE VI

SECTION 1

VACATION STIPULATIONS

All regular employees shall receive two (2) weeks vacation with pay in the calendar year provided their continuous regular employment preceded January 1st of the current vacation year, otherwise employees hired July 1 through December 31 are entitled to five (5) days vacation after becoming regular; employees hired after January 1 would receive one day of vacation, after becoming regular, for each full month of service through June 30th.

Month of Employment	Number of Vacation Days Employee is Eligible for Once Becoming Regular
July	5
August	5
September	5
October	5
November	5
December	5
January	5
February	4
March	3
April	2
May	1
June	0

Rate of compensation will be based on scheduled work week of each employee (calculated at the equivalent straight time rate) where employee is eligible for full two (2) weeks vacation.

On partial vacations where employees have less than two (2) weeks vacation, the rate of compensation will be based on scheduled workday (calculated at the equivalent straight time rate).

Effective January 1, 1981 the rate of compensation for one week's vacation pay will be based on the prior year W-2 earnings divided by the number of pay periods in the year, or 40 hours at the basic straight time rate in effect at the time of the vacation, whichever is higher. (On one-day vacations the weekly figure based on W-2 earnings will be multiplied by 1/5).

Each regular full-time employee who on the anniversary date of his last employment has been continuously in the employ of the Company five (5) or more years, ten (10) or more years, twenty (20) or more years or thirty (30) or more years, shall have a total vacation with pay equivalent to three (3) weeks of 40 hours each at straight time wage rates for the five (5) years service employee, four (4) weeks on a similar basis for the ten (10) year service employee, five (5) weeks on a similar basis for the twenty (20) year service employee, or six (6) weeks on a similar basis for the thirty (30) or more year service employee.

In addition to the above, each regular full-time employee who on the anniversary date of his last employment has been continuously in the employ of the company twenty-six (26) through twenty-nine (29) years shall receive additional vacation days as follows:

26 years	1 day
27 years	2 days
28 years	3 days
29 years	4 days

The third, fourth, fifth or sixth week, and twenty-six through twenty-nine days of vacation, as the case may be, will be available to such employee only on or after the above-mentioned respective anniversary date is to be completed within that calendar year by either time off or equivalent pay.

Employees will be allowed to carry over one (1) week vacation. Employees must notify Company by April 1st if they intend to carry over a week and it must be taken by December 1st of the following year. Employees will receive pay in lieu of if unable to take carry-over week in this time frame.

Employees required to work during their assigned vacation shall receive, in addition to their vacation pay, time and one-half their base rate of pay for all time worked. Vacation time worked and paid for under this clause will not be rescheduled.

Vacations will be granted according to schedules approved by the Company.

In choosing vacations within a department roster Company seniority shall govern.

In the event of a holiday falling within a vacation period, an employee shall have the option of receiving pay for the holiday in addition to his regular vacation pay or be given an additional day off with pay.

In the event that an employee becomes ill while on vacation, such time will not be considered vacation time but fall under Sick Pay Benefits if a doctor's certificate is presented.

Vacation payment of wages will be paid in advance unless otherwise notified by the employee.

The past practice on the scheduling of vacations will continue.

In the Somerville Report Area Gas Services Department - vacations will be granted according to Section 9 of the Memorandum of Agreement dated March 8, 1984.

VACATION STIPULATIONS FOR EMPLOYEES HIRED AFTER April 1, 2017

Added for employees hired after April 1, 2017 and optional for employees with less than five (5) years of service as of April 1, 2017:

Years of Service	Vacation Entitlement
Less than one year of service:	
Start date January 1 - March 31	15 days
Start date April 1 - June 30	10 days
Start date July 1 - September 30	5 days
Start date October 1 - December 31	No vacation days
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

TERMINATION AND RETIREMENT

a) Each Regular employee whose service is terminated prior to receiving the current year's vacation shall receive pay for one forty-hour week at his regular rate of pay plus one day's pay at his regular rate of pay for each month of service prior to January 1, but not to exceed a total of ten working days.

b) Each Regular employee whose service is terminated as above and who has had five or more years of continuous service shall receive pay for one normal work week in addition to that provided for in the preceding paragraph.

c) Each Regular employee whose service is terminated as above and who has had ten or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a) and b).

d) Each Regular employee whose service is terminated as above and who has had twenty or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a), b), and c).

e) Each Regular employee whose service is terminated as above and who has had thirty or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a), b), c) and d).

f) In addition to the above, each Regular employee whose service is terminated as above and who has had twenty-six (26) through twenty-nine (29) years of continuous service shall receive pay for additional days as follows:

26 years	1 day
27 years	2 days
28 years	3 days
29 years	4 days

g) Termination for the purpose of a), b), c), d), e) and f) shall include retirement, death and any other termination of service.

h) For retirement purposes, any vacation allowable under this policy in the calendar year of retirement may be taken as paid time off or cash on retirement at employee's option.

Effective January 1, 1981 the rate of compensation for one week's vacation pay will be based on the prior year W-2 earnings divided by the number of pay periods in the year, or 40 hours at the basic straight time rate in effect at the time of the vacation, whichever is higher. (On one-day vacations the weekly figure based on W-2 earnings will be multiplied by 1/5).

SECTION 2- EMPLOYEE BENEFITS

NSTAR Savings Plan

Eligible employees may participate in the NSTAR Savings Plan, which is incorporated herein, and which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

NSTAR Pension Plan

Eligible employees will participate in the NSTAR Pension Plan which is incorporated herein, and which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. . Benefits for eligible employees will be determined under the terms and conditions outlined in the Plan document entitled "Pension Plan for Employees of Commonwealth Energy System and Subsidiary Companies" and eligible employees hired after March 31, 2006 will be entitled to new hire Pension Equity Plan provisions as described in the Plan.

Group Insurance

Eligible employees will be covered under NSTAR's Basic Group Life Plan, Accidental Death and Dismemberment Plan and Business Travel Accident Plan as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. Eligible employees, and their eligible dependents, may participate in NSTAR's Supplemental Life Plan, Dependent Life Plan, and Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan so long as this Agreement shall be in effect.

Health Plans

Eligible employees, and their eligible dependents, may participate in NSTAR's Medical, Prescription Drug, Vision and Dental Plans as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Affordable Care Act Re-Opener Language

The parties agree to monitor the impact of the Excise Tax on High Cost Health Plans under the ACA (the "Excise Tax") and work collaboratively to overturn or otherwise mitigate the adverse impacts of ACA and the Excise Tax on Eversource. The parties agree to a limited re-opener which can be invoked by the Company if it makes the reasonable assumption based on regulatory guidance that it will be exposed to the Tax. The re-opener negotiations will be for the sole purpose of:

- Working together to design and implement options to the existing health insurance coverage for employees represented by USW Local 12004 (includes health plans such as medical, prescription drug, dental, vision, HSA, FSA, and other plans that may be subject to the Excise Tax) by making changes to existing plans, adopting a full replacement health plan or such other changes as the parties may agree are necessary to avoid or mitigate the Excise Tax; and
- Revisiting and potentially adjusting the cost borne by the Company and the employees including but not limited to payroll contributions, benefit levels or other forms of compensation.

If, at any time if after the parties have concluded re-opener negotiations and before December 31, 2019 the Company is relieved of the burden of the Excise Tax , then (absent any other negotiated result) the parties shall revert to the status quo preceding the agreements reached in the reopener.

During re-opener negotiations, the provisions of Article II, Section 1, Union Agreement on Continuity of Work and Company Agreement on No Lockout, of the collective bargaining agreement shall not apply and shall not limit the parties' respective rights under law. All disputes between the parties unrelated to the re-opener subjects will remain subject to the dispute resolution process contained in Article III, Section 2, during any period of re-opener negotiations.

Section 125 Plans

Eligible employees may participate in NSTAR's Dependent Care Plan, Flexible Spending Account and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Other Benefit Plans

Eligible employees may receive Employee Assistance, Adoption Assistance and Education Benefits. The provisions of these benefits are summarized in the "Other Benefits" section of NSTAR's Spectrum of Benefits binder and are incorporated by reference herein.

SICK AND ACCIDENT PLAN

Sick and Accident Benefits will be in accordance with Appendix D.

The Company reserves the right to provide the same benefits under another plan(s) or provider(s) if it so desires regarding those benefits described in Section 2.

ARTICLE VII

PAYROLL DUES DEDUCTION

The Company agrees to deduct weekly from earned wages, dues, and initiation fees, each as designated by the International Treasurer of the Union on the basis of and for the term of individually signed voluntary check-off authorization cards heretofore and hereafter submitted to the Company.

The Company shall promptly remit once a month any and all amounts that are deducted to the International Treasurer of the Union, 5 Gateway Center, Pittsburgh, Pennsylvania 15222.

The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken by the Company with regard to this Article.

ARTICLE VIII

NON-DISCRIMINATION

Neither the Company nor the Union will discriminate or harass any employee because of such employee's race, color, religion, national origin, sex, age, disability, gender identity, sexual orientation, genetic information, ancestry, veteran status, or military service, or any other basis protected from discrimination under state or federal law.

ARTICLE IX

DURATION OF AGREEMENT

This agreement shall continue in full force and effect until midnight March 31, 2024.

During the term of this Agreement should any provision or part thereof become illegal, the rest of the Agreement will continue in full force and effect.

This Agreement shall bind and inure to the benefit of the parties hereto and to their respective successors and assigns: and the words "COMPANY" and "UNION" respectively shall be construed to include their respective successors and assigns.

SIGNATURES TO AGREEMENT

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed and their seals to be hereto affixed by their duly authorized officers, the day and year first above written.

UNITED STEELWORKERS, AFL-CIO-CLC

_____
Thomas M. Conway, President

_____
John E. Shinn, International Secretary-Treasurer

_____
D.R. McCall, Vice President, Administration

_____
Fredrick Redmond, Vice President, Human Affairs

_____
Del Vitale, Director, District 4

_____
Stephen J. Finnigan, Sub-District Director

LOCAL UNION 12004 COMMITTEE

_____
Kathleen Laflash, President Local Union 12004

_____
Daniel McGrail, Vice President

_____
Michael Auclair, Recording Secretary

_____
Susan Adamski, Financial Secretary

_____
Dineen Dubuque, Treasurer

NSTAR ELECTRIC & GAS CORP.

_____
Christopher L Hall, Vice President of Employee and Labor Relations

_____
Kenneth Pefine, Chief Steward

_____
Paul Hynes, Chief Steward

_____
Brian Galipeau, Chief Steward

_____
Daniel Libby, Chief Steward

APPENDIX A

NSTAR ELECTRIC & GAS CORPORATION

LOCAL UNION NO. 12004

SCHEDULE OF WAGES AND PROGRESSION

The basic wage rates of all employees covered by this Agreement shall be in effect as of April 1, 2020 as indicated by the base hourly rates listed below:

Effective April 1, 2020, the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.
Effective April 1, 2021 the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.
Effective April 1, 2022 the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.
Effective April 1, 2023 the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.

*** New Technology Agreement*** An additional one-time increase of .25% was added to the general wage increase effective April 1, 2020 (See New technology Agreement on Page 87.

The policies in regard to promotions, wages and step increases as applied to all employees and job classifications covered by this Contract by and between NSTAR Electric & Gas Corporation and the United Steelworkers, AFL-CIO-CLC in behalf of Local Union No. 12004, United Steelworkers, AFL-CIO-CLC are shown on subsequent pages.

GENERAL CONSIDERATIONS

Promotions or step increases will occur on a time progression basis subject to the following requirements, duties and accomplishments:

a) Supervisors will make every effort to train employees and the employees are to cooperate in the training program, so that they may be qualified for promotion or for step increases on the dates as later scheduled.

b) Any employee with two (2) years of service as a regular employee who qualifies in a job where the progression is from "Trainee" to an "A" rate will be paid the "C" rate but will be classified as a Trainee and follow the progression as outlined on the subsequent pages.

c) Prior to time of scheduled progression of employee, his record will be reviewed to determine if his progress and qualifications are satisfactory to warrant the progression in and to the job classifications as generally but not exclusively set forth in the attached job descriptions. If it is determined that the employee's progress and

qualifications are not satisfactory to warrant progression, he shall remain in his present step and be eligible for review after three (3) months have elapsed.

d) If an employee in any department fails to pass a promotional exam in any progression step, he will remain in his present step and will be eligible to retake the exam after three (3) months have elapsed.

e) Employees who previously attained the "A" rate in a classification where the progression is from "Trainee" to "A", and who have not been in subject classification for five (5) years or longer, will, upon re-entering subject classification, be paid the "B" rate and following forty-five (45) "worked" days become eligible for the "A" rate.

f) All promotional exams in any progression step will be given within ten (10) "worked" days of the employees' eligibility date. Failure in giving the progression exam within the ten (10) "worked" days period will result in that employee progressing to the next step in rate. Exceptions to the above time limits must be mutually agreed.

g) At the end of the 1st six months of employment, which will be a test and probationary period, and if the Company upon review has designated the employee to become a regular employee, he will be classified in the suitable classification and rate as negotiated with the Union.

EFFECTIVE APRIL 01, 2020
WAGE AND STEP INCREASE POLICY IS AS FOLLOWS:

FACILITIES DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	24 Mos. Emp.
Maintenance Person	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$30.39**	**$36.43**	**$38.66**	**$40.82**
Effective 04/01/21	**$31.30**	**$37.52**	**$39.82**	**$42.04**
Effective 04/01/22	**$32.24**	**$38.65**	**$41.01**	**$43.31**
Effective 04/01/23	**$33.21**	**$39.81**	**$42.24**	**$44.61**

Classification	Entry Emp.	6 Mos. Emp.	12 Mos. Emp.
Building Maintenance Mechanic*	C	B	A
Basic Hourly Rate			
Effective 04/01/20	**$42.85**	**$43.64**	**$47.37**
Effective 04/01/21	**$44.14**	**$44.95**	**$48.79**
Effective 04/01/22	**$45.46**	**$46.30**	**$50.25**
Effective 04/01/23	**$46.82**	**$47.69**	**$51.76**

*Progression from Maintenance Person

Building Maintenance Mechanic/Electrician*	C	B	A
Basic Hourly Rate			

Effective 04/01/20	**$42.85**	**$43.64**	**$47.37**
Effective 04/01/21	**$44.14**	**$44.95**	**$48.79**
Effective 04/01/22	**$45.46**	**$46.30**	**$50.25**
Effective 04/01/23	**$46.82**	**$47.69**	**$51.76**

*Progression from Maintenance Person

Working Leader Facilities Mgmt.

Basic Hourly Rate

Effective 04/01/20	**$43.25**
Effective 04/01/21	**$44.55**
Effective 04/01/22	**$45.88**
Effective 04/01/23	**$47.26**

Clerk See Office and Clerical

OFFICE & CLERICAL

All clerks as outlined in Plan (see Appendix C - Qualifications to Enter the Roster) will enter clerical progression as a Probationary employee and, if qualified, will progress as outlined below:

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	18 Mos. Emp.
	Step 1	Step 2	Step 3	Step 4
Clerk				
Basic Hourly Rate				
Effective 04/01/20	**$22.44**	**$24.12**	**$25.73**	**$31.78**
Effective 04/01/21	**$23.11**	**$24.84**	**$26.50**	**$32.73**
Effective 04/01/22	**$23.81**	**$25.59**	**$27.30**	**$33.72**
Effective 04/01/23	**$24.52**	**$26.36**	**$28.12**	**$34.73**

All progression in the aforementioned steps is contingent upon demonstrated ability, increased job knowledge and satisfactory accomplishment.

MAINTENANCE DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	24 Mos. Emp.	36 Mos. Emp.
Distribution Technician	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/20	**$30.39**	**$35.51**	**$39.09**	**$41.59**	**$45.76**
Effective 04/01/21	**$31.30**	**$26.58**	**$40.26**	**$42.84**	**$47.13**
Effective 04/01/22	**$32.24**	**$37.67**	**$41.47**	**$44.12**	**$48.55**
Effective 04/01/23	**$33.21**	**$38.80**	**$42.71**	**$45.45**	**$50.00**

Distribution Support Technician

Basic Hourly Rate

Effective 04/01/20	**$27.18**	**$29.85**	**$31.81**		
Effective 04/01/21	**$28.00**	**$30.75**	**$32.76**		
Effective 04/01/22	**$28.84**	**$31.67**	**$33.75**		
Effective 04/01/23	**$29.70**	**$32.62**	**$34.76**		

Welder/Distribution Technician

Basic Hourly Rate

Effective 04/01/20	**$30.39**	**$35.51**	**$39.09**	**$41.59**	**$48.95**
Effective 04/01/21	**$31.30**	**$36.58**	**$40.26**	**$42.84**	**$50.42**
Effective 04/01/22	**$32.24**	**$37.67**	**$41.47**	**$44.12**	**$51.93**
Effective 04/01/23	**$33.21**	**$38.80**	**$42.71**	**$45.45**	**$53.49**

Construction Inspector

Basic Hourly Rate

Effective 04/01/20	**$48.96**
Effective 04/01/21	**$50.43**
Effective 04/01/22	**$51.94**
Effective 04/01/23	**$53.50**

Distribution Welder Technician
Training Coordinator

Basic Hourly Rate

Effective 04/10/20	**$51.63**
Effective 04/01/21	**$53.18**
Effective 04/01/22	**$54.77**
Effective 04/01/23	**$56.42**

Backhoe Operator
Basic Hourly Rate

Effective 04/01/20	**$30.88**	**$43.24**	**$43.24**	**$43.24**	**$46.62**
Effective 04/01/21	**$31.75**	**$44.54**	**$44.54**	**$44.54**	**$48.02**
Effective 04/01/22	**$32.71**	**$45.87**	**$45.87**	**$45.87**	**$49.46**
Effective 04/01/23	**$33.69**	**$47.25**	**$47.25**	**$47.25**	**$50.94**

Working Leader – Distribution
Basic Hourly Rate

Effective 04/01/20	**$48.96**
Effective 04/01/21	**$50.43**
Effective 04/01/22	**$51.94**
Effective 04/01/23	**$53.50**

Working Leader – Distribution Backhoe
Basic Hourly Rate

Effective 04/01/20	**$49.84**
Effective 04/01/21	**$51.34**
Effective 04/01/22	**$52.88**
Effective 04/01/23	**$54.46**

Training Coordinator
Distribution Training Coord
Basic Hourly Rate

Effective 04/01/20	**$51.98**
Effective 04/01/21	**$53.54**
Effective 04/01/22	**$55.15**
Effective 04/01/23	**$56.80**

Tool Technician
Basic Hourly Rate

Effective 04/02/20	**$30.39**	**$39.09**	**$45.77**
Effective 04/01/21	**$31.30**	**$40.26**	**$47.14**
Effective 04/01/22	**$32.24**	**$41.47**	**$48.55**
Effective 04/01/23	**$33.21**	**$42.71**	**$50.00**

PLANNING & SCHEDULING DEPARTMENT

Classification	Prob. Per.	12 Mos. Emp.	24 Mos. Emp.	36 Mos. Emp.
Planner	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$35.95**	**$39.20**	**$41.86**	**$44.34**
Effective 04/01/21	**$37.03**	**$40.38**	**$43.12**	**$45.67**
Effective 04/01/22	**$38.14**	**$41.59**	**$44.14**	**$47.04**
Effective 04/01/23	**$39.28**	**$42.83**	**$45.74**	**$48.45**

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.
Gas Operation Clerk			
Basic Hourly Rate			
Effective 04/01/20	**$31.94**	**$36.12**	**$39.39**
Effective 04/01/21	**$32.90**	**$37.20**	**$40.57**
Effective 04/01/22	**$33.89**	**$38.32**	**$41.79**
Effective 04/01/23	**$34.90**	**$39.47**	**$43.04**

INSTRUMENTATION AND REGULATION DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Instrument Technician	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/20	**$31.15**	**$38.23**	**$43.62**	**$44.39**	**$48.13**
Effective 04/01/21	**$32.08**	**$39.38**	**$44.93**	**$45.72**	**$39.57**
Effective 04/01/22	**$33.05**	**$40.56**	**$46.28**	**$47.09**	**$51.06**
Effective 04/01/23	**$34.04**	**$41.77**	**$47.66**	**$48.51**	**$52.59**

General Technician	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$31.08**	**$38.17**	**$43.56**	**$44.34**
Effective 04/01/21	**$32.01**	**$39.32**	**$44.87**	**$45.67**
Effective 04/01/22	**$32.97**	**$40.49**	**$46.21**	**$47.04**
Effective 04/01/23	**$33.96**	**$41.71**	**$47.60**	**$48.45**

Maintenance Technician	Trainee	B	A
Basic Hourly Rate			
Effective 04/01/20	**$31.09**	**$38.17**	**$43.57**
Effective 04/01/21	**$32.02**	**$39.32**	**$44.88**
Effective 04/01/22	**$32.98**	**$40,49**	**$46.22**
Effective 04/23/23	**$33.97**	**$41.71**	**$47.61**

METER REPAIR DEPARTMENT

Classification	Prob. Per.	6 Mos. Emp.	6 Mos. Emp.
Meter Technician	Trainee	B	A
Basic Hourly Rate			
Effective 04/01/20	**$30.39**	**$32.24**	**$32.97**
Effective 04/01/21	**$31.30**	**$33.21**	**$33.96**
Effective 04/01/22	**$32.24**	**$34.20**	**$34.98**
Effective 04/01/23	**$33.21**	**$35.23**	**$36.03**

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	30 Mos. Emp.
Meter Repair Technician	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$30.39**	**$37.17**	**$39.42**	**$42.86**
Effective 04/01/21	**$31.30**	**$38.29**	**$40.60**	**$44.14**
Effective 04/01/22	**$32.24**	**$39.43**	**$41.82**	**$45.46**
Effective 04/01/23	**$33.21**	**$40.62**	**$43.08**	**$46.82**

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	24 Mos. Emp.
Special Meter Maintenance Technician	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$30.39**	**$38.24**	**$38.72**	**$43.89**
Effective 04/01/21	**$31.30**	**$39.38**	**$39.88**	**$45.21**
Effective 04/01/22	**$32.24**	**$40.56**	**$41.08**	**$46.56**
Effective 04/01/23	**$33.21**	**$41.77**	**$42.31**	**$47.96**

Classification	Prob. Per.	6 Mos. Emp.
Clerk Utility		
Basic Hourly Rate		
Effective 04/01/20	**$30.39**	**$37.18**
Effective 04/01/21	**$31.30**	**$38.30**
Effective 04/01/22	**$32.24**	**$39.44**
Effective 04/01/23	**$33.21**	**$40.63**

WAREHOUSE DEPARTMENT

Classification	
Working Foreperson – Stores	
Basic Hourly Rate	
Effective 04/01/20	**$45.31**
Effective 04/01/21	**$46.67**
Effective 04/01/22	**$48.07**
Effective 04/01/23	**$49.51**

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	24 Mos. Emp.
Stockhandler	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$30.39**	**$37.83**	**$39.55**	**$41.98**
Effective 04/01/21	**$31.30**	**$38.96**	**$40.74**	**$43.24**
Effective 04/01/22	**$32.24**	**$40.13**	**$41.96**	**$44.54**
Effective 04/01/23	**$33.21**	**$41.34**	**$43.22**	**$45.87**

FLEET DEPARTMENT

Classification	
Working Foreperson – Transportation	
Basic Hourly Rate	
Effective 04/01/20	**$48.93**
Effective 04/01/21	**$50.40**
Effective 04/01/22	**$51.91**
Effective 04/01/23	**$53.47**

Classification	Prob. Per.	6 Mos. Emp.	15 Mos. Emp.	24 Mos. Emp.	30 Mos. Emp.
Mechanic	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/20	**$30.39**	**$34.36**	**$37.48**	**$40.02**	**$45.79**
Effective 04/01/21	**$31.30**	**$35.39**	**$38.60**	**$41.22**	**$47.16**
Effective 04/01/22	**$32.24**	**$36.45**	**$39.76**	**$42.46**	**$48.58**
Effective 04/01/23	**$33.21**	**$37.55**	**$40.96**	**$43.73**	**$50.04**

(Progression above requires all items of Qualifications to enter the roster in Appendix C.)

Classification	Prob. Per.	6 Mos. Emp.	18 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Mechanic	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/20	**$30.39**	**$34.36**	**$37.48**	**$40.02**	**$45.79**
Effective 04/01/21	**$31.30**	**$35.39**	**$38.60**	**$41.22**	**$47.16**
Effective 04/01/22	**$32.24**	**$36.45**	**$39.76**	**$42.46**	**$48.58**
Effective 04/01/23	**$33.21**	**$37.55**	**$40.96**	**$43.73**	**$50.04**

(Progression above requires items 1, 2, 3 and 4 of the Qualifications to enter the roster in Appendix C. This Progression requires the successful completion of three years of night school in a course approved by the Company.)

Classification	Prob. Per.	6 Mos. Emp.
Garage Attendant	Trainee	Trainee
Basic Hourly Rate		
Effective 04/01/20	**$30.39**	**$37.12**
Effective 04/01/21	**$31.30**	**$38.23**
Effective 04/01/22	**$32.24**	**$39.38**
Effective 04/01/23	**$33.21**	**$40.56**

Classification	
Transportation Clerk	
Basic Hourly Rate	
Effective 04/01/20	**$35.29**
Effective 04/01/21	**$36.35**
Effective 04/01/22	**$37.44**
Effective 04/01/23	**$38.56**

GAS SERVICES DEPARTMENT

Classification	
Working Leader/Training Coordinator	
Basic Hourly Rate	
Effective 04/01/20	**$51.91**
Effective 04/01/21	**$53.47**
Effective 04/01/22	**$55.07**
Effective 04/01/23	**$56.71**

Classification	Prob. Per.	6 Mos. Emp.	15 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Service Technician	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/20	**$30.98**	**$38.21**	**$43.68**	**$44.49**	**$49.46**
Effective 04/01/21	**$31.91**	**$39.36**	**$44.99**	**$45.82**	**$50.94**
Effective 04/01/22	**$32.87**	**$40.54**	**$46.34**	**$47.20**	**$52.47**
Effective 04/01/23	**$33.85**	**$41.75**	**$47.73**	**$48.62**	**$54.05**

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Classification

Fitter A

Basic Hourly Rate

Effective 04/01/20	**$49.46**
Effective 04/01/21	**$50.94**
Effective 04/01/22	**$52.47**
Effective 04/01/23	**$54.05**

Classification	Prob. Per.	6 Mos. Emp.	15 Mos. Emp.	30 Mos. Emp.	42 Mos. Emp.
Service Technician/Fitter	Trainee	Trainee	C	B	A
Basic Hourly Rate					
Effective 04/01/20	**$30.98**	**$38.21**	**$43.68**	**$44.49**	**$49.96**
Effective 04/01/21	**$31.91**	**$39.36**	**$44.99**	**$45.82**	**$50.94**
Effective 04/01/22	**$32.87**	**$40.54**	**$46.34**	**$47.20**	**$52.47**
Effective 04/01/23	**$33.85**	**$41.75**	**$47.73**	**$48.62**	**$54.05**

Classification	Prob. Per.	6 Mos. Emp.	12 Mos. Emp.	18 Mos. Emp.
Service Technician D				
Effective 04/01/20	**$30.98**	**$34.92**	**$38.20**	**$40.72**
Effective 04/01/21	**$31.91**	**$35.97**	**$39.35**	**$41.94**
Effective 04/01/22	**$32.87**	**$37.05**	**$40.53**	**$43.20**
Effective 04/01/23	**$33.85**	**$38.16**	**$41.74**	**$44.50**

Classification	Prob. Per.	6 Mos. Emp.	9 Mos. Emp.	15 Mos. Emp.
Service Dispatcher	Trainee	C	B	A
Basic Hourly Rate				
Effective 04/01/20	**$33.05**	**$39.12**	**$41.31**	**$44.05**
Effective 04/01/21	**$34.04**	**$40.29**	**$42.55**	**$45.37**
Effective 04/01/22	**$35.06**	**$41.50**	**$43.83**	**$46.73**
Effective 04/01/23	**$36.11**	**$42.75**	**$45.14**	**$48.13**

All red circled employees will remain red circled in their present classifications. An employee who is red circled will have the right to return to his original report area without any loss of pay on a one-time basis.

Classification

****Senior Dispatch Clerk**

Basic Hourly Rate

Effective 04/01/20	**$33.99**
Effective 04/01/21	**$35.01**
Effective 04/01/22	**$36.06**
Effective 04/01/23	**$37.14**

***Per Memo of Agreement June 21, 2000*

CORROSION DEPARTMENT

Corrosion Technician

Effective 04/01/20	**$29.71**	**$33.88**	**$38.62**	**$41.01**
Effective 04/01/21	**$30.60**	**$34.90**	**$39.78**	**$42.24**
Effective 04/01/22	**$31.52**	**$35.94**	**$40.97**	**$43.51**
Effective 04/01/23	**$32.46**	**$37.02**	**$42.20**	**$44.81**

APPENDIX B

MEMORANDUM REGARDING

DISABILITY RETROGRESSION PAY PLAN

I NON-COMPENSABLE DISABILITY

In the event an employee becomes unable to perform his normal duties because of a disability for which he is not receiving Workers' Compensation benefits, and if the Company is able to provide him with work which he is capable of performing, he will be assigned to such work. His ADJUSTED pay rate shall be determined by the PLAN shown below.

(A) FUTURE RETROGRESSIONS

1. Less than ten full years of continuous service at time of retrogression.

   a) An employee with less than ten full years of continuous service with the Company at the time of retrogression shall receive the ultimate base rate of his new job classification.

   b) The new rate shall become effective at the time of such retrogression.

2. Ten full years or more of continuous service at time of retrogression.

   An employee with ten full years or more of continuous service with the Company at the time of retrogression shall receive no reduction in his basic rate of pay.

II COMPENSABLE DISABILITY

In the event an employee becomes unable to perform his normal duties because of a disability for which he is receiving Workmen's Compensation benefits, and if the Company is able to provide him with work which he is capable of performing, he will be assigned to such work. His pay rate shall be determined as set forth above, except that the following shall apply:

(a) If, at the time of retrogression, the employee is receiving compensation for partial disability, the Company will pay such amounts so that the employee's total compensation from the Company and from such Disability Benefits will equal the new (as determined by I (A) above) pay rate.

(b) The date the employee commences work at his lower classification shall be considered as the date of retrogression.

III GENERAL PROVISIONS APPLICABLE TO I AND II ABOVE

a) In all computations, only FULL YEARS of service shall be used.

b) An employee with ten or more full years of continuous service shall hold the title of his new job classification with the word "SPECIAL" appended thereto.

c) The Medical Representative of the Company in all cases shall consult with such employee's family physician and in the event of disagreement as to the employee's condition and/or ability to perform the work of any particular class, the case shall be referred to a recognized specialist or clinic in the field of medicine involved, whose opinion will be final and binding upon all parties.

d) No change in GROUP INSURANCE shall result from such retrogression.

e) An employee transferred to a lower classification under this PLAN shall be assigned without posting the job.

f) Reference to continuous service in the Company shall include service with other subsidiary companies of the same System.

g) If an employee who is being compensated under the provisions of this PLAN is again transferred to one or more lower classifications, his new rate shall be as if the employee had been transferred to such lower classification initially, using all factors applicable at the time of the first retrogression. The resultant rate shall reflect all wage adjustments, which were made in such lower classification since the date of initial retrogression.

h) The Company, may in its discretion, withhold the provisions of this PLAN for employees who also engage in work for other than the Company or its affiliates.

APPENDIX C

CLASSIFICATION QUALIFICATIONS AND SPECIFIC CONDITIONS

JOB DUTIES

See Job Postings for job duties as presented and agreed upon.

SCHEDULE OF HOURS AND SCHEDULE

See Appendix J.

FACILITIES DEPARTMENT

The Company and the Union agree to form a sub-committee to meet and discuss the current and future Buildings and Grounds manpower.

QUALIFICATIONS TO ENTER THE ROSTER FOR MAINTENANCE PERSON

1. Be physically fit.

2. Possess a valid Massachusetts Driver's License.

3. Pass the Bennett Test with a raw score of 24.

QUALIFICATIONS TO ENTER THE ROSTER FOR BUILDINGS MAINTENANCE MECHANIC

1. Must be able to perform moderate physical work in all types of weather and emergency conditions.

2. Possess a valid Massachusetts Driver's License.

3. Pass the Bennett Test with a raw score of 24.

4. Must have a minimum of five (5) years industrial experience in facilities related positions. This shall include troubleshooting HVAC systems and other mechanical systems pertaining to operating and maintaining large industrial buildings. Performs other non-mechanical work within the department as required.

5. Must possess and maintain a certificate in Basic Refrigeration.

6. Must obtain within eighteen (18) months of being awarded the position of Buildings Maintenance Mechanic, a certification/diploma for Refrigeration System Repair (HVAC Refrigeration) and be EPA certified in the recovery and charging of refrigeration gases.

QUALIFICATIONS TO ENTER THE ROSTER FOR BUILDINGS MAINTENANCE ELECTRICIAN

1. Must be able to perform moderate physical work in all types of weather and emergency conditions.

2. Possess a valid Massachusetts Driver's License.

3. Pass a Bennett Test with a raw score of 24.

4. Must have a minimum of five (5) years industrial experience in facilities related positions. This shall include troubleshooting, repairs and installation work of moderate scope of lighting, electrical, communications, data and electromechanical systems and control circuits associated with building power systems, HVAC systems and other control systems. Performs other non-electrical work within the department as required.

5. Must possess and maintain a Massachusetts Journeyman Electrician's License.

CLERICAL

QUALIFICATIONS TO ENTER THE ROSTER FOR CLERK.

1. Be Physically fit.

2. Pass job related tests.

3. The Plan call for Clerks to do any job in their respective departments and any Clerk in any department may be temporarily assigned to help out in another department during vacations, meal periods, rest periods, illness and other

reasonable absences within their report area.

CLASSIFICATION AND LOCATION BY REPORT AREA

Title	Location				
Clerk:	Somerville	Hyde Park	Southboro	Worcester	Westwood
Dispatch:					
Distribution:	Somerville	Hyde Park	Southboro	Worcester	Westwood
Gas Services:	Somerville	Hyde Park	Southboro	Worcester	
Fleet:			Southboro		
Meter Repair:			Southboro		
Facilities:			Southboro		

MAINTENANCE DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER

DISTRIBUTION MECHANIC

1. Be physically fit.

2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.

3. Pass the Bennett Test with a raw score of 24.

4. Pass pre-qualification test administered by the training department.

5. Hold a valid hoisting license or be willing to train and qualify for it after assignment to the classifications.

6. If the applicant has prior experience in Construction or Maintenance the company may start the employee at the Mechanic C rate.

   Examples of prior experience:
   1) Minimum of 1-year experience in gas facility installation or maintenance
   2) Minimum of 1-year experience in utility installation or maintenance
   3) Valid CDL license
   4) Be operator qualified and or pipe joining qualified
   5) General construction background including excavation

EXAMS

Exams will be required between all progression steps in the Distribution Mechanic classification. These exams will be job-related and be given orally, written and/or by field demonstration to determine the individual's ability to perform the

work. Said exams will contain only subject matter on which the individual has been trained. A score of at least 70% is required to progress to the next step. If the employee does not obtain a test score of 70%, the employee will not advance to the next step. The employee will not be eligible to retake another qualifying exam for a period of three months. It is understood that the content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative will be present.

Gate Box Work

Contractors performing municipal, city, state, federal (Chapter 90) or town project work may repair, replace and adjust any gate-boxes associated with said project. Company inspectors will not be utilized for oversight of the above listed gate-box work. This work is excluded from Appendix F. Any gate box work requiring a Company audit will be performed by the bargaining unit.

Meter Protection Work (Backlog)

The Company may utilize contractors to reduce the backlog of meter protection work. The backlog will include any meter protection work prior to December 1, 2019.

Distribution Support Technicians (DST's)

DST's may work for either the Maintenance Department or the Service Department at the discretion of the Company based on workload volume.

DST's will perform meter protection installations when assigned.

QUALIFICATIONS TO ENTER THE ROSTER WELDER/DISTRIBUTION MECHANIC

1. Be physically fit.
2. Hold a valid Class A Massachusetts Commercial Driver's License, or be willing to train and qualify for it after assignment to the classification.
3. Pass the Bennett Test with a raw score of 24.
4. Pass pre-qualification test administered by the training department.
5. If the applicant has prior Construction or Maintenance experience the company may start the employee at the Mechanic C rate.
6. Hold qualifications according to the latest edition of API 1104, Section 3, Standard for Welding Pipelines and Related Facilities or be willing to train and qualify for it after assignment to the classification.

WELDER

An applicant who has not held the Distribution Mechanic's classification will progress through the skill progression steps as outlined. In order to progress to the A rate of Welder, an individual must have at least 12 months in progression as a Distribution or Construction Mechanic plus 18 months in the Distribution Mechanic's or Welder/Distribution Mechanic's classification, but in no case, will the total be less than 30 months, or be certified for multiple qualifications according to the latest edition of API 1104, Section 3, Standard for Welding Pipelines and Related Facilities. Once certified, a Welder must maintain the certification either by having one weld satisfactorily X-Ray inspected once every 6 months or by recertifying according to Section 3 of API 1104 once every 12 months. It is understood that these standards are subject to change mandated by Regulatory requirements.

MEMORANDUM OF AGREEMENT
WELDER TRAINING

In accordance with the provisions of the principal agreement between the parties dated April 1, 2013 and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

The parties have agreed to provide on the clock training for successful bidders of the welder classification. The training will be uninterrupted with the exception of "B" and "C" school training for four weeks each. The Welder Training Coordinator will provide and oversee the training and an external qualified welding instructor will supplement the training and evaluate the trainees' progress towards securing the welding certification.

Training will be provided in the welding shop. After 16 weeks (4 months) of training, the trainee will be evaluated by the qualified instructor and the Training Coordinator to determine readiness to pass the API 1104 Pipe Welding Certification. Determination will be made by mutual agreement between the two. If the trainee takes the test and fails or if it is determined that the trainee is not prepared to pass the welding test, he/she will be afforded 12 additional weeks (3 months) of in shop training. At the conclusion of the 12 additional weeks of training, the trainee will be given the API 1104 Pipe Welding Certification test.

If the trainee obtains the API 1104 Certification, he/she must then pass all OJT (On the Job Training Addendum Attached) modules within 20 weeks (6 months) of obtaining the certification. Employees will be eligible to attend applicable continuing education courses to enhance his/her studies and reimbursement will be handled according to the current contract language.

If a trainee fails the test or the OJT, he/she will return to their previous position in Gas Operations. If that position was is another department other than Gas Operations, he/she will be placed in a position in Gas Operations.

_____ _____
NSTAR USW, Local 12004

_____
DATE

Welder OJT's

1. Demonstrate how to set up a welding machine
2. Demonstrate how to set up and safely use oxyfuel metal cutting torch
3. Learn the type and classification of welding rods and how they apply to pipe welding
4. Basic Arc welding procedures including cleaning/grinding operations
5. Weld stringers on flat plate develop weave and overlap
6. Horizontal fillet weld (2F position)
7. Vertical fillet weld (3F position)
8. Overhead fillet weld (4F position)
9. Learn to align and clamp the pipe in place and gap before tacking
10. Weld stringer beads on the outside of a pipe vertical up and down 6" or larger
11. Learn to weld pipe in a flat (1G-rotated position)
12. Learn to weld pipe in a horizontal (2G position)

13. Learn to weld pipe in a multiple (5G position)
14. Learn to weld pipe in a multiple inclined (6G position)
15. Learn to cut and fit 12" tee for weld test
16. Demonstrate how to cut and bevel with a torch
17. Demonstrate how to use a grinder including to bevel pipe with it
18. Learn to cut pipe with a bench chop saw
19. Learn to cut and bevel pipe utilizing the beveling tool
20. Learn and understand welding terms
21. Lear to show proficiency in utilizing tools for the welding trade TBD

WELDER TRAINING COORDINATOR

The Company agrees to establish two (2) Distribution Welder Technician Training Coordinators, to be determined by department seniority. One (1) will be assigned to the West Division and one (1) will be assigned to the East Division. The Distribution Welder Technician Training Coordinators will be paid seven percent (7%) above the current rate of pay when engaged in training, certifying and recertification of welders.

BACKHOE OPERATOR

An applicant who is in the Distribution Mechanic's classification will be inserted into the Backhoe Operator progression step equal to his Distribution Mechanic's progression as a Backhoe Operator "B", but in no case will the rate be less than he is presently receiving. Hold a valid Class A Massachusetts Commercial Driver's License, or be willing to train and qualify for it after assignment to the classification. In order to progress to the "A" rate of Backhoe Operator, an individual must have at least thirty-six (36) months in the progression as a Backhoe Operator or in the Distribution Mechanic's classification, and have a minimum of One Hundred and Sixty (160) hours of training as a Backhoe Operator, and hold a valid Massachusetts Department of Public Safety Hoisting machinery License for Gas and Diesel Front-End Loader with Backhoe attachment, a valid Class A Massachusetts Commercial Driver's License and qualify as a Distribution Mechanic "A".

BACKHOE OPERATOR – SPARE

The holders of the Spare classification will work and be paid in their regular Distribution Mechanic classification except when assigned as a Backhoe Operator, at which time they will receive the rate of the Backhoe Operator classification for which they qualify. Vacancy in the Backhoe Operator classification will be awarded from the Backhoe Operator Spare list before other regular employees within the department. Outside roster applicants will enter the Distribution Mechanic's classification and progress accordingly; however, they will be paid as above when operating the Backhoe.
All Maintenance Distribution employees will have the option of backhoe training to obtain a Public Safety Hoisting Machinery License for Gas and Diesel Front-End Loader with Backhoe attachment. Employees will receive training based on order of seniority and the training department's schedule.

WORKING LEADER-DISTRIBUTION

Qualified applicants must meet Distribution Mechanic A requirements and pass all applicable Operator Qualification testing. Must meet the Company's driver's test requirements and possess and maintain a Class A Massachusetts driver's license or be willing to train and qualify for it after assignment to the classification.

FIELD TRAINER-DISTRIBUTION

Qualified applicants must meet specific knowledge-based requirements, candidates selected as best qualified approved through joint union/management agreement. Applicants must meet Distribution Mechanic A requirements and pass all

applicable Operator Qualification testing. Must meet the Company's driver's test requirements and possess and maintain a Class A Massachusetts driver's license or be willing to train and qualify for it after assignment to the classification.

PREMIUM – TAPPING AND STOPPING

Effective April 1, 2017, two dollars, twenty-five cents ($2.25) per hour for day for crew when performing job on tapping, drilling, and/or stopping 6" thru 12". When tapping, drilling and/or stopping ½" thru 4" the "PREMIUM – TAPPING AND STOPPING" will not apply.

SPECIFIC CONDITIONS

Employees will not return to their report areas for their meal period but will remain in the general vicinity of the job site and be allowed a paid lunch period not to exceed twenty (20) minutes.

SPECIFIC CONDITIONS – SOMERVILLE REPORT AREA

1. There will be no change in the present policy regarding the scheduling of crews on Thanksgiving, Christmas and New Year's Day.
2. There will be a minimum of three men recalled to work on calls that require digging the pavement. There will be a minimum of two men called in when doing patchwork.

INCLEMENT WEATHER

If the Union Steward does not concur in the decision of the Supervisor or Department Head regarding whether or not they should work under particular weather conditions, a member of the Union's Executive board or in their absence, the Department Steward may ask the Director of Maintenance or his duly authorized representative for a final decision

QUALIFICATIONS TO ENTER THE ROSTER
TOOL MECHANIC

1. Be physically fit.

2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.

3. Pass the Bennett Test with a raw score of 24.

4. Pass pre-qualification test administered by the training department.

SPECIFIC CONDITIONS

The position will also perform the maintenance and repair of any/all tools and equipment related to the Gas Service Departments. The Tool Mechanic will also be responsible for dual locations, East and West. East Tool Mechanic will be responsible for the Somerville and Hyde Park areas and; the West Tool Mechanic will be responsible for the Southboro and Worcester areas. Tool Mechanics can be reassigned to all locations to cover absences, vacations or to assist other Tool Mechanics with training or workload. Portal to Portal will apply, the reporting areas for the East is Somerville and for the West is Southboro.
The following tasks are to be performed and tracked on a monthly basis.

1. Perform inspection of all Self-Contained Breathing Apparatus (SCBA) equipment in the Maintenance Vehicles. Fill out appropriate maintenance forms associated with SCBA equipment. Document and maintain applicable records.
2. Perform inspections of all Maintenance Department Fire extinguishers. Document and coordinate replacement of spent or low charge extinguishers. Document and maintain applicable records.
3. Perform inspections of all Hydraulic and Manual Squeeze off tools. Coordinate repairs with vendors as needed. Document and maintain applicable records.
4. Perform inspections and test operation of all pneumatic pipe cutting tools. Repair or coordinate repairs with vendor. Document and maintain applicable records.
5. Perform inspections and calibration tests of all Torque Wrenches, replace or repair as needed. Document and maintain applicable records.
6. Perform inspections of all pavement/concrete cutting saws. Clean and inspect all components to ensure safe operation of each saw. Repair or coordinate repairs with vendor. Document and maintain applicable records.
7. Perform inspections on shoring equipment. Clean and check hydraulic components. Coordinate repairs with vendor as needed. Document and maintain applicable records.
8. Assist Maintenance personnel with CGI meter calibrations. Document and maintain applicable records. Assist with the coordination of repairs.

- Management will be responsible for tracking monthly inspections and adherence to the Tool Mechanic duties and responsibilities.
- All previously agreed duties and responsibilities will remain in effect.

QUALIFICATIONS TO ENTER THE ROSTER
FIELD TRAINER

1. Be physically fit.

2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.

3. Pass pre-qualification test administered by the training department.

4. Applicants will meet specific knowledge-based requirements, candidates will be selected through joint union/management agreement

5. Technical knowledge, field experience required, communication skills, skills to conduct field and classroom training/instruction

SPECIFIC CONDITIONS

Duties:

- Conduct field assessments of internal crews to determine proficiency, knowledge of all applicable job requirements/standards/procedures and compliance
- Perform on the job, yard-based training as necessary
- Responsible for ensuring all construction and maintenance work done under their direction is performed in accordance with Company procedures and policies, State and Federal regulations
- Support new employee assessments

- Direct and guide multiple crews of trainees during their initial field OJT period
- Instruct, train and direct all personnel working on assigned crew(s)
- Complete all required timesheets, activity reports and sketches and any other records
- Train and evaluate new employees as they progress through lower classifications
- Identify supplemental training requirements/needs for internal crews
- Communicates and coordinates with area Planning and Scheduling personnel
- Assist in development and deployment of new/revised standards, procedures, work methods, regulations
- Assist in assessing, deploying new tools, equipment
- Support QA/QC in dissemination of audit results, communicating key messages and lessons learned
- Provide extension of classroom technical training to support, reinforce training programs
- Aid in delivery of compliance related training
- Operate Aries/ ULC main cameras to assist maintenance crews in locating blockages or water intrusion into gas mains.
- Operation of drip truck to pump drips and capture excessive amounts of water found in mains and services causing poor pressure problems.
- Operate large travel saws to allow for the removal of large diameter pipe.
- Assist with the operation of the horizontal directional drilling equipment in the in-house installation of mains and services.
- Operate super purge equipment – high volume diesel inert purge
- Operate draw down compressor used to evacuate the gas from a main that is coming out of service and placing the gas back into the live side.
- Perform routine checks and maintenance to above equipment to ensure all items are ready to work.
- Field Trainer may be required at times to assist Eversource crews or other Field Trainers with the above tasks outside of the Field Trainers local.
- Perform all duties of lower classification

QUALIFICATIONS TO ENTER THE ROSTER FOR PLANNERS

1. Be physically fit.

2. Possess a valid Massachusetts Driver's License.

3. Possess an Associate's Degree in Computer-Aided Design Technology (CAD) or the equivalent certificate from a technical school of collegiate grade; or the equivalent combination of education and experience which includes two (2) years of AutoCad/GIS experience

QUALIFICATIONS TO ENTER THE ROSTER FOR GAS OPERATIONS CLERK

1. Must be physically fit to perform all job duties.

2. Must pass job related tests.

3. Must draw to the satisfaction of the supervisor.

4. Must possess and maintain a valid state driver's license

GAS SERVICES DISPATCH DEPARTMENT

Job Description - Duties

- Plans, schedules, and coordinates work assignments for field personnel to efficiently meet workload requirements.
- Operates computer aided dispatch system and scheduling system to dispatch work, gas leaks and customer appointments.
- Continually monitor the effectiveness of Field personnel work completion and makes appropriates changes to ensure customer appointments are satisfied.
- Receives, logs and dispatches emergency and regular service orders to appropriate field personnel for action on 24/7 basis.
- Creates and schedules customer and internal requests for emergency and routine service related orders using the Customer Information system CIS and C2.
- Reviews and documents completed emergency orders for accuracy and completeness.
- Operates and monitors multiple systems including, but not limited to: a base radio, CAD, CIS, C2, ARCOS, Pager system and other Windows applications.
- Provides emergency restoration assistance to Field Operations personnel, as necessary, during gas interruptions.
- Make decisions for the assignment of appropriate field personnel, monitor work progress. Make appropriate adjustments to field personnel assignments as needed.
- Assist in providing instruction and guidance of new and less experienced Dispatchers in the performance of job duties.
- Maintain communication with other departments such as Meters and Service, Maintenance, Construction, Pressure Management, Instrumentation (I&R), System On-Call, Corporate Communications, Field Collections, Customer Information Center, and all other on-call personnel.

QUALIFICATIONS TO ENTER THE ROSTER

1. Be physically fit

2. Be able to do related clerical work and other duties applicable to this classification

Exams

Exams will be required between progression steps in the Dispatcher's Classification to B and A. These exams will be job-related and be given orally and by field demonstration.

Said exams will contain only subject matter on which the individual has been trained.

A score of at least 80% is required to progress to the next step. If the employee does not obtain a test score of 80% the employee will not advance to the next step.

An employee who enters the department as a Probationary employee will be given the rated Dispatcher's exam after 6 months in the department. Employees who entered the department at the "C" rate will be given the rated Dispatcher's exam after 3 months in the department.

If, for any reason, the applicant is unable to continue the training program satisfactorily or cannot pass the examination at the end of the training period, he/she shall have the option to be reinstated in his/her former classification under existing policies. The content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative may be present.

Purpose

Implement a formal process for training and qualification of Gas Services Dispatchers. The program will provide Trainees an opportunity to learn the skills and gain the knowledge necessary to become Rated dispatchers. The Program is comprised of On-the-job training and testing.

Roles and Responsibility

- Supervision
  Management representatives will evaluate the candidate by direct observations of completed tasks and the individuals understanding the use of the business systems. Throughout the progression period the Trainee will be provided feedback and additional training as necessary to satisfactorily perform the tasks assigned.

- Trainee
  The trainee will work under the direction of supervision and work with rated dispatchers learning and practicing the work assignments of their given classifications. Trainees will perform and satisfactorily complete the tasks associated with each progression step.

PROGRESSION SCHEDULE

- **For an External Hire:**
  The progression period is fifteen (15) months. This period shall be divided into the following:
  - A six (6) month probationary/Trainee period.
  - The Trainee will then be promoted to a "C" Dispatcher;
  - After a three (3) month (or earlier by mutual agreement) "C" Dispatcher period;
  - The Dispatcher will take the "B" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted and enter a six (6) month period (or earlier by mutual agreement) as a "B" Dispatcher;
  - After this period the Dispatcher will take the "A" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted to an "A" Dispatcher and select an open shift at that time.

- **For an Internal Hire:**
  The progression period is nine (9) months. This period shall be divided into the following:
  - The employee enters a three (3) month "C" Dispatcher period, then;
  - After a three (3) month (or earlier by mutual agreement) "C" Dispatcher period;
  - The Dispatcher will take the "B" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted and enter a six (6) month period (or earlier by mutual agreement) as a "B" Dispatcher;
  - After this period the Dispatcher will take the "A" exam, if the Dispatcher successfully passes;
  - The Dispatcher will be promoted to an "A" Dispatcher and select an open shift at that time.

Exams will be taken by personnel to demonstrate their knowledge before being promoted to "B" and "A" Dispatcher rates.

- Existing Southboro dispatchers will be solicited for training on the CT dispatch system by 5/1/17.
- The CT dispatchers transferring to Southboro will be polled to select shifts by seniority from the 12004 CBA.
- The existing vacation schedule for MA dispatchers is two (2) during the months of June, July and August and one (1) for the remainder of the year. CT dispatchers will follow this schedule.
- When both the CT and MA dispatchers are cross trained the vacation, schedules will be four (4) during the months of June, July and August and two (2) for the remainder of the year.
- A one-time lump sum payment of $1250.00 will be made to all existing Southboro dispatchers.

The practice of providing a rest area in Westwood will be discontinued.

Phase I - Classroom Training New Hires			
	Curriculum		
	Systems Training		
	C2		
	pCAD		
	CIS		
	Advantex		

	ARCOS		
	Teldig		
	Lotus Notes		
	Pager System		
	Microsoft Office		
	Radio/Telephones		

On The Job Training- with CT/MA Dispatch ***Rotating through each shift***			
	Curriculum		
	CT and MA Yard/AWC information		
	CT and MA Gas Operating Procedures		
	CBYD/Dig Safe		
	On Call Procedures		
	Spill Reporting		
	Vehicle Repair		
	Evacuation Procedures		
	Filler Work		
	Emergency Reporting		

Phase II - Cross Training CT and MA Dispatchers			
	Curriculum - Systems Training		
	C2/CIS		
	pCAD/Advantex		

On The Job Training- with CT/MA Dispatch Training			
	Curriculum		
	Rotating through each shift		
	CT and MA Yard/AWC information	Teldig	
	CT and MA Gas Operating Procedures	Microsoft Office	Lotus Notes

	ARCOS	Radio/Telephones	Pager System

METER SERVICES DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER

1. Be physically fit
2. Possess a valid Driver's License
3. Pass the Bennett Test with a raw score of 24
4. Pass pre-qualification tests administered by Training Department

5. Exams and evaluations will be required between all progression steps in the Meter Services Department (C, B, A). These exams will be job-related and be given orally, written and by field demonstration to determine the individual's ability to perform the work. Said exams will contain only subject matter on which the individual has been trained.

   A score of at least 70% is required to progress to the next step. If the employee does not obtain a test score of 70% the employee will not advance to the next step.

   The employee will not be eligible to retake another qualifying exam and will be reevaluated for a period of three months. It is understood that the content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative may be present.

Contractors will perform all Leak Survey work. However, whenever company employees are assigned to work in a customer premises, they will continue to perform the ATM inspection. In exchange for this the company will increase the hourly rate of the following classifications by 2% effective 4/1/20:

Service Technician Service Technician/Fitter
Fitter A Service Technician D
Service Department/Working Leader

Purpose

Implement a formal process for training and qualification of Meter Services technicians. The program will provide Trainees an opportunity to learn the skills and gain the knowledge necessary to become Rated technicians. The Program is comprised of On-the-job training, classroom training and testing.

Roles and Responsibility

- Field Supervision

The program will assist Supervisors in determining both a Trainee's qualifications and their proficiency in Meter Services work.

Management representatives will evaluate the candidate using field observations of completed tasks. Throughout the program the Trainee will be evaluated based on the ability to satisfactorily perform the tasks outlined.

Work completion evaluations and test results will create a recommendation for allowing the Trainee to continue through their progression or as necessary delay the progression until additional skills can be obtained through coaching and On-the-job training to continue with the progression.

Trainees will be assigned appropriate work and supervision will ensure that all Trainees go out on their own as soon as possible after entering the roster, but in no case later than nine (9) months after entering the roster. The company will ensure that the Trainees gain the appropriate knowledge by having the Trainees work with supervisors, Rated Technicians and Leads during the first nine (9) months. The immediate supervisor and with assistance from the Meter Services Leads will monitor the Trainees progress and assure that all tasks are completed within the specifics steps outlined when working with Leads and Rated technicians.

- Rated Meter Services Technicians/Leads

These technicians will assist with instructing and coaching in the tasks associated with the steps of the Trainee's progression. The goal is to insure the Trainee can comprehend and safely perform the day to day operations of their respective classifications.

- Trainee

The trainee will work under the direction of the Rated technicians and Leads learning and practicing the work assignments of their given classifications. Trainees will perform and satisfactorily complete the tasks associated with each progression step.

- Training Department

The Training department will provide formalized training and testing of Trainees and assist in the evaluation of the Trainee.

TRAINING PROGRAM

- **For an External Hire:**

The Program duration is a thirty-six (36) month term. The term shall be divided into the following:

- A six (6) month probationary period
- A six (6) month Trainee period
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a C Technician
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a B Technician
- Then the Trainee will attend a one (1) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted to an A Technician

- **For an Internal Hire:**

The Program duration is a thirty (30) month term. The term shall be divided into the following:

- A six (6) month Trainee period
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a C Technician
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a B Technician
- Then the Trainee will attend a one (1) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted to an A Technician

At the end of each progression step the Training department and Supervision shall examine the progress of the Trainee in relation to the on the job training performance and formal training as outlined. Attend classroom training and demonstrate their knowledge by testing and qualification.

The job specifications listed at the beginning of each step are not intended to cover every detail of the Trainee's work, but rather set reasonable standards required for qualification. Typical tasks are mentioned to serve as an illustration of the level of know-how and responsibility required; it is not intended that these specifications cover every task that the position will include.

The Classroom Training Course provides a general outline of the type of classroom training necessary to support the desired on-the-job performance.

The On-the-job training guide at the end of each step, which lists training experiences the Trainee will receive, is not a list of everything the Trainee will learn. As work requirements may differ between work areas. Therefore, the guide identifies potential areas for learning in each field.

On–the–job training is accomplished by assigning the Trainee to assist a Rated Meter Services Technicians and Leads in performing the day–to–day tasks. It is expected that through this form of training the Trainee will become more proficient in the job duties.

Prescreening for the Meter Services Technician position will require the following items to be satisfactorily completed. Leather work gloves will be provided for tasks requiring hand protection.

Overview

At least one (1) person administering the prescreening will be from the Gas Training Department.
Pre-screenings will be video-taped.

Instructions and demonstrations will be given for all tasks. Candidates will have the opportunity to have the demonstration repeated. Once the candidate begins the tasks, no further demonstrations for that task will be done.

The candidate will complete the first task before demonstration of next task.

1. **Tool Identification**

Purpose: Test the candidate's ability to identify commonly used tools.

Setup: 12 common tools will be laid out on a table. Index cards with the names of the tools will be provided. Candidates will have 10 minutes to complete the task.

Task: The candidate will place the index card with the name of the tool on the tool.

12" Pipe Wrench	12" adjustable wrench
Open end wrench	¾" socket and ½" drive ratchet
Box wrench	Torque wrench
Sledgehammer	Phillips head screwdriver
File	Slotted head screwdriver
Slip joint Pliers	Chisel

Scoring: Task will be used as ice-breaker exercise and will not be scored.

10 MINUTES ALOTTED

START TIME: _____ FINISH TIME: _____

10 Points needed to pass. Circle or check one. Pass _____ Fail _____

2. **Identification and assembly of threaded steel pipe and fittings (Example below)**

Purpose: To test the candidate's mechanical aptitude and ability to join threaded pipe and to use hand tools as required

Setup: The candidate will be given the necessary tools and threaded steel nipples and elbow fittings and be required to assemble them as shown.

Tools List: 2 of each. 14", 18", 24" pipe wrench's

Fittings List: TBD

Task: In the work area will be an example or drawing of the assembly to be recreated. Candidate will be shown how to assemble fittings.
Candidate will assemble fittings and tighten assemblies, wrench tight, to duplicate the example.

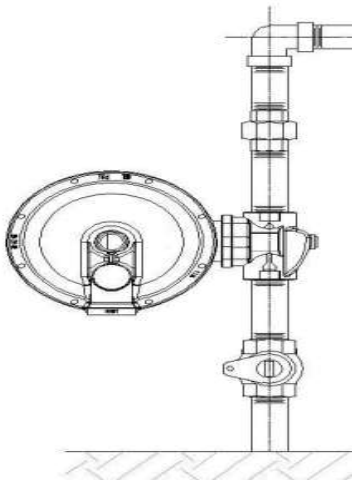
Assemble "Riser Assembly" Tighten all fittings wrench tight.

Scoring: Screw riser valve onto nipple on service tee _____ 1 Point
Screw nipple into riser valve _____ 1 Point
Install regulator on nipple _____ 1 Point
Screw nipple into regulator _____ 1 Point
Screw in lower half of union onto nipple _____ 1 Point
Install upper half of union _____ 1 Point
Total _____ 6 Points

10 MINUTES ALOTTED FOR ASSEMBLY

START TIME: _____ FINISH TIME: _____

Six (6) Points needed to pass. Circle or Check one. Pass _____ Fail _____



CLASSROOM TRAINING COURSE
C - Rate

1. Gas 101
   - Origin of Natural Gas
   - Source of Natural Gas

- Gathering
- Processing
- Transmission
- Meter Services
- Utilization
- Properties of Natural Gas

2. Safety

A. Gas 102 - General Review of the Safety & Health Hand Book
- Personal Protective Equipment (PPE)
- Housekeeping
- Personal conduct
- Work performed on customer's premises
- General safety instructions for the gas industry
- Approved tools
- Static electricity
- Abnormal Operating Conditions

B. Human Performance – reducing errors while performing physical tasks

C. Driving Safety (eg. Decision Driving or Smith Driving)

D. OSHA Compliance Training - eLearning
- Respiratory Protection
- PPE
- Blood borne Pathogens
- Job Safety Briefing
- Electrical Hazard Awareness
- Rigging Safety
- Asbestos Awareness
- Fire Protection & Safety
- Lead Safety
- Ladder Safety
- Work Area Protection
- Hazardous Communication

CLASSROOM TRAINING COURSE
C - Rate

E. OSHA Compliance Training – Instructor Led Training (ILT)
- Respirator Fit Test
- Portable Fire Extinguisher
- Medic First Aid/CPR

F. Eversource eLearning
- Gate Station Awareness
- Odor Intensity Testing
- Implementation of the Eversource Gas OQ Plan

3. Handling Gas Meters
   A. Gas Meter Identification (all sizes used at EVERSOURCE)
   B. Read a meter
      - Visual
      - Electronic / Automated
      - Understanding ERT's
      - Understanding MPA's
      - Meter Constants & Pressure Factors
      - Temperature Correction
   C. Storage & Handling of meters
   D. Tour of Meter Test Shop
   E. Meter Turn On
      - Clock the meter
   F. Meter Turn Off
   G. Identifying theft of service

4. Introduction to Gas Regulators
   A. Discuss gas regulator applications and selection.
   B. Explain gas regulator fundamentals.
   C. Name gas regulator basic elements
   D. Identify gas regulator types
   E. Discuss over pressure protection

5. Piping
   A. Measure
   B. Cut & Thread Pipe
   C. Make threaded joints
   D. Make flanged joints
   E. Interpret piping diagrams
   F. Sketching piping diagrams

CLASSROOM TRAINING COURSE
C - Rate

6. Installing New Meter Assemblies in accordance with Construction Standards
   A. Proper location
   B. Proper protection:
      - From physical damage
      - From customer's equipment

- From over-pressurization

C. Proper support of piping
D. Proper venting of regulators

7. CAD Operation
   A. Login
   B. Basic Navigation
   C. Order Completion
   D. Timesheet Completion

8. Power Assisted Fastener Gun
   A. Cartridge Operated Fastener Gun
   B.Operate

OQ Requirements

Tasks #

- 70 - Properties of Natural Gas & Abnormal Operating Conditions
- 72 – Installation of Customer Meters & Regulators

Before a Meter Services Technician is promoted to the next step, the employee must pass classroom examinations and OQ evaluations. The tests consist of performance evaluations and written tests.

ON-THE-JOB TRAINING GUIDE FOR C - RATE		
	Initials	
Check List	Trainee	Technician
Work Center Orientation: Introduce to fellow employees (Supervisor) Explain: Meter Services Technician Training Program Safety Program General Duties (Review Job Specifications)		
The Supervisor shall make sure the employee has the following items (as applicable): • Safety Handbook		
• Hard Hat		
• Work Gloves		
• Safety Glasses		
• Face Shields		
• Goggles		
• Safety Shoes		
• Ear Protectors		
• Tool & equipment Bag		
• Clip Board (for orders)		
• Flashlight – Hard Hat spotlight		
• Rain Gear (Rain boots)		
• Respiratory equipment/Fit Test		

• Vest		
• FR Clothing / Uniforms		
• Uniforms		
• Distribute: Construction Standards		
Allow Employee to observe for a few hours - explain generally what is taking place. Assure Employee that you expect questions. Inform Employee of Meter Services Standards and other manuals pertaining to operations and inform the Employee that such manuals are available.		
Show and explain the use of all tools on truck. Demonstrate the use of tools such as, but not limited to, those listed below Tool List: • Automated Meter Reading Device		
• Bits (Various types)		
• Bolts (Various types and sizes)		
• Brushes (Various types)		
• CAD operation		
• Chisels		
• Compounds o Cold o Pipe joint o Duxseal		
• Connectors – Lugs (Various sizes)		
• Cords – Extension		
• Cutters		
• Drills		
• E-Z Outs		
• Files (all types)		

ON-THE-JOB TRAINING GUIDE
FOR
C - RATE

	Initials	
Check List	Trainee	Technician
• Fire Extinguisher		
• First Aid Kit o Building o Vehicle		
• Flaring Tool		
• Fuses		
• Fuse Puller		
• Grinders		
• Hammers		
• Jumpers - Flexible		
• Keys o Company o Curb box o Sealing device keys		
• Knives		
• Ladders		
• Lights		

• Magnifying Glass		
• Oil		
• Paints and Solvents		
• Pliers		
• Reamers		
• Repellants ○ Dog ○ Insect ○ Poison Ivy		
• Saws		
• Screws		
• Screwdrivers		
• Shovels		
• Stock and Die		
• Store Room Scanner		
• Tap and Die		
• Tape Measure		
• Torches		
• Transformers (Control)		
• Vises		
• Wrenches		
Explain the operation of the following: • Customer Gas Meters (Various)		
• Pressure Regulator (Various)		
Explain the function, purpose and operation of the following physical infrastructure: • Gate Station		
• Regulator Vault		
• Customer Meter Sets (Various)		
• Critical Valves		
Identify and explain the basic function and purpose of the following customer service components: • Curb Valves		
• Meter Valves		
• Meter		
• Regulator		

ON-THE-JOB TRAINING GUIDE
FOR
C - RATE

	Initials	
Check List	Trainee	Technician
Identify and explain the function and purpose of Gas Utilization equipment (appropriate for step)		
Explain the different operating pressure systems at Eversource (applicable for area)		
Explain the different customer delivery pressures (applicable for area)		
Demonstrate the service order process involving both CAD & company paper forms		
Demonstrate the correct storage & handling of meters, equipment & materials		
Demonstrate and explain the purpose and applicability of Red Tags		
Explain and demonstrate the purpose of:		
• Compression joints		
• Flare fittings		
The Employee shall observe and assist (O&A) a fully rated Meter Services Technician with the following tasks: O&A: Reading a meter		
• Standard index		
• Temperature compensating / correcting instruments (explain the purpose of factors)		

• Utilizing an automated meter reading device		
O&A: Disconnecting a gas meter		
O&A: Removing a gas meter		
• From a single meter manifold		
• From a multiple meter manifold		
O&A: Drawing & Interpreting simple gas diagrams or photographs		
• Gas service pipes & manifolds		
• Gas meter connections & shut-offs		
• Gas diversion diagrams		
O&A: Cutting & Threading Pipe		
• By hand		
• By machine		
O&A: Joining Pipe		
• Make threaded joints		
• Make new flanged joints		
O&A: Building Gas Meter Manifolds		
• Read & interpret the print		
• Build the manifold		
O&A: Investigating a mixed metering situation.		
The Employee shall identify types and basic operation of the following: • Customer Meters		
• Pressure Regulator		
The Employee shall demonstrate basic navigation of CAD		
The Employee shall demonstrate the correct storage and handling of meters, equipment and materials		

The following individual has satisfactorily completed all skill & knowledge requirements of the C Technician position and can progress to the next progression step.

Employee's Name:

_____

Supervisor's Name: _____ Date: _____

CLASSROOM TRAINING COURSE
B - RATE

1. Introduction to Emergency Response
   - A. Understanding the company's role & responsibilities to various gas emergencies
   - B. Gas Odor and/or Leakage Investigation
     - Operate a Combustible Gas Indicator (CGI)
     - Perform Initial Investigation
     - Use the plunger bar ergonomically
     - Documenting survey on a barhole sketch
   - C. Carbon Monoxide Investigation
     - Operate a CGI
     - Perform Initial Investigation
     - Take appropriate action

2. Mapping
   A. On CAD and GIS , identify
      - Curb valve
      - Operating Pressure
      - General locations of facilities

3. Sizing a Gas Meter
   A. Identify customer load
   B. Identify necessary utilization pressure
   C. Identify allowable pressure drop through meter
   D. Select meter

4. Measuring Gas Pressure
   A. Discuss standard delivery pressures
   B. Use a Manometer
   C. Use a Spring Gauge
   D. Use a Recording Gauge

5. Corrosion
   A. Recognizing atmospheric corrosion
   B. Determining if facility can be repaired or if it must be replaced
   C. Cleaning and coating above ground facilities / piping
   D. Installing Insulators

6. Basic Electricity
   A. Explain Ohms & Watts Laws
   B. Explain basic electrical circuit symbols
   C. Explain simple electrical circuit diagrams
   D. Explain series, parallel & series parallel circuit diagrams

CLASSROOM TRAINING COURSE
B - RATE

7. Application & Proper Use of Test Equipment
   A. Voltmeters
   B. Ammeters
   C. Ohmmeters
   D. Multimeters

8. Introduction to Gas Codes
   A. National Fuel Gas Code NFPA 54

9. Relighting Natural Gas Appliances
   A. Identify various gas ignition systems & distinguish between relighting methods
   B. State safety requirements
   C. Perform pilot relighting

D. Perform electronic ignition relighting

10. Gas Water Heaters
A. Identify various types
B. Discuss Controls
C. State safety requirements
D. Operate

11. Gas Space Heaters
A. Identify various types
B. Discuss Controls
C. Discuss vented vs. unvented set-ups
D. State safety requirements
E. Operate

12. Gas Central Heating
A. Identify various types
- Hydronic
- Hot Air
- Steam

B. Discuss Controls
C. State safety requirements
D. Operate

CLASSROOM TRAINING COURSE
B - RATE

13. Field / Site Visits
For example, but not limited to:
A. Dispatch
B. Customer Call Center
C. Gas Control
D. LNG Plant
E. Gate Station
F. Distribution Crew during leak investigation

OQ Requirements

Tasks #
- 6/8B - Inspecting for atmospheric corrosion & Visually inspecting for internal corrosion
- 20B – Gas Leak Investigation
- 45B - Restore service

Before a Meter Services Technician is promoted to the next step, the employee must pass classroom examinations and OQ evaluations. The tests consist of performance evaluations and written tests

ON-THE-JOB TRAINING GUIDE
FOR
B - RATE

	Initials	
Check List	Trainee	Technician
B Rate requirements		
Following are operations the Employee is to be trained to perform through instructor demonstration and specific steps or methods in these operations which are to be emphasized. Also listed are tools and equipment which are shown and demonstrated to the Employee		
The Employee shall observe and assist a fully rated technician investigate a gas odor complaint including but not limited to the following investigation methods: • Combustible Gas Indicator		
• CO Investigation		
• Leak detection soap		
• Clocking a gas meter		
• Perform a bar hole test		
• Manometer		
The Employee shall observe and assist a fully rated Technician insulate gas services: • Identifying insulating fittings o Unions		
o Flanges/Kits		
o Couplings		
o Meter swivels		
• Installing insulating fittings/Insulating flange kits		
The Employee shall observe and assist a fully rated Technician lubricate gas service valves at: • Service valve		
• Meter shutoff		
The Employee shall observe and assist a fully rated Technician in the use of a Combustible Gas Indicator to do the following: • Inspection – prior to use		
• Calibration and adjustment (monthly)		
• Scale Interpretation o Multi Scale LEL/UEL/Carbon Monoxide		
o LEL and percent		
• Use of charcoal & water filters		
The Employee shall observe and assist a fully rated Technician in locating and turning off gas at curb. • Locate curb box by using: o Tape measure		
o Curb box locator / Metal Detector		
o Demonstrate the use of all available curb valve wrenches		
The Employee shall observe and assist a fully rated Technician set & reconnect gas meters • Check pressure test records/requirements in accordance with local town requirements if applicable		
• Install manifold		
• Insulate service		
• Set Meter o Record meter number		
o Record meter reading		
o Record automated meter reading device - Use		
o Record meter location - Document		
The Employee shall observe and assist a fully rated Technician in relighting residential appliances, to include but not limited to: • Gas space heater		
• Gas water heater		
• Gas range		

• Gas furnace		
• Gas boiler		

ON-THE-JOB TRAINING GUIDE
FOR
B - RATE

	Initials	
	Trainee	Technician
• Gas conversion burner o Atmospheric		
o Power		
• Gas clothes dryer		
• Gas fireplace		
The Employee shall observe and assist a fully rated Technician in installing a gas service regulator: • Install inlet fitting		
• Install outlet fitting		
• Install vent pipe to remote location		
The Employee shall observe and assist a fully rated Technician with adjusting a gas service regulator		
The Employee shall observe and assist a fully rated Technician with a red tag procedure		
The Employee shall demonstrate the proper use of the following: • Gas Pressure Gauges		
o Manometer		
o Spring gauge a. Inches W.C b. PSIG		
o Recording gauges		
The Employee shall identify and explain gas system pressures: • Low pressure (under 2 PSIG)		
• Intermediate pressure (2 PSIG to 60 PSIG)		
• High pressure (60 PSIG thru 100 PSIG)		
• Extra high pressure (≥ 100 PSIG)		
The Employee shall demonstrate the ability to clock a gas meter for appliance BTU input • Read test dial		
• Application of formula		
• Apply pressure factor if applicable		
The Employee shall demonstrate the ability to install a manifold and insulate the service in accordance with the company service entrance requirements.		
The Employee shall demonstrate the ability to insulate gas services: • Identifying insulating fittings o Unions		
o Flanges/Kits		
o Couplings		
o Meter swivels		
• Installing insulating fittings/Insulating flange kits		
The Employee shall demonstrate the ability to lubricate gas service valves at: • Service valve / riser valve		
• Meter shutoff		
The Employee shall demonstrate the ability to use of a Combustible Gas Indicator to do the following: • Inspection – prior to use		
• Calibration and adjustment (monthly)		
• Scale Interpretation o Multi Scale LEL/UEL/Carbon Monoxide		
o LEL and percent		
• Use of charcoal & water filters		

The Employee shall demonstrate the ability to locate and turn off gas at curb. • Locate curb box by using: o Tape measure		
o Curb box locator / Metal Detector		
o Demonstrate the use of all available curb valve wrenches		

ON-THE-JOB TRAINING GUIDE
FOR
B - RATE

	Initials	
Check List	Trainee	Technician
The Employee shall demonstrate the ability to set & reconnect gas meters		
• Set Meter o Record meter number		
o Record meter reading		
o Record automated meter reading device – Use		
o Record meter location – Document		
The Employee shall demonstrate the ability to lubricate gas service valves at: • Service valve		
• Meter shutoff		
The Employee shall demonstrate the ability to relight residential appliances, to include but not limited to: • Gas space heater		
• Gas water heater		
• Gas range		
• Gas furnace		
• Gas boiler		
• Gas conversion burner o Atmospheric		
o Power		
• Gas fireplace		
The Employee shall demonstrate the ability to install a gas service regulator: • Install inlet fitting		
• Install outlet fitting		
• Install vent pipe to remote location		
The Employee shall demonstrate the ability to adjust a gas service regulator		
The Employee shall observe and assist a fully rated Technician relight commercial appliances in commercial applications.		

* Observe and assist task – Required OQ Qualifications

The following individual has satisfactorily completed all skill & knowledge requirements of the B Technician position and can progress to the next progression step.

Employee's Name: _____

Supervisor's Name: _____ Date: _____

CLASSROOM TRAINING COURSE
A - RATE

1. Investigating a High Bill Complaint
   - A. Read & interpret an Eversource bill
   - B. Discuss common causes of high consumption, including but not limited to:
     - Poor heating equipment combustion efficiency
     - Increase in number of persons in household
     - Heating unit short cycling
     - Room air outlets blocked by draperies or furniture
   - C. Discuss common ways to investigate customer usage, including but not limited to:
     - Verifying customer piping from meter to appliances
     - Clocking the meter to verify customer equipment inputs
     - Checking operating pressure on customer equipment

2. Identify Theft of Service from Gas Facilities
   - A. Define Theft of Service
   - B. Define meter conditions which would qualify for Theft of Service
   - C. Identify normal gas meter conditions
   - D. Identify Theft of Service from gas meters
   - E. Report theft

3. Over Pressure Protection
   - A. Discuss requirements
   - B. Methods for achieving over pressure protection
     - Relief valve
     - Monitor regulator
     - Automatic shut-off

4. Diagnosing & Correcting Gas Pressure Problems
   - A. Delivery pressure (from EVERSOURCE)
     - Discuss common problems & troubleshooting for various EVERSOURCE standard regulators, including but not limited to:
       - Leaking by
       - Lock-up failure
       - Surging
       - Foreign matter
       - Freeze-up
       - Filters & Strainers
       - Water in service
     - Discuss sizing of regulators & associated vent piping
     - Discuss common regulator repair actions
       - Clear vent
       - Clean orifice and/or seat
       - Adjust regulator
       - Replace seat, orifice and/or spring
   - B. Incorrectly sized fuel lines

- Discuss sizing of customer fuel lines

CLASSROOM TRAINING COURSE
A - RATE

C. Utilization pressure at appliances
- Discuss common problems & troubleshooting for various common appliance regulators
- Discuss 2 psi delivery & Maxitrol regulators (in particular)

5. Red-tagging Customer Appliances

A. Recognizing code compliance in accordance with National Fuel Gas Code
- Flexible Gas Connectors
- Vent connectors
- Vents
- Appliances in confined spaces
- Electrical service disconnect requirements
- Gas utilization equipment locations
- Gas Piping
- Draft hood / draft control devices
- Ventless equipment

B.Complete red tag & customer service order

ON-THE-JOB TRAINING GUIDE FOR A - RATE		
	Initials	
Check List	Trainee	Technician
The Employee shall observe and assist a fully rated Technician determine the required size of: • Commercial & Industrial gas meters		
• Commercial & Industrial gas regulators & vent lines (if applicable)		
• Commercial gas piping		
• Appliance vent connectors		
• Appliance gas piping		
The Employee shall observe and assist a fully rated Technician assemble all types of residential, commercial & industrial gas meter installations.		
• Select proper materials		
• Assemble manifolds		
• Install manifold		
• Install meter		
The Employee shall observe and assist a fully rated Technician complete a high bill investigation.		
The Employee shall observe and assist a fully rated Technician correct a gas pressure problem.		
• Appliance regulators		
○ Clean vent		
○ Replace appliance regulator		
• Repair a gas service regulator		

○ Clean orifice		
○ Replace orifice		
○ Replace seat		
• Clean pipe – remove restriction		
• Clean vent pipe		
The Employee shall demonstrate the ability to interpret:		
• Gas meter installation standards		
The Employee shall demonstrate the ability to investigate a gas odor complaint including but not limited to the following investigation methods: • Combustible Gas Indicator/GMI		
• CO Investigation		
• Leak detection soap		
• Clocking a gas meter		
• Perform a bar hole test		
• Manometer		
The Employee shall demonstrate the ability to determine the required size of: • Commercial & Industrial gas meters		
• Commercial & Industrial gas regulators & vent lines (if applicable)		
• Commercial gas piping		
• Appliance vent connectors		
• Appliance gas piping		
The Employee shall demonstrate the ability to assemble all types of residential, commercial & industrial gas meter installations.		
• Select proper materials		
• Assemble manifolds		
• Install manifold		
• Install meter		
• Repair a gas service regulator		
○ Clean orifice		
○ Replace orifice		
○ Replace seat		

ON-THE-JOB TRAINING GUIDE
FOR
A - RATE

	Initials	
	Trainee	Technician
The Employee shall demonstrate the ability to recognize and / or explain code compliance requirements related but not limited to:		
○ Flexible Gas Connectors		
○ Adaptors		
○ Location (through walls & floors)		
○ Vent Connectors		
○ Slope		
○ Clearance from combustibles		
○ Location (through walls & floors and in attics)		
○ 2 or more appliances with a common vent connector		
○ Support		
○ Vents		
○ Single wall		
○ Type B		
○ Type BW		

○ Clearance from combustibles		
○ Location (through walls & floors, in attics and outdoors)		
○ Termination		
○ Appliances in Confined Spaces		
○ Air for combustion & ventilation		
○ Gas water heater in bathroom or bedroom		
• Gas utilization equipment in garages		

METER REPAIR DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR METER REPAIR TECHNICIAN AND SPECIAL METER MAINTENANCE TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.

QUALIFICATIONS TO ENTER THE ROSTER FOR CLERK UTILITY

1. Be physically fit.
2. Pass job related clerical tests.

INSTRUMENTATION AND REGULATION DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR INSTRUMENT TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.
4. Pass the General Technician Tests.

QUALIFICATIONS TO ENTER THE ROSTER FOR GENERAL TECHNICIAN

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.
4. Pass the General Technician Tests.

QUALIFICATIONS TO ENTER THE ROSTER FOR MAINTENANCE TECHNICIAN

1. Be physically fit.

2. Pass the Bennett Test with a raw score of 24.

3. Possess a valid Massachusetts Driver's License.

PASSING SCORES FOR THE GENERAL TECHNICIAN TESTS

Algebra	60%
Arithmetic Reasoning	Raw Score of 5
Minnesota Paper Form Board Test	Raw Score of 38

GENERAL TECHNICIAN TEST:

Sections 1-2-F-G	60%
Sections A through E	50%

SPECIFIC CONDITIONS

Employees will not return to their report areas for their meal period but will remain in the general vicinity of the job site and be allowed a paid lunch period not to exceed twenty (20) minutes.

WAREHOUSE DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR STOCKHANDLER

1. Be physically fit.

2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).

3. Pass job related tests.

FLEET DEPARTMENT

QUALIFICATIONS TO ENTER THE ROSTER FOR GARAGE ATTENDANT

1. Be physically fit.

2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).

3. Pass the Bennett Test with a raw score of 24.

QUALIFICATIONS TO ENTER THE ROSTER FOR MECHANIC

1. Be physically fit.

2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).

3. Pass the Bennett Test with a raw score of 24.

4. Must have completed 4 years of Technical School training in auto mechanics or two years of on-the-job training.

Employees who do not fulfill Qualification 4 above will enter the 42-month Mechanic progression as described in Appendix A, assuming they fulfill all other requirements.

SPECIFIC CONDITIONS

In order to progress to the "B" rate the employee must obtain a Class A Massachusetts Commercial Driver's License, after receiving training in the same.

In order to progress to the "A" rate the employee must pass a basic Welding Skills test, after receiving training in the same.

STIPULATION FOR SHIFT ASSIGNMENT

There must be at least one rated man on shift in the report area.

APPENDIX D

SICK AND ACCIDENT POLICY

All employees of the Company, after thirty (30) days of full-time employment, who are absent from regularly scheduled work because of sickness, non-occupational accident, or occupational accident, shall receive in total, from whatever source, full straight time pay for such absence subject to the following conditions:

a) An employee will receive a total full pay benefit not to exceed six (6) months of straight time pay for each illness or accident, exclusive of accrued vacation pay.

b) An employee continuously absent due to sickness, occupational accident, or non-occupational accident for a period of six (6) months would be transferred to the Long-Term Disability Program if he meets the requirements of said Plan.

c) The Company will require a doctor's certification from the employee for any illness or accident after such employee has accumulated more than three (3) incidents of absence due to illness or accident during the calendar year. Such employee will not receive pay benefits if that employee does not furnish a doctor's certificate for the fourth or more incidents of illness or accident during the calendar year. An absence due to illness or accident of two weeks or more shall not count as an incident. Employees with 20 or more years of service will not be required to furnish a doctor's certification for payment of sick benefits except as noted in (e) below. Continuing absences of four (4) or more working days the employee is required to contact the company's third-party vendor to initiate an extended illness. Continuing absences due to illness or disability require a doctor's certification every 30 days if payment is to be made.

d) All benefits under this policy will be determined on the basis of normal pay for forty (40) hour week at straight time rates.

e) Absence shall be paid for at full normal straight time pay for the first three (3) or less consecutive working days without a doctor's certification. Absence due to illness or disability which exceeds three (3) workdays requires an doctor's certification if payment is to be made. Absence due to an accident requires an doctor's certification for the first day of disability if payment is to be made.

f) Successive periods of absence separated by less than two (2) weeks of continuous active work on a full-time basis shall be considered one (1) continuous period of absence unless the subsequent period of absence is due to an injury or disease entirely unrelated to the injury or disease which caused the previous absence and commences after return to work on a full time basis. If you have been receiving benefits under the LTD Plan, return to work, and subsequently suffer a second disability, the following will apply: If your second disability is due to the same or related causes as the

first, and your return to active work period is less than 3 months, then the Plan will resume its benefit payments without the six-month waiting period applying again. If your second disability is due to causes Unrelated to the first, then the Plan will resume its benefit after a six-month waiting period.

g) Full straight time pay benefits will not be allowed under this program for illness or accident caused as a result of willful intention to injure oneself or another person, or commission of any crime, or as a consequence of working for an employer other than this Company, or any other work for wage or profit.

h) Dentistry, optical, and physical examination are not considered as absences payable under this program. Doctor's appointments for pre-natal care will be covered, provided after hour appointments are not available. The employee will schedule said appointments for the start or end of her workday.

i) All cases of illness or injury must be bona fide. False claims for payment under this program will subject an employee to disciplinary action. As a result, the Company reserves the right to have, at any time, a legally qualified physician or physician's assistant examine the person of an absent employee when and so often as may be reasonably required during a benefit period.

i) Prompt notification of sickness or accident is required. It is essential that the employee or someone on the employee's behalf give notice to the Company as close as possible to the employee's normal starting time.

New Hire Sick / Disability Plan

Disability plan for all new hires after January 1, 2020:

All 12004 employees hired after January 1, 2020 will be eligible for up to 10 sick days per year at 100 percent of pay for absences from work due to non-occupational illness or injury, as of 1/1/20. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination.

Short-Term Disability Benefit - In the case of illnesses that exceed five consecutive workdays, qualifying employees will be eligible for short-term disability (STD) benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive workdays. The first five consecutive working days of an extended absence is considered an "elimination period." Employees must use available sick time to satisfy the elimination period. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefit will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67percent of base pay.

Long Term Disability Benefit - Upon exhaustion of STD an employee who qualifies will move to Long-Term Disability. LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

Payment of Benefits while on LTD - All employees who receive a LTD benefit and participate in the Eversource Employee health and welfare benefit plans will have payments deducted from their LTD check rather than being billed for participation in said benefit plan.

APPENDIX E

JOB SECURITY

The Company agrees that regular employees with five (5) or more years of service will not be laid off or reduced in pay

due to lack of work during the term of this Agreement.

It is further understood that in the event that it becomes necessary to have a layoff and the Company is prevented from laying off as many employees as it deems necessary due to this Agreement, it is understood that it may be necessary for the Company to retrain and/or relocate employees without any restrictions to maintain an efficient operation.

APPENDIX F

OUTSIDE CONTRACTORS

1. If an outside contractor works for the Company on Saturday, Sunday or a holiday, the following will apply:

   a) Employees who normally perform like work and are on Monday through Friday schedule will be offered work on that Saturday, Sunday or that holiday

   b) Employees who normally perform like work and are on a Tuesday through Saturday schedule will be afforded a sixth day at overtime rates within the following three-week period.

2. It is agreed that the use of outside contractors will not be extended into areas where they are not presently being used.

3. It is agreed that if there is a curtailment of work, presently being done exclusively by Union employees, the Company will retrieve sufficient work from outside contractors, to avoid any reduction in straight time hours or lay-off of Union employees.

4. It is the Company's intent not to accelerate the use of contractors in the Company.

5. The following will apply to the Gas Services and Clerks effective April 1, 1993. When the Company considers it necessary to have Outside Contractors perform any work for the Company normally performed by bargaining unit employees, the Company will notify the Union of the type of work to be performed before the contractor starts work and the following provisions will apply:

   a) When a contractor or contractors are engaged in any work normally performed by bargaining unit employees, in any week, an eight-hour day shall be scheduled for the succeeding Saturday for the employees in the affected Report Area Department. Such an eight-hour day shall be paid for at the appropriate overtime rate.

   b) Employees who are on other than a Monday to Friday schedule will be afforded a 6th day at overtime rates within the following two-week period.

   c) The application of paragraph 5 a) and b) as it applies to Clerks will be based on the affected sections determined by the individual overtime rosters.

   d) Exemptions to the application of paragraphs 5 a) and b) will be:

      (1) Work that requires a license that no one holds in the bargaining unit within the Customer Service Department.

      (2) New or replacement water heater light ups.

6. When pipeline contractors or corrosion contractors are scheduled to work during the normal work hours Monday through Friday, normal meaning first shift, the Company will notify the Union of the type of work to be performed before the contractor starts and the following provisions will apply:

a) All employees in the affected report area Maintenance Department with the exception of Distribution Support Technician will be offered sixty (60) minutes overtime on the day the contractor has worked except when contractors are installing new services, 4" and below (including services in developments from the curb cock to the riser), and commencing on January 1, 2007, corrosion repairs on services and mains, all employees in the affected report area, Maintenance Department, will be offered ninety (90) minutes overtime for such work. The pipeline and corrosion contractors will be off the road at 4:30 p.m. The last one half (1/2) hours of the workday (4:00 p.m. – 4:30 p.m.) will consist of sweeping the jobsite and setting barricades for neatness and safety. Such overtime will be paid at the appropriate overtime rate.

b) When a pipeline contractor or corrosion contractors are scheduled to work a shift other than the first shift, three man crews in that report area, Maintenance Department, with the exception of Distribution Support Technician, will be offered overtime equal to the number of contractor crews that have worked. This overtime will be scheduled on the following Saturday, unless weather conditions are such that rescheduling would be necessary.

c) The provisions of paragraphs 6 a) and b) only apply to pipeline and corrosion contractors.

d) Exemptions to paragraphs 6 a) and b) will be:
- Installation of steel mains or services 8" and larger in diameter
- Installation of steel mains for bridge crossings
- When performing corrosion repairs on exposed piping on bridges

If a pipeline contractor, working on 8" steel or larger as described in "Exemptions" in Appendix F, works beyond the normal working hours to install pipe then overtime will be offered to an amount of Distribution Mechanics in the affected report area that is equal to the number of personnel on the pipeline contractor crew. The overtime will be equal to the amount of time the pipeline contractor works beyond the normal work hours.

If/when pipeline contractors working on these projects are instructed by the Company to work beyond 4 PM the paragraph above will take effect. If pipeline contractors working on these projects are delayed while Company crews are performing live gas work the above paragraph is not applicable.

Construction Agreement

Construction Crews

a.) The Company and the Union agree to meet each year prior to the construction season to discuss planned work and allocation of resources.

b.) Internal Construction crew staffing fourteen (14)

c.) Construction crews may be utilized to perform the following activities:

Examples of work that may be performed:
1. New growth services
2. New growth mains
3. Service replacements
4. Main connections
5. Main replacements
6. Service replacements associated with main replacements
7. Public work projects
8. System enhancements
9. Meter fitting work (Flexibility agreement)
10. Affected cast iron encroachments
11. Main & service taps

d.) The Company will have the ability to change the scheduled hours for employees assigned to Construction in order to meet customer and project needs. For example; If a municipality issues a permit with restricted hours or off hours the Company will notify the Union of schedule changes and provide the employees as much notice as possible however not less than 5 days (120 hours).

e.) The Company will strive to keep Construction employees working as much of the year as possible. Construction crews will start each year on or before April 1st and be completed on or after December 1st. The Company will determine start and end dates. If the Company determines inclement weather, work load in Maintenance or other factors that delay or end the construction crews prior to December 1st the Company will notify the Union. Construction employees will then be redeployed to perform maintenance work during these periods and winter months.

f.) Performance Measurements - The use of employees for Construction will be measured. The Company will track the following items to determine the employee's ability to perform the assigned work safely, productively and cost effectively. The Company and the Union will review performance results on a regular basis.

1. Health and Safety
    - OSHA recordable incidents
    - DART recordable incidents
    - PMVA recordable incidents
    - Absence rate
2. Quality
    - Percentage compliance in QA/QC program
    - DPU/Regulatory violations or findings
    - Customer Satisfaction
3. Productivity
    - Cost per units
    - Cost per foot
    - Feet of pipe installed per day
    - Number of services installed per day

g.) If targets are not met, the Company and Union agree to engage in cooperative efforts to make the necessary performance improvements. If after discussions with the Union, targets continue to no be met the Company crew will be replaced with another Company crew. If the second crew does not meet the performance measures the crew will be reassigned to other activities within the Maintenance department.

The Company and the Union will review and discuss construction crew performance. If the Company and Union agree that performance targets are being met, then further discussions between the parties will be conducted to determine if additional crews will be added.

Staffing:

(Table 1)	Main Crew	Service Crew	Main (open trench)	Service (open trench)
Distribution Tech A/Crew Leader	1	1	1	1
Distribution Tech B/C	2	1	1	1
Trainee or Temporary employee	1	1	1	
Total	**4**	**3**	**3**	**2**

Crews will be staffed with existing or additional employees as needed.

(Table 2)	# of crews	** # of employees
Main Crew		
Service Crew		
Total		

** Crew size will be determined by Table #1

- Temporary employees may be used for absence, vacation or additional manpower.
- Crew configuration and crew counts, as well as report locations may be altered to deliver optimal results depending on job type, work site conditions, absences, vacations, etc.
- Crews will not be moved from their report areas unless there is a curtailment of work or the Company needs to address workload. The Company will notify the Union prior to moving crews.
- All work will be scheduled at the Company's discretion.
- Crews may respond to class 1 leaks and emergencies if other crews are unavailable.

The Company will add four (4) construction crews as follows:

1 crew in Hyde Park AWC
1 crew in Somerville AWC
1 crew in Southboro AWC
1 crew in Worcester AWC

The crews will operate under the current Gas Construction Agreement. These are not incremental positions. The Company will add the four additional crews to the existing Construction crew compliment starting in 2020.

The construction crews will be selected based on daily work assignment. The practice of using a volunteer list is discontinued.

The parties agree to meet and discuss the implementation of the four new Gas Construction Crews.

Inspectors

1. The parties agree to create a new Inspector position. (see job description attached)
   This position will be paid 7% above the Distribution Technician A rate.

   Full time Inspector positions will be assigned to the locations listed below as follows:

   •Southborough 6
   •Worcester 5
   •Hyde Park 4
   •Somerville 5

   It is understood that the number of Inspectors in each area may be adjusted up based on the number of contractor crews working in an area. However, the number of inspectors in each area will not drop below the minimum number listed above.

In the event future legislation, code changes or a DPU order mandates a ratio different than is defined in this agreement, the parties agree to meet and negotiate changes to this Inspector Agreement. In the event the parties are unable to reach agreement, it is understood that the 7% premium will be discontinued, and the work described in paragraphs 3, 4, and 5 will revert to the bargaining unit.

2. Inspector to contractor crew ratio is planned at 3:1, however, when unplanned absences occur the Inspectors will back fill each other and expand to a 4:1 ratio. Beyond the 4:1 ratio any additional resources will be requested from the gas maintenance (qualified distribution Pool). After the 3-day absence period, the company shall assign additional resources from the gas maintenance group to maintain the 3:1 ratio.

3. If the Company utilizes outside contractors to perform gas pipeline associated work, the contractors will perform all mark-outs associated with said work. If necessary, Company inspectors may assist. The need to utilize Company inspectors in this role will be determined by the Company. If the contractor is unable to access a premise during normal working hours, the contractor will be permitted to perform the mark-out(s) during off hours. Except as described in this paragraph, Appendix F will continue to govern the use of contractors.

4. If the Company utilizes outside contractors to perform work on Company pipeline, the Contractors will be responsible for scheduling their own work. Company inspectors may assist in this process if necessary. The contractor shall notify the Inspector or meter service personnel who will coordinate the remaining scheduled work.

APPENDIX G

MISCELLANEOUS POLICIES

ADOPTION BENEFIT

Benefit Amount

The adoption benefit is 100% of the first $4,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses you actually incur are eligible for reimbursement.

The benefit is payable when the adoption is final. An adoption is final when a decree of adoption is entered by the court. Reimbursement will be provided when the Company receives proof of adoption and proof of payment of eligible expenses.

Eligible Expenses

The following expenses are eligible for payment:

- Adoption agency fees
- Legal fees
- Court fees
- Travel expenses
- A child's initial medical examination
- The pregnancy out-of-pocket medical expenses of the natural mother (to the extent these expenses are not eligible for reimbursement under another medical plan)

How to File a Claim

When your child's adoption is final, send original receipts and documentation to the Benefit's Department.

ADOPTION LEAVE

Eligibility

You are eligible for Company-paid adoption leave after you complete three (3) months of employment with NSTAR. Your pay during the duration of your adoption leave will be based on your base pay in effect on the day your leave starts.

You must give your supervisor at least three (3) months written notice of the date your leave will start and when you expect to return to work. If you are also eligible for FMLA leave, time taken for adoption leave will also count as FMLA leave.

Duration

Adoption leave begins on the date the child is received into your home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	Maximum Amount of Leave
6 years old or younger	*8 weeks*
At least 7 years old but less than 13 years old	*4 weeks*
At least 13 years old but less than 19 years old	*2 weeks*

Returning to Work

You generally have the right to return to the same position or an equivalent job with equivalent pay, benefits and working conditions at the conclusion of the leave. Moreover, employees have no greater right to restoration than if they had been continuously employed.

UNIFORMS AND RAINGEAR

- Rental uniforms that are supplied by the Company will be cleaned and maintained by the Company.
- Replacement rental garments will be issued as needed and upon return of old clothing to the Company.
- All employees who receive uniforms or are enrolled in the FR program will wear them during Company paid hours.
- Employees will not wear uniforms or FR clothing other than on Company business.
- One fire resistant coverall will be issued to Maintenance and I&R Department employees as part of their personal protective equipment and maintained by them.

The Company will supply rental uniforms to:

Garage Mechanics
Garage Attendants
Building Maintenance Person
Building Maintenance Mechanic
Building Electrician
Meter Repair Department
Tool Mechanic

The Company will supply raingear to:

Facilities
Fleet
Meter Services
Maintenance
Instrument & Regulation
SMMT

The Company will supply rubber footwear to:

Meter Services
Maintenance
Instrumentation & Regulation

The following classification will be enrolled in the FR program:

Garage mechanics will receive an initial allowance of $900.00 and a yearly allowance of $700.00 thereafter.

All other groups enrolled in the FR program:

Meter Services Technicians
Distribution Mechanic
Instrumentation & Regulation (All)
SMMT
Distribution Mechanic
Corrosion Technician

- The initial allowance is $1,450.00.
- Each year thereafter the allowance is $800.00 deposited into employee's clothing account in January. Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.
- In 2017 each employee enrolled in the FR program will receive an additional $200.00 allowance.

The practice of the Company issuing t-shirts will discontinue for employees enrolled in the FR program.

SAFETY SHOES

The employee, after producing a receipt for cost of safety shoes, will be reimbursed for one-half (1/2) the cost.

The following Classifications will be excluded:

1. All employees who fall under the Clerical Progression and Pay Plan.

2. Dispatchers.

LICENSES

The Company agrees to reimburse employees, including renewals, for licensing and certification fees for the following: hoisting license, welding certification, electrician license (if required) and Class A & B Driver's Licenses. (The Company agreed that all grandfather agreements now in effect will remain in effect.

EXAMS

The Human Resources Department after consulting with the Union President will appoint a representative of the Union

who may review with a member of the Human Resources Department, the results of exams affecting job appointments. The Company will notify the Union in writing of the name of proposed appointee. Only the exams pertaining to that specific appointment may be reviewed.

All exams will be the same as those viewed by the Union during negotiations.

A Union designate will be present during the administration of all job-qualifying exams.

DOG REPELLANT

Dog repellant will be supplied any individual requesting it.

DISCIPLINARY ACTION SLIPS

If an employee has received no disciplinary action slips for a period of three (3) years, all slips prior to that period will be removed from his file and returned to the employee.

APRONS

The Company will provide aprons for personnel working in the Meter Repair Department.

Aprons will be supplied to the crew trucks in the Maintenance Department.

PRESCRIPTION GLASSES

The Company will pay for one pair of prescription glasses per year, which are pitted or damaged due to welding or cutting during the performance of Company duties.

DIVISION AREAS

The NSTAR Electric & Gas Corporation is divided into two division areas - East and West. These divisions are sub-divided into four report areas namely, Somerville, Dedham, Southboro and Worcester. There will be no change in the divisions or the report areas unless mutually agreed upon by Union and Company. Failure to reach agreement will result in the implementation of the change by the Company subject to the contract grievance procedure. During the term of this contract, the foregoing procedures concerning Divisions and Report Areas will take precedent over the management functions clause in Article II of the contract.

DAYLIGHT SAVINGS TIME

On the day when Daylight Savings Time is established, all employees working said shift will be paid eight (8) hours at their base rate.When Daylight Savings Time reverts back to Eastern Standard Time, all employees working said shift will receive one (1) hour at the appropriate overtime rate in addition to their basic straight time rate.

SAFETY AND HEALTH

The Company will continue to make reasonable regulations for the safety and health of its employees during their hours of employment. Representatives of the Company and the union shall meet from time to time at the request of either party to discuss such regulations and other matters pertaining to safety.

Safety rules and practices and all applicable State and Federal Laws governing health and safety shall be complied with, by the Company and employees.

APPENDIX H
LEAVE OF ABSENCE

JURY DUTY

When an employee, except a temporary employee, is called to jury duty, he shall be excused from such of his regular scheduled work as is necessary to fulfill the jury duty, and the Company agrees to pay his base pay. The employee's schedule during the week of such absence for jury duty shall be deemed to be 8:00 A.M. to 4:30 P.M., Monday thru Friday.

The individual on jury duty will not be denied the opportunity to work overtime.

It is understood that employees will report for work if not called on a given day for jury duty or if released prior to 10:30 a.m.

SUBPOENAED WITNESS

The Company will allow necessary paid time off to an employee subpoenaed as a witness if the employee is not a defendant in the case or bringing action against the Company or its contractors.

FAMILY LEAVE

A regular employee shall be granted a leave of absence without pay up to 90 calendar days for the following reasons: care of a newborn or adopted child, care of an ill child, parent or spouse. Such leave may be extended by the Company.

A request must be made in writing to the Manager, Employee Relations within one week of expected date of the leave, if possible. Employee benefits will continue for a maximum of 30 calendar days from the beginning of the family leave of absence. If the employee chooses to continue such leave of absence beyond 30 calendar days, employee benefits will be continued in compliance with the law.

If the parent, child or spouse should die during said leave of absence, the employee shall be entitled to benefits as outlined in Appendix H, Funeral Leave.

Said employee shall return to the job and shift held prior to the leave.

The period granted as leave of absence will not constitute a break in the employee's service record if he returns to work upon its completion.

EMERGENCY LEAVE POLICY

Any employee required to remain away from the job on a regularly scheduled workday because of an emergency existing at home which requires his personal attention to make arrangements for care of such emergency, shall suffer no loss of base pay for that day provided he makes every effort to inform the Company, he reports for work as soon as is reasonably possible, and he works at least four (4) hours of that day. However, any employee after having reported for work on a regularly scheduled work day, and is then required to leave because of an emergency existing at home which requires his personal attention to make suitable arrangements for the care of such emergency, shall suffer no loss of base pay for that day.

FUNERAL LEAVE

When a death in the immediate family occurs, an employee will be allowed time off paid for at straight time rates to attend to the necessary funeral arrangements to a total of three (3) consecutive calendar days, if such days fall within his regularly scheduled work week. In special cases when a 4th day is required, it may be allowed at the discretion of the Area Manager or his delegate. In no case shall time off extend beyond the next scheduled workday after the funeral.

The immediate family means spouse, son, daughter, mother or father, sister or brother of the employee affected. In special cases, a relative with whom one lives in the same household may be allowed as in the immediate family at the discretion of the Area Manager or his delegate.

In the event of a death of an employee's mother-in-law or father-in-law, an employee will be allowed time off paid for at straight time rates to attend to the necessary funeral arrangements to a total of 3 consecutive calendar days, if such days fall within his regularly scheduled work week, but in no case to extend beyond the day after the funeral.

In the event of the death of a grandparent, aunt, uncle, brother-in-law, sister-in-law, stepchild, stepparent or grandchild, and if the day of the funeral falls on the employee's regular scheduled workday, the employee will be allowed that day off at straight time rates if the employee attends the funeral.

If a holiday occurs as one of the days in this funeral period, holiday allowance only will be paid for that day in accordance with our regular holiday policy.

Past practices concerning a representative group of members of the Union will be continued.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee's vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a re-assignment of those vacation days that were committed to the necessary funeral services and arrangements.

PERSONAL LEAVE OF ABSENCE

At the discretion of the Manager, Employee Relations, a Regular employee may be granted a leave of absence without pay for personal reasons not covered by other policies.

Each application for personal leave will be considered on the merits of the individual case. The Company will give the decision in writing within one (1) week of the request.

The period granted as leave of absence will not constitute a break in the employee's service record if he returns to work upon its completion.

Employee benefits will be continued for a maximum of 30 working days from the beginning of the Personal Leave of Absence.

MILITARY LEAVE

1. Service in Armed Forces Reserve Components

The Company approves the enrollment of employees in the National Guard Officers and Enlisted Reserve Corps of the United States Army, Air Corps and Navy and Marine Corps Reserves, and will grant military leaves of absence as specified.

2. Short Period Active Duty Training

A leave of absence up to a maximum of fifteen (15) working days in any calendar year for the purpose of active duty training will be granted to any employee who is a duly qualified member of a reserve component of the Armed Forces on receipt of written notice of dates of departure and return. Such leave of absence shall not affect the employee's right to his normal vacation, sick leave, or advancement. However, any portion of such leave of absence may be taken coincident with the employee's vacation if he so chooses.

- On receipt of a properly completed application, the Company will pay the difference between the employee's military pay plus allowances (except travel allowances) and employee's normal rate of pay for each day of scheduled work lost up to a maximum of five (5) working days in any calendar week. The computation will be based on a five (5) day work week.
- Military leave pay, when authorized, is subject to the normal deductions and to withholdings required by law.

- Leaves of absence under the above paragraphs will not interrupt purchases of pension, insurance, or health benefits if for less than one-month duration.
- No PR 2 is required for military leaves of absence of less than one month's duration, but the leave shall be indicated on the time card and the employee's request for leave, approved by his Department Head, shall accompany the first time card within the leave period.

(e) Standard forms for notification of proposed performance of active duty training and request for military leave pay may be obtained through the Payroll Department.

(f) Requests for leave of absence to attend service schools, or tours of duty for other than training will be considered as individual cases, on their merits.

3. Basic Training Periods for Reservist Enlistees

Active duty periods of three to six months are being required of some enlistees in reserve components of the Armed Forces. A leave of absence of up to six months plus necessary travel days will be granted, without pay, to any regular employee who, as a duly qualified member of a reserve component of the Armed Forces, is required to go on active duty for basic training as a condition of his service, on receipt of written notice with dates of departure and return. The period granted as leave of absence for this service shall not constitute a break in the employee's service record if he satisfactorily completes his tour of duty and returns to work upon its completion.

(a) The Group Life and Accidental Death Insurance and Employee Savings Plan participation of such employee will be suspended as of the first day of the month following his leaving the Company to enter the Armed Forces. They will be reinstated upon his return to work. His supervisor will secure from the employee his certificates for such group coverage and will hold them during the employee's absence in the service.

(b) If the Company is providing medical coverage for the employee and/or his dependents, such coverage will be subject to suspension during the period of absence, except if the employee requests in writing that the coverage be kept alive. This will apply whether the coverage is for the employee only or for employee and dependents. The employee will be expected to use the health care that his branch of the service provides for himself and his dependents.

(c) If the employee is a participant in the Pension Plan, benefits will accrue to him during such leave of absence based upon his rate of compensation as of the January 1st next preceding the commencement of his leave of absence provided he returns to work within 90 days of his discharge from Military Service.

(d) If the employee is entitled to a vacation before the date of his leave of absence, he may be given it then or it may be postponed until the end of the leave of absence. If he is not entitled to a vacation at the time he starts on his leave of absence, but would be so on the date of his return, he may then be given the vacation to which entitled if he had worked through the leave period, upon evidence of satisfactory completion of his tour of active duty.

4. Voluntary Enlistment or Service Under Effective Selective Service Acts

All pertinent provisions of Section 3. above will apply to employees occupying positions who are called for service in the Armed Forces under the provisions of the effective Selective Service Act, or who voluntarily enlist in the regular components, thereof.

(a) Leave of absence for such employees will be for the period for which called or enlisted, plus 90 days from the date on which released from such service, or from hospitalization continuing after discharge for not over one year.

(b) The employee must apply for re-employment with the Company within 90 days from his discharge or hospitalization as aforesaid, and present certificate of satisfactory completion of his period of training and service.

(c) If the Company is providing any medical coverage for the employee and/or his dependents, such coverage will be subject to suspension during the period of absence, except if the employee requests in writing that the coverage be kept alive. This will apply whether the coverage is for the employee only or for employee and dependents. The employee will be expected to use the health care that his branch of the service provides for himself and his dependents.

5. General Provisions

An employee on military leave will not be entitled to pay for holidays or days sick occurring during his leave. Vacation with pay will depend on length of absence and time of year occurring.
An employee who is so injured while on military leave as to be unable to perform his Company assignment, or who will require further hospitalization after his normal release date, should not accept release from active service until he is able to resume work. He will not be accepted for work or be eligible for Company health benefits until certified as able to work by a Company doctor.

APPENDIX I

EDUCATIONAL AID

TUITION ASSISTANCE PROGRAM POLICY

Under the tuition assistance program, you may be reimbursed up to $4,000. per year for undergraduate degree work or up to $5,250. per year for graduate degree work for approved courses. Reimbursement will be made only if you receive a final grade of "C" or higher. The actual dollars reimbursed will vary with the grade received: A=100%, B=90%, C=80%. In the case of a pass/fail course, reimbursement will be made only if you pass. Books and other materials are not covered under this policy.
For a course to be approved, it must be related to the work you perform for the Company or the related work that you could reasonable be expected to perform for the Company in the future. Courses that lead to law degrees or PhD's are not approved for reimbursement unless pre-approved by the Senior Vice President of Human Resources at NSTAR, or an authorized delegate.

APPENDIX J

SCHEDULE OF HOURS AND SCHEDULES

FACILITIES DEPARTMENT

7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Individuals

CLERICAL

7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Individuals

MAINTENANCE DEPARTMENT

3:30 P.M. to 11:30 P.M. Mon. thru Fri.	Two (2) Individuals in the Somerville Report Area and the Southboro Report Area
7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Planners
7:30 A.M. to 3:30 P.M. Mon thru Fri. Distribution Support Tech (see MOA, Dated 2/25/10, Page 54)	All other individuals

INSTRUMENTATION AND REGULATION DEPARTMENT

7:30 A.M. to 3:30 P.M. Mon. thru Fri.	Instrument Technician, General Technician, and Maintenance Technician

METER REPAIR DEPARTMENT

7:30 A.M. to 4:00 P.M. Mon. thru Fri.

4:00 P.M. to 12:00 A.M. Mon. thru Fri.* One (1) Meter Repair Tech. and One (1) Sp. Mtr. Maint. Tech.

*No present employee except by volunteering or bidding process.

WAREHOUSE & DISTRIBUTION DEPARTMENT

6:30 A.M. to 3:00 P.M. Monday thru Friday	Working Leader + One (1) Individual
8:00 A.M. to 4:30 P.M. Monday thru Friday	One (1) Individual
5:00 A.M. to 1:30 P.M. Monday thru Friday	One (1) Individual
7:30 A.M. to 4:00 P.M. Monday thru Friday	Two (2) Individuals

FLEET DEPARTMENT

7:00 A.M. to 3:30 P.M. Monday thru Friday	Southboro
7:30 A.M. to 4:00 P.M. Monday thru Friday	Southboro
4:00 P.M. to 12:00 A.M. Monday thru Friday	Southboro
7:00 A.M. to 3:30 P.M. Monday thru Friday	Auburn
8:00 P.M. to 11:00 P.M. Monday thru Friday	Auburn
6:00 A.M. to 2:30 P.M. Monday thru Friday	Somerville
3:00 P.M. to 11:00 P.M. Monday thru Friday	Somerville

METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA AND SEASON

							SOUTH		WORC	
SUN.	MON.	TUES.	WEDS.	THURS.	FRI.	SAT.	S	W	S	W
12-8AM	12-8AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1	1	1	1
OFF	OFF	12-8AM	12-8AM	12-8AM	12-8AM	12-8AM	1	1	1	1
4-12AM	4-12AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1	1	1	1
4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	OFF	OFF	1	2	1	2

OFF	OFF	4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	1	2	1	2
OFF	OFF	8-4PM	8-4PM	8-4PM	4-12AM	4-12AM	1	1	1	1
OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	1	1	1	1
1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	OFF	0	1	0	1
OFF	OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	0	1	0	1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	2	3	2	2
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	8	8	10	10
OFF	7-3PM*	7-3PM*	7-3PM*	7-3PM*	7-3PM*	OFF	2	2	2	2
OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	All other service techs. In each report area.			

*No present bargaining unit employee will be forced to work on this shift.
Service Technician D (see MOA, Dated 02/25/10, Page 55)

WINTER SCHEDULE
Winter schedule will be in effect only during the heating season (First Sunday in October to last Saturday in March).

FITTERS SCHEDULE

8:00 A.M. to 4:00 P.M. Monday thru Friday.

8:00 A.M. to 4:00 P.M. Tuesday thru Saturday One (1) team on a rotating basis.

1:00 P.M. to 9:00 P.M. Monday thru Friday One (1) individual Southboro.
Responsibilities of this shift will encompass the entire West Division, (Southboro and Worcester).

HYDE PARK METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA & SEASON

ASSIGNMENT BY AREA & SEASON							HP		
SUN	**MON**	**TUE**	**WED**	**THU**	**FRI**	**SAT**	**S**		**W**
OFF	OFF	12-8AM	12-8AM	12-8AM	12-8AM	12-8AM	1		1
12-8AM	12-8AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
4-12AM	4-12AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
OFF	OFF	4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	1		1
OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	0		1
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	1		1
OFF	7-3PM*	7-3PM*	7-3PM*	7-3PM*	7-3PM*	OFF	1		1
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	0		1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	0		1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	All other Techs		

** No present bargaining unit employee will be forced to work this shift.

SOMERVILLE METER SERVICES DEPARTMENT

SUN.	MON.	TUE.	WED.	THU.	FRI.	SAT.	S	W	
12-8	12-8	8-4	8-4	8-4	OFF	OFF	1	1	
OFF	OFF	12-8	12-8	12-8	12-8	12-8	1	1	
4-12	8-4	8-4	8-4	8-4	OFF	OFF	1	2	
OFF	4-12	4-12	4-12	4-12	4-12	OFF	2	3	
8-4	8-4	8-4	8-4	8-4	OFF	OFF	2	3	
OFF	OFF	8-4	8-4	8-4	8-4	8-4	3	4	
OFF	OFF	8-4	8-4	8-4	8-4	4-12	1	2	
OFF	1-9	1-9	1-9	1-9	1-9	OFF	0	1*	
OFF	10-6	10-6	10-6	10-6	10-6	OFF	1*	0	
OFF	8-4	8-4	8-4	8-4	8-4	OFF			All other service techs in Report Area

* SPLIT SHIFT TO BE ASSIGNED TO SAME SERVICE TECH

METER SERVICES DISPATCH DEPARTMENT

Shift	SUN	MON	TUE	WED	THU	FRI	SAT	
1	OFF	12-8	12-8	12-8	12-8	12-8	OFF	
2	OFF	7-3	7-3	7-3	7-3	7-3	OFF	
3	OFF	8-4	8-4	8-4	8-4	8-4	OFF	
4	OFF	1-9	1-9	1-9	1-9	1-9	OFF	
5	8-4	OFF	OFF	4-12	4-12	4-12	8-4	
6	8-4	8-4	8-4	8-4	OFF	OFF	8-4	
7	4-12	4-12	4-12	4-12	OFF	OFF	4-12	
8	12-8	OFF	OFF	8-4	8-4	8-4	12-8	
VR 1	OFF	8-4	8-4	8-4	8-4	8-4	OFF	

Implementation of Vacation Relief Shift VR 1

APPENDIX K

G.I. BILL APPRENTICE PROGRAM

The Company agrees on a voluntary Basis to participate in the Apprentice Program under the G.I. Bill.

Upon reasonable notice to the any affected employees, the Company reserves the right unilaterally to end participation in this program should the Company in its sole discretion decide that this is an appropriate step.

APPENDIX L

EDUCATIONAL ASSISTANCE

Confirming agreement reached during recent contract negotiation, the Company will provide up to $48,000 (up to $12,000 per year) for the purpose of an educational assistance plan for each dependent child of an employee who dies as a result of an accident on the job. This plan will be administered solely by the company and payment will be made upon submission to it of bills from the college in connection with room and board, fees, registration, tuition and books.

APPENDIX M

DEPENDENT DEATH BENEFIT

Confirming the agreement reached during recent contract negotiations, dependents of employees who die, as a result of an accident on the job, shall receive hospital, dental and vision care benefits. Coverage for spouse will cease with remarriage, reaching age 65 or become covered under another group plan. Coverage for dependent children will cease same as active employees. Benefits to be paid at 100% by the Company.

MEMORANDUM OF Agreement

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union regarding the establishment of a Distribution Support Technician (DST) Classification.

1. The job specification of Distribution Support Technician is accepted at the rate of pay outlined below and will become effective on April 2, 2010.

2. Rate of Pay:
   Trainee: $20.00
   6 Months: $22.00
   12 Months: $23.50

3. HOURS: Distribution Department, Monday- Friday 7:30 am – 3:30 pm, from first Sunday in May through last Saturday in October.

4. Hours: Meter Services Department, Monday-Friday 1:00 pm – 9:00 pm, except for period listed above.

5. Locations: 0-4 DST's in EAST (Somerville & Hyde Park) in 2010
   0-4 DST's in the West (Southborough & Worcester) in 2010
   Total for 2010: 0-8 DST's

   0-6 DST's in East (Somerville & Hyde Park) in 2011 & 2012
   0-6 DST's in West (Southborough & Worcester) in 2011 & 2012
   Total for 2011, 2012: 0-12 DST's

6. This classification will be excluded from Appendix F Unless,
a. At the Company's discretion, an employee is upgraded to a Distribution Mechanic C to cover a vacation of any duration, sickness or restricted (light) duty over 5 days: or
b. By mutual agreement, other circumstances result in the upgrade.

7. Article V – Hours and Wages, Section 14 – Assignment Outside Regular Report Area shall only apply when employees move East to West or West to East.
8. The Distribution Support Technician is responsible for successfully completing all training, OJT tasks and examinations as required.

Memorandum of Agreement

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union regarding the establishment of a Service Technician D Classification in the Meter Services Department

1.The job specification of Service Technician D is accepted at the rate of pay outlined below prior to the April 1, 2010 General Wage Increase.

2.The Service Meter Technician (SMT) Classification converts to a Service Technician D classification, effective April 2, 2010.

3. Service Technician D

Trainee:	$22.17 (6) months
Step 1:	$24.98 (6) months
Step 2:	$27.33 (6) months
Step 3:	$29.13

4. Current SMT'S may elect to be grandfathered at their present location and present work schedule, as Service Technicians D without progression.

5 No more than three (3) Service Technicians D will be scheduled on a Monday-Friday, 1pm-9pm shift in each area. Selection criteria for the shift:
(a). Volunteers by seniority for the Service Technician D in the area.
(b). Junior (non-grandfathered) Service Technician D in the area will be forced.

6.There will be no more than a total of twenty (20) Service Technicians D across all four (4) areas.

7.There will be no more than five (5) Service Technicians D in each of the four (4) areas.

8. Areas = Hyde Park, Somerville, Southborough and Worcester.

9. The Company and Local will work together to develop and implement a Service Technician Training Program, similar to the Distribution Training Program.

10. The Company will determine the progression from Service Technician D to C.
(a)If employed as a Local 12004 Service Technician D for 18 months or longer, training time to advance will be: 12 months from C to B, 9 months from B TO A, contingent upon successful completion of required classes and OJT.
(b)If employed as a Local 12004 Service Technician D for less than 18 months, the standard training times will apply according to present contract language, contingent upon successful completion of the required classes an OJT.
(c)Selection criteria for Service Technician C:

- Existing Service Technicians already in the progression C/B/A will have first option to select a new report area, before other represented employees. The Company and the Union will work together in the event that more than one (1) Service Technician leaves the area.
- Volunteer by seniority- All Service Technician D
- Former Service Technicians will have first options to bid this position before forcing area-junior (non-grandfathered) Service Technician D.
- Forced by area-junior (non-grandfathered) Service Technician D.

MEMORANDUM OF Agreement, Distribution Support Mechanic

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union.

1. The job specification of Distribution Support Mechanic is accepted at the rate of pay outlined below and will become effective on March 29, 2017.

2. Rate of Pay: Trainee: $24.26 6 Months: $26.65 12 Months: $28.40

3. HOURS: Maintenance Department, Monday- Friday 7:30 am – 3:30 pm, from first Sunday in May through last Saturday in October.

4. Hours: Meter Services Department Monday-Friday 8:00AM – 4:00PM pm. All incumbents in the DSM classification as of 4/1/17 will have the option of working 1:00PM – 9:00PM or 8:00AM – 4:00PM.

5. Total FTE's will not exceed twelve (12). The company will determine report locations.

6. This classification will be excluded from Appendix F Unless,
a. At the Company's discretion, an employee is upgraded to a Distribution Mechanic C to cover a vacation of any duration, sickness or restricted (light) duty over 5 days: or
b. By mutual agreement, other circumstances result in the upgrade.

7. Article V – Hours and Wages, Section 14 – Assignment Outside Regular Report Area shall only apply when employees move East to West or West to East.

8. The Distribution Support Mechanic is responsible for successfully completing all training, OJT tasks and examinations as required.

9. Distribution Support Mechanic will complete activity reports associated with tasks they perform.

10. Distribution Support Mechanic can make safe in accordance with first responder training, such as, evacuating and standing by for Service Technician.

11. At second cycle in the Meter Services Department or one (1) year of service, The Distribution Mechanic can isolate and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

12. The DSM classification will perform repairs on gate boxes. Types of repairs include roadway projects, paving projects, municipal and state projects and any and all work associated with G.L. C. 164 116B. Gate box repairs requested by other departments will be performed by DSM's as long as it is scheduled work. Any emergency type work will be performed by the Gas Maintenance department.

2013 Contract Negotiations

LEGAL REPRESENTATION

NSTAR Electric & Gas Corporation agrees to provide Local 12004 with legal representation for all its members who require this assistance as a result of any act or acts in connection with:

the business of the Company

This assistance will be provided only when the employee is acting within the scope of his/her authority and meets the above-stated test.

NEW HIRES

New Hires to EVERSOURCE will be given an opportunity to meet with the USW Local 12004 Administrator for one-half (1/2) hour during their orientation with the Company.

DISTRIBUTION MECHANICS

The Company and Union agree that twelve Distribution Mechanics will be transferred each year from January thru March to perform ATM inspections. Transferred employees from Distribution will be offered all applicable Appendix F overtime.

DISTRIBUTION WELDER TECHNICIAN TRAINING COORDINATOR

The Company agrees to establish two (2) Distribution Welder Technician Training Coordinators, to be determined by department seniority. One (1) will be assigned to the West Division and one (1) will be assigned to the East Division. The Distribution Welder Technician Training Coordinators will be paid seven percent (7%) above the current rate of pay when engaged in training, certifying and recertification of welders. The Company agrees to work with the local to develop a welder training program no later than September 1, 2013.

SERVICE TECHNICIAN – D

Service Technicians D can make safe in accordance with the first responder training, such as evacuating and standing by for a Service Technician.

Once the Service Technician attains the B rate in his progression, he can isolate, red tag, and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

Service Technician D can repair leaks on the work he performs and other incidental leaks, i.e. swivels, unions or tightening the nuts.

2013 Contract Negotiations

DISTRIBUTION SUPPORT TECHNICIAN

Distribution Support Technicians will complete activity reports associated with tasks they perform.

Distribution Support Technicians can make safe in accordance with first responder training, such as, evacuating and standing by for a Service Technician.

At second cycle in the Meter Services Department or one (1) year of service, the Distribution Support Technician can isolate and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

The rate of pay will increase by fifty ($.50) cents on the rate effective April 1, 2013, prior to the general wage increase.

INSTRUMENTATION AND REGULATION DEPARTMENT

Instrumentation and Regulation Department will perform critical valve inspections at gate stations and pressure regulating facilities.

Instrumentation and Regulation Department will conduct joint project review committee sessions during the1st and 3rd quarter of each year to discuss upcoming projects for the department. At said sessions, one (1) designated Local 12004 Instrumentation and Regulation representative from each area and one (1) union officer, appointed by the President of the Local will attend.

The rate of pay for the following will increase as stated, effective April 1, 2013:

- Instrument Technician $.60 per hour
- General Technician $.55 per hour
- Maintenance Technician $.55 per hour

Eliminate the Boot Mobile on Company property.

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COPY OF AGREEMENT

By and Between

NSTAR ELECTRIC & GAS CORPORATION

d/b/a/Eversource Energy

And

THE UNITED STEELWORKERS, AFL-CIO-CLC

On behalf of

LOCAL UNION NO. 12004

THE UNITED STEELWORKERS, AFL-CIO-CLC

APRIL 1, 2024 TO MARCH 31, 2028

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GENDER CLAUSE

Whenever used in this agreement, a masculine pronoun shall be deemed to include the masculine and feminine gender, and a singular word shall be deemed to include the singular and plural, unless the context clearly indicates otherwise.

AGREEMENT

PARTIES AND DATE

THIS AGREEMENT, DATED APRIL 1, 2024 between NSTAR Electric & Gas Corporation, d.b.a. Eversource Energy, (hereinafter the "Company") and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union, AFL-CIO/CLC on behalf of Local 12004, United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied- Industrial and Service Workers International Union, AFL-CIO/CLC (hereinafter called the "Union")

WITNESSETH

General Purpose

Whereas the parties hereto have reached an Agreement as a result of collective bargaining and for the purpose of facilitating the peaceful adjustment of differences that may arise from time to time, and to promote harmony and efficiency to the end that the Employees, the Company and the General Public may be benefited, the Parties hereto contract and agree with the other as follows:

COMPLIANCE AND APPLICABILITY OF LAWS

Section 1. Compliance with Laws
The parties hereto shall comply with the provisions of all applicable laws and all lawful regulations, orders and directives issued thereunder relating to rates of pay, wages, hours of employment and other conditions of employment during the term of this Agreement.

Section 2. Applicability of Laws
It is agreed that the provisions, if any, contained in this Agreement which are in conflict with the provisions of any Federal or any state laws and lawful regulations orders and directives shall not be enforceable.

ARTICLE I

General

SECTION 1
Recognition of Union for Certain Department

Pursuant to, and in conformance with, the National Labor Relations Act, the Company recognizes the Union as the sole collective bargaining agency in behalf of all Regular employees in the Office and Clerical Workers, Dispatch, Warehouse, Fleet, Facilities, Planning & Scheduling, Maintenance, Service, Distribution, Operations, Meter Repair, Customer Service and Instrumentation & Regulation Departments, to whom this Agreement applies for the purpose of bargaining in respect to wages, hours and conditions of employment.

"Employee" Definitions

Wherever used in this Agreement, the words "employee" or "employees" shall refer only to those employees to whom this Agreement is applicable.

*Subject to the Memorandum of Understanding, dated December 4, 1974.

SECTION 2
Classes Of Employees And Eligibility

The provisions of this Agreement shall apply only to regular employees as defined in Article I, Section 1. The term "Regular Employees" means those holding regular positions so authorized by the Company.

It is agreed, however, that the following regular employees are excluded from the terms of this Agreement, and that they shall not be eligible for Membership in the Union:

Officers, Directors, Managers, Superintendents, Secretaries to the above, Engineers, Accountants, Buyers, Supervisors, Foremen, Guards, Salesmen, Payroll*. Definitions of Supervisors and Foremen will be as defined in the National Labor Relations Act.

*Subject to the Memorandum of Understanding, dated December 4, 1974.

The following not being regular employees are, therefore, excluded from the application of the terms of this Agreement and except as noted in Article 1, Section 3, shall not be members of the Union:

(A) Temporary Employees

Those hired to fill temporary jobs such as seasonal construction work or temporary maintenance work. Any such employee who shall have worked twelve (12) consecutive months for the Company shall thereby become a regular employee, providing regular jobs are available.

The Company will not establish different hours for temporary employees other than those already established for regular employees.

(B) Probationary Employees

Those hired on six (6) months' trial to fill regular authorized positions which are open or expected to be open. It is understood that if such probationary employees are found satisfactory, and if the positions are still open, they will become regular employees.

SECTION 3
Union Security

Subject to the provisions of Sections 1 and 2 of this Article, it shall be a condition of employment that all employees of the Company covered by this Agreement and hired on or after September 1, 1973 or who are members of Local Union No. 12004, United Steelworkers, AFL-CIO-CLC in good standing on the execution date of this Agreement shall, on the thirtieth (30th) day following the execution date of this Agreement, become and remain members in good standing in the Union for the balance of the term of this Agreement.

It shall also be a condition of employment, subject to the provisions of Sections 1 and 2 of this Article, that all

probationary employees who are hired on or after its execution date, and who thereafter become regular employees, shall, on the thirtieth (30th) day following the beginning of such employment, become and remain members in good standing in the Union for the balance of the term of this Agreement.

During the six (6) month probationary period, the Company shall determine the suitability of said new employee for acceptance as a regular employee. The decision as to the retention by the Company of any probationary employee as a regular employee subsequent to the completion of his probationary period of employment is one which is within the sole discretion of the Company and if the Company for any reason terminates said probationary employee from its employ at any time prior to or at the completion of his probationary employment, such action shall not be subject to the Grievance Procedure or to Arbitration under this Agreement, nor shall such action form the basis of any claim whatsoever under this Agreement.

In the event a probationary employee bids and is awarded another position within the Company, such employee will not be transferred to the new position until his probationary period is completed. Additionally, probationary employees will not be eligible for the Appendix F for the duration of their probationary period.

ARTICLE II

SECTION 1
Union Agreement On Continuity Of Work

During the term of this Agreement or any extension thereof, there shall be no authorized or sanctioned cessation, retarding or stoppage of work because of any dispute which may result from an interpretation of this Agreement, or from any cause whatsoever. It is further agreed that any employee represented by the Union and/or subject to the terms and conditions of this Agreement who, without the authority or sanction of the Union, voluntarily absents himself or herself from work because of any dispute or demand may be denied further employment or suspended at the option of the Company, provided, however, the Union may use the grievance and arbitration procedure as contained in Article III of this Agreement on the sole question whether such employee absents himself or herself from work because of a dispute or demand.

Company Agreement On No Lockout

The Company agrees that during the life of this Agreement there will be no lockout.

Management Functions

Being among the usual functions of Management, it is agreed (subject as limited and stated in this Contract to review procedure in certain cases and to rules of seniority where applicable), that the Company has the sole right at all times to employ, promote, transfer, and discharge employees, and to determine the number and qualifications of employees. Nothing in this paragraph is to be construed as a statement of limitations of Management.

Court Or Similar Action

In further consideration of the mutual promises contained herein, the parties expressly agree that neither shall bring, or cause to be brought, any court, or other legal or administrative action against the other until after the dispute, claim, grievance or complaint has been brought to the attention of the Party against whom it was made and the said Party after actual notice of same, has within reasonable time, failed to take steps to correct the cause or circumstances giving rise to such dispute, claim, grievance or complaint.

SECTION 2
Mutual Desire For Uninterrupted Service

It is the desire of both Parties to provide for uninterrupted and continuous service. Nothing herein is intended, however, to prevent the resignation or discharge of individuals, the discharge being subject to review under the conditions and in the manner hereinafter specified in Article III, and Article IV.

SECTION 3
Union Desire To Promote Company's Welfare

The union agrees that its members will individually and collectively perform loyal and efficient work and service, use their influence and best efforts to protect the property of the company and the Company's interests, assist in promoting the sale of the company's products, and cooperate with the Company and the employees of all departments in promoting and advancing the welfare of the Company and its service at all times.

Company To Cooperate With Union For Harmony And Efficiency

The Company agrees that it will cooperate with the Union in its effort to promote harmony and efficiency among all the Company's employees.

SECTION 4
Agreement Concerning Discrimination Against Certain Employees

The Company agrees not to interfere with the rights of its employees to become members of the Union. There shall be no discrimination, interference, restraint, or coercion by the Company, or any of its agents against any employee because of Membership in the Union. The Union agrees collectively and individually for its members and agents, not to intimidate or coerce employees into Membership and not to solicit memberships, distribute pamphlets or discuss Union matters during working hours. The Union further agrees for its members not to discriminate against any employee of the Company because of non-membership in the Union or to intimidate, coerce or refuse to work cooperatively with any employee or workman not a member of this Union, or to refuse to work upon or with materials furnished by the Company. The Union agrees that because of the nature of the Company's business, its members will promptly and loyally obey a request of a Company Supervisor where such request has direct connection with the work of the Company and is not contrary to Company Safety Rules; and in that they will promptly, loyally, and carefully follow operating and safety rules. It being agreed, however, that any orders given shall be by Company Supervisors and will not be in violation of the Safety Rules as applicable.

ARTICLE III

SECTION 1
Shop Steward Selection

Notification will be made by the Union as to the identity of the Grievance Committeemen and Shop Stewards within thirty (30) days of the signing of the Agreement. The Company will be notified of any changes in position within seven (7) days. The Grievance Committeemen selected by the Union shall have the right to participate with any department Shop Steward in the various steps of the grievance procedure.

SECTION 2
Employee Grievance Procedure

In the event of any dispute between the Union and the Company as to the meaning, application or intent of the provisions of this Agreement, the procedure of settlement shall be as follows:

1st A discussion of the grievance between the aggrieved employee with his Shop Steward and his immediate Supervisor. If no satisfactory settlement is made, the Department Head and the Grievance Committeeman will be called in to the discussion at the first convenient opportunity.

2nd A meeting between the Shop Steward, a member of the Grievance Committee and the Department Head. At this stage, the grievance shall be presented in writing on a form mutually agreed to between the Company and the Union. The Department Head will give his answer in writing within seven (7) days unless the period is extended by mutual agreement. This step must be initiated within thirty (30) days of knowledge by the Union of the incident that caused the dispute.

NOTE: In making investigation under paragraph 1 and 2 above, the employees concerned shall first receive permission from the Department Superintendent or someone designated by him, to absent themselves from their work.

3rd A Meeting between the Grievance Committee and the President of the Company or his duly authorized representative. If a meeting between the parties is to be held it will be requested no later than thirty (30) days after the date of the Department Head's written answer in the second step. The Grievance Committee may be accompanied by a representative of the United Steelworkers, AFL-CIO-CLC. The parties agree to schedule quarterly meeting dates for 3rd step grievances hearings at the start of each year. However, in the case of termination, the parties agree to hold a Step 3 hearing within thirty (30) days of the Step 2 hearing or at the quarterly meeting, whichever comes first.

If not, the Local shall be notified in writing, giving the reason for delay. In the event that no satisfactory settlement of the dispute is reached by the foregoing procedure then such matter may be referred to a Board of Arbitration. If arbitration is not so requested within forty-five (45) days of the first meeting of this step, it shall be deemed abandoned unless said period is extended in writing by mutual agreement of the Grievance Committee and the Company.

4th In the event that arbitration is required, one arbitrator will be appointed within thirty (30) days of the request. The Arbitrator shall be chosen as follows: The Company and the Union will each designate a representative to choose the arbitrator. If the Arbitrator cannot be mutually agreed upon within ten (10) days of the initial request, then said Arbitrator is to be appointed by the American Arbitration Association. No Arbitrator shall have the power to add or subtract from or modify any of the Terms of this Agreement or pass upon or decide any question except the grievance submitted to the Arbitrator in accordance with the foregoing provisions. The Arbitrator will be instructed to render a decision within thirty (30) days from receipt of all materials pertinent to the case. The award of this appointed Arbitrator shall be final and binding on both the Company and the Union. The Company and the Union shall bear the expense equally of the Arbitrator.

Mutually agreed upon extensions will automatically extend the time within the steps of the grievance procedure.

ARTICLE IV

Working Conditions

SECTION 1
Conditions Not Covered

Working conditions which were in operation on the effective date of the Agreement, and which are not covered by this Agreement shall remain in effect unless changed by mutual consent of both parties to this Agreement. The Union agrees to not unreasonably withhold such consent when the change in question may interfere with the efficient operation of the Company; provided, however, that such change is not detrimental to the employees involved.

SECTION 2
Seniority Determination

Seniority shall be determined from the date of the beginning of the last continuous period of employment. In determining length of service for the purpose of seniority, absence from the Company's service for less than six (6) months shall be disregarded. Absence for more than six (6) months, but less than one (1) year, shall be deducted from length of service. Absence of more than one (1) year shall forfeit all seniority previously established, except two (2) years in case of lay-off. An absence due to any employee's resignation from the Company's service shall forfeit all seniority previously established. The only exceptions to this method of determining length of service shall be leave of absence in writing granted by an Officer of the Company, illness attested to by a Physician's Certificate, leave of absence for the transaction of Union business as provided for in Article IV, Section 4, or service in the Military Forces of the United States, or the Commonwealth of Massachusetts.

Temporary Transfers

Transfers may be made at the option of the Company on a temporary basis for a period not to exceed forty (40) worked days for any one transfer. Temporary transfers shall be limited to sickness/accident, vacations, restricted duty, job hold over and workload. Temporary transfers due to workload will be for the following areas: Meter Service (SNOPs), Gas Meter Shop (Meter Technician and ERTs) and snow removal in Facilities (B&G).

There will be no 40-day transfers from a department while the Company has outside contractors performing work in that department, with the exception of someone who is on restricted duty. An employees' restrictions will determine their eligibility for a temporary transfer. An employee on restricted duty cannot displace an unrestricted employee in his department. The Company will endeavor, first, to find work in his department and report area. If no such work is available, the Company will then attempt to find work in another department within his report area prior to transferring him. The practice of banking overtime associated with Appendix F, where applicable, will be for a period not to exceed thirty (30) days.

Temporary transfers beyond forty (40) worked days shall be mutually agreed upon. An employee may be subject to a Temporary Transfer twice in any calendar year. On a voluntary basis an employee may be transferred an unlimited number of times, with prior agreement from the Union. This will not affect the number of transfers which are mutually agreed to between the Company and the Union. (A permanent transfer of over forty (40) worked days shall be covered by Article IV, Section 5).

When a 40-day transfer occurs between two calendar years, the year in which the majority of time worked will

determine what year the 40-day transfer is charged to; if split evenly (20 days/20 days), it will be charged to the year the transfer ends.

Seniority Status When Interdepartmental Transfer Occurs

An employee transferred on a temporary basis shall continue to accrue seniority in the original department. The affected chief stewards and department stewards shall be notified of such transfers.

An employee permanently transferred to another department or job shall retain his seniority in his former department or departments, but not accumulate further seniority in such department, as of the date of transfer, if the transfer is to another department, but shall begin seniority in his new department as of that date.

Lay-Off And Recall

Lay-off and Recall after Lay-off of employees shall be made initially within each department according to Company seniority, namely, length of service in the Company, but subject to the qualifications of the employees involved to do the work required. An employee laid off from a particular department under the foregoing shall have the option of returning to the last job he held in the department from which transferred. An employee laid off who has worked in one department only, or whose last job in the department from which transferred has been abolished will, where other jobs are available, have the option, without displacement of other employees, to transfer to such available jobs if qualified and able to perform the work required, otherwise he shall have the option of replacing an employee with the least Company seniority in a labor classification.

Employees who have been laid off from the Company shall be returned to work in the inverse order in which they have been laid off, provided they are qualified and have the ability to perform the work available, before any new employees are hired. The right to be recalled shall cease after three (3) years from the date of layoff. A laid off employee, who is notified by registered mail to return to work, must report to the Human Resources Organization with seventy-two (72) hours after such notice has been received by him/her and, when reporting, he/she shall advise said Company whether or not he/she will return. Said Company will send notification to the last known address. Should the letter be returned undeliverable, or the employee fails to advise the Human Resources Organization within seventy-two (72) hours that he/she will return to work or fails to return to work within fourteen (14) days after advising the Company that he/she will do so, the next employee shall be called.

Promotions And Vacancies

Promotions and transfers to fill vacancies may be made both within departments and from one department to any other. In filling vacancies or making promotion, other qualifications being equal, Company seniority shall prevail. The word “qualifications” as used in this section, shall include such matters as experience, physical fitness, skill, knowledge, efficiency, and responsibility.

It is agreed that if a vacancy is to be filled that the past practice of posting or filling position without undue delay will be continued.

Review Rights Re Non-Promotion, Lay-Off, Or Non-Reemployment

If an employee has not been promoted, or has been laid off and not reemployed, such employee shall have the right to have his case reviewed, provided he requests such review within two (2) weeks, in accordance with

Article III. If a Union member receives an unfavorable decision in regard to this paragraph, he may within six (6) months have the matter reopened for consideration upon the discovery of newly obtained evidence and facts.

If an employee is discharged for any reason, such discharge or demotion may be reviewed under the grievance procedure set forth in Article III, provided a request for such review is made within two (2) weeks. The Company shall then furnish him with the reason for his discharge or demotion. If upon investigation such employee has been found to have been unjustly discharged or demoted, he shall be reinstated and shall be paid for any time he may have lost at his regular rate of pay.

Any dispute arising out of the operation of seniority shall be settled as provided elsewhere in this Agreement for the settlement of all grievances or disputes.

SECTION 3
Bulletin Boards

The Company shall provide bulletin boards at locations mutually agreed upon for the purpose of posting official Union notices only. Said notices shall not be of a controversial or political nature as determined by the Company's designated representative. Said bulletin boards shall be glass-enclosed, and the Union Secretary shall be responsible for the posting of any notice in accordance with the foregoing.

SECTION 4
Right Of Employees To Serve Union As Officials

The Company agrees to grant to employees of the Company who are members of the Union such reasonable leaves of absence for transacting business of the Union or any Affiliated Union Organization in such numbers and for such length of time as the Company shall determine. An employee shall not be entitled to be paid by the Company during any such leave of absence.

Any member of the Union granted a written leave of absence and employed in any official capacity by the Union, or any Affiliated Union Organization, shall not lose his seniority in the department in which he was employed. Such employee of the Company permanently employed by the Union in any official capacity, or by an Affiliated Union Organization, shall, upon being relieved of his official position with the Union, be entitled to be reinstated in the position he held at the time of taking such official position.

The Company further agrees that time lost by an employee when transacting authorized Company-Union business, such as negotiation or grievance proceedings, shall be paid for by the Company.

(a) Grievance proceedings reimbursement at Step 3 meetings will be limited to a maximum of eight (8) members.
(b) Arbitration proceedings reimbursement will be limited to a maximum of three (3) bargaining unit members.
(c) Negotiation proceedings reimbursement will be limited to a maximum of eight (8) members.

SECTION 5
Job Posting

When an existing or a new job classification which falls within the range of jobs covered by the Bargaining Unit is to or has become vacant or is to be filled, notice of such Job Classification is to be posted for a period of ten (10) calendar days. The notice is to state the name of the job, the name of the person to whom applications

for such job are to be made, and the date and time before which such applications must be made in order to be considered. The "open" job will not be filled until the time specified in the posted notice except if the Company deems it necessary, it may fill such job on a temporary basis. No "posting" will be made, however, to cover the usual filling of jobs temporarily vacant due to such conditions as sickness, accidents, vacation, etc. Within two (2) weeks after expiration of the posting period, the vacancy will be filled by the accepted applicant, but if there is no applicant who is qualified, the Company shall have the right to hire a new employee to fill such vacancy within 60 days of the expiration of the original posting date, after which time the job will be re-posted if it is to be filled. The employee will be transferred no later than the third Sunday following the Award Posting. Any employee assigned to a posted job with a progression of 24 months or less, shall have forty-five (45) "worked" days in which to qualify. If the posted job has a progression of more than 24 months, the employee shall have sixty (60) "worked" days in which to qualify. If he is unable to qualify, he may return to the classification from which he came without loss of seniority rating therein. The resulting vacancy will be offered to the next qualified bidder from the original posting. If there are no other qualified bidders, the Company shall repost the job if it is to be filled. All other provisions of this Contract not inconsistent with this paragraph are to apply concerning the filling of a job classification, except for employees who have not made application in compliance with this job posting provision.

Employees away from work because of vacation, illness or other legitimate reasons one or two days during the posting period will have an additional one or two days, as appropriate, to bid the job once they have returned to work, assuming it is within two (2) weeks of the date of the job award.

Employees senior to the successful applicant away from work because of vacation, illness or other legitimate reason for the entire posting period may within two (2) weeks of the date of the job award question the award.

The company will notify the Union in writing as to whom the applicants were and who was the successful applicant.

Job Posting and Bidding Sheet formats will not be changed without mutual consent.

ARTICLE V

Hours And Wages
SECTION 1
Schedule Of Wage Rates

The Union and the Company agree that subject to conditions of the Contract, the wage rates in effect for the term of this Agreement shall be in accordance with the schedule marked SCHEDULE OF WAGES, in Appendix A which is made a part hereof. It is further agreed to hire at a rate of pay no more than the negotiated rates, which are effective at the end of the first six (6) months of employment.

SECTION 2
Normal Work Week Defined

The normal work week for all employees covered by this Agreement shall consist of forty (40) hours being five (5) consecutive days of eight (8) hours.

SECTION 3
Working Schedule Stipulations

A stated hour for reporting for work, and a stated schedule of working time shall be given each employee, and except in cases of emergency, forty-eight (48) hours' notice of any change in such schedule shall be given to him, except where employees request and it is agreed to schedule two (2) shifts in one day (department payroll day) in order for the employee to obtain more consecutive or convenient time off. Each employee shall keep the Company informed in regard to changes in his address or telephone number. Address changes shall be reported to the Union Recording Secretary in writing by the Company. If for good cause an employee is unable to report for work, reasonable notice of such fact should be given to the Company.

An employee will not be required to work outside his report area zone except as outlined in Article V, Sections 13 and 14.

SECTION 4
Call-In Definitions And Stipulations

Recall To Work
A recall to work occurs during non-scheduled hours when an employee is called back to work and is released before his next scheduled hours.

Early Call In
An early call in occurs when an employee is called in before his regularly scheduled shift and continues working into that shift.

Travel Time
Travel time is one (1) hour's pay, allowed to cover time coming to and going from work, and applies only to "Recall to Work". One-half (1/2) hour's pay will be paid as travel time on an "Early Call In".

Stipulations

Recall To Work
If an employee is "Recalled to Work" during non-scheduled hours, such work time plus an allowance of one hour for travel time shall be overtime. In no such case shall this total be less than five (5) hours. For Mark-Outs in no such case shall this total be less than (4) four hours.

Early Call In
"Early Call In" will be paid for at overtime rates for time worked prior to regular starting time.

SECTION 5
Overtime Stipulations

1. An employee shall be credited with overtime for all work in excess of eight (8) hours worked in any one (1) day except where employees request and it is agreed to schedule two (2) shifts in one day (departmental payroll day) in order for the employee to obtain more consecutive or convenient time off, or in excess of forty (40) hours worked in any one (1) payroll week at one and one-half times his base wage rate.

2. Employees covered by this Agreement shall receive pay at time and one-half their base wage rate for all work that does not occur within their regularly scheduled work day or work week (except whenever the opportunity is offered employees to make up their forty (40) hour week, after having lost work due to conditions beyond the Company's control, such time shall be paid for at the straight time rate).

This paragraph shall not be construed to change in any way the present holiday, sick pay policy or equalization of overtime policy.

3. An hourly paid employee who may be required to report to work at regular starting time is to be allowed a minimum of four (4) hours pay when, in the Company's opinion, conditions prevent work being performed.

4. It is agreed to continue the present policy on posting lists for the equalization of overtime.

5. The following will apply for off-hours call outs of Maintenance, Meter Services and Instrumentation and Regulation personnel.

The Company will make two attempts to reach the individuals necessary to respond to a call out by area.

If the number of individuals required for Distribution call outs is not reached by using the area call out list, the Company will make one attempt to reach the individuals required by utilizing the call out list from the report area in that region:

Region 1: Somerville, Hyde Park
Region 2: Southborough, Worcester

The existing practice of calling qualified individuals from other Instrumentation and Regulation report areas will continue.

Individuals called from these lists will report directly to the location or the report area as directed by the supervisor.

If unable to obtain the required number of people, supervisory and/or contractor personnel will be utilized.

The past practice regarding call outs for specialized personnel will continue.

Affected personnel will indicate at the beginning of each workday their availability to work continuous overtime and their availability for off-hours call outs.

SECTION 6
Holiday Stipulations

1. The following days shall be recognized as holidays on the day on which they are observed:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
President's Day	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day*

In addition to the above holidays, employees are entitled to two (2) Floating Holidays annually. An employee may elect to take Floating Holidays at any time, providing he/she submits a request thirty (30) days prior to the day/days he/she is requesting and said request is approved by the employee's Department Manager. Subject to operational needs, the Company will attempt to accommodate the employee's request. Employees shall not receive both sick pay and holiday pay on any normally scheduled workday.

If any employee is required to work on a floating holiday which had been scheduled and approved, said employee will have the option of being paid according to Article V, Section 6 or paid at straight time and reschedule the floating holiday.

If the holiday cannot be rescheduled within the year for which it applies, the employee must schedule it within sixty (60) days from the first day of the following year or it will be forfeited.

2. If an employee is not required to work on the holiday, said employee shall be paid a holiday allowance equivalent to eight (8) hours pay at his regular base rate of pay.

3. a) If an employee is required to work on a holiday, he shall receive time and one-half for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   b) In a week in which one of the holidays listed in 1. above is observed, if prior to the holiday it was understood that the employee would not be required to work on such holiday but he is notified on the holiday that work will be required that day, he will be paid a minimum of five (5) hours, at the applicable rate provided in paragraph (a) above, for his work on such holiday, plus the Holiday Allowance referred to in paragraph 2.

   c) If an employee is required to work on Christmas Day, he shall receive double time (2) for the first eight (8) scheduled hours worked, plus holiday allowance as set out above. For all hours worked in excess of eight (8) hours, he shall receive pay at the rate of two and one-half times his regular base rate of pay.

   d) In the event of a call into work on Christmas Day, the employee will be paid two (2) times their hourly rate for all hours worked.

   * If the Company observes Christmas on the day before or the day after December 25th, employees who work on the observed day will receive regular overtime rate of one and one-half (1 ½).

4. With the exception of employees on Union business, no employee covered under this Agreement shall be eligible for any holiday allowance as set forth above if such employee is not receiving pay for the payroll week in which the holiday occurs.

5. Any holiday as set forth in this contract which falls on a Saturday will be observed on the preceding Friday.

6. Nothing in this contract shall be construed to provide for the pyramiding of overtime or premium pay.

SECTION 7
Sunday Premium Stipulation

A premium of 35% will apply to all regularly scheduled hours of work on scheduled shifts, the major portion of which shifts fall between 12 Midnight Saturday and 12 Midnight Sunday. This premium applies to basic hourly wage rates only, it being understood that the payment of such premium is limited to straight time worked.

SECTION 8
Shift Differential

1. Shift differential or premium pay shall be in addition to the affected job classification base rates and shall be payable for regularly scheduled rotating shift jobs whenever and for such periods, other than "day" shift, as scheduled and shall be figured at the rate of two dollars and fifty-five cents ($2.55) per hours worked during "afternoon" shift and two dollars and fifty-five cents ($2.55 per hours worked during "night" shift). Shift Differential will be increased by $.10 cents each year of the contract.

   April 1, 2024: $2.55
   April 1, 2025: $2.65
   April 1, 2026: $2.75
   April 1, 2027: $2.85

2. Such pay shall not apply under the following policies: sickness, accident, vacation, holiday, leave of absence.

3. "Day", "afternoon", and "night" shifts shall be defined as follows:

   (a) "Day" shifts shall include all shifts scheduled to start between 7:00 a.m. and 9:00 a.m.

   (b) "Afternoon" shifts shall include all shifts scheduled to start between 12:00 p.m. and 5:00 p.m.

   (c) "Night" shifts shall include all shifts scheduled to start between 10:00 p.m. and 12:00 a.m.

   (d) Classifications required to work shifts will be defined in Appendix C and Appendix J.

4. If an employee is not entitled to a shift differential during his REGULARLY SCHEDULED hours, he will not receive a shift differential during overtime hours.

5. If an employee works into a shift preceding or succeeding his regularly scheduled shift, he will carry the premium or shift differential (if any) which corresponds with his regularly scheduled shift. This premium or shift differential (if payable) shall on overtime hours be multiplied by one and one-half. The past practice regarding shift differential on overtime worked on days of relief will continue.

Shift Assignments

Seniority within the department roster will be the determining factor in the assignment of shifts. The junior individuals will be required to work the shifts not volunteered for by the senior individuals. All voluntary shifts

will be on a permanent basis. An individual who volunteers to work a permanent shift will only be permitted to change said shift if another individual volunteers to take that shift on a permanent basis after posting within the affected department report area, or it shall be assigned to an individual who was not in the roster at the time it was accepted on a permanent basis.

SECTION 9
Payment For Working Second Day Of Relief

An employee who is required to work on the 2nd day of relief in any consecutive 7-day period and having worked one hour of his 1st day of relief and all of his scheduled hours during such period shall be paid double time his regular base rate of pay for hours worked on said 2nd day of relief. An employee who has earned premium in accordance with this provision will not be entitled to another such premium until he has again qualified for it, on the basis of work performed in another 7-day period.

SECTION 10
Meal Stipulations

If an employee is required to work ten (10) consecutive hours or more, he shall receive a meal reimbursement not to exceed ten dollars and seventy-five cents ($10.75). If the employee continues working beyond the tenth hour, he shall receive an additional meal reimbursement not to exceed ten dollars and seventy-five cents ($10.75 to be paid for each additional four (4) hours of continuous overtime work thereafter. Effective April 1, 2024 the amount will be increased by $.25 cents each year of the contract.
If an employee is recalled to work and is required to work four (4) or more hours, he shall receive a meal reimbursement not to exceed ten dollars and seventy-five cents ($10.75) except that effective April 1, 2024, the meal reimbursement will be increased by $.25 cents each year of the contract.

April 1, 2024: $10.75
April 1, 2025: $11.00
April 1, 2026: $11.25
April 1, 2027: $11.50

It is agreed that this section does not apply where employees work overtime through courtesy to fellow employees.

SECTION 11
Rest Period Stipulations

If an employee is required to work sixteen or more consecutive hours, he will be allowed a period of nine hours off before returning to work unless an emergency arises which makes it necessary for the Company to call him back to work before the expiration of the nine-hour period. Any part of the nine-hour period, which extends into the employee's normal work schedule will be paid for at basic straight time rates. If such paid time shall carry him to within two (2) hours of the end of his normal work schedule, he shall be excused without loss of pay from his normal work schedule. Time allowed off for meals will not prevent the hours worked from being considered consecutive.

If an employee continues to work for more than twenty-four (24) consecutive hours, he will receive the appropriate overtime rate for all consecutive hours worked after his original shift.

SECTION 12

Rate Of Pay When Assigned To Another Job Classification

Employees assigned temporarily to a higher rated job for periods of three (3) hours or less but more than one-half (1/2) hour shall receive the higher rate of pay for actual time worked on the higher rated job that day. Such time shall be calculated on a cumulative basis.

Employees assigned temporarily to a higher rated job for periods of more than three (3) hours shall receive the higher rate of pay for all straight time worked that day.
Employees temporarily assigned to a lower rated position shall retain their regular rate of pay.

Selection of employee to be transferred shall be in accordance with Article IV, Section 2, Promotions and Vacancies.

SECTION 13
Emergency Work Premium

When an employee is assigned to work outside his normal report area for a period of more than 24 continuous hours, including travel time, the method of payment will be as follows:

a) The employee so assigned will be paid for working time at the applicable overtime rate, and for rest time at their regular straight time rate.

b) The Rest Period Policy will not apply during this emergency work when employees are being paid under (a), but every effort will be made to give employees adequate rest time.

c) If a holiday occurs during this assignment, working time shall be paid for at the applicable holiday rate and rest time at the regular straight time rate.

d) When the assignment is completed, and the employees have returned to their own Report Area, the normal method of payment and rest time procedures will be in effect.

e) Employees covered by this Agreement, in like classifications, in the areas to which outside crews have been assigned in excess of 24 continuous hours, will be paid according to the same premium method as the assigned crews covered by this Agreement. The rest period application will be the same beginning at the time the first outside crew arrives in the area and continuing until outside crews have left the area when the normal method of payment and rest procedures will be in effect.

f) If employees in other classifications are assigned and become working participants in the area of the service interruption for a period in excess of 24 continuous hours including rest time, the above provisions will apply.

g) Employees once assigned under the above conditions will not be reassigned to circumvent this Agreement.

SECTION 14
Assignment Outside Regular Report Area

When an employee is required to work outside his normal report area, at the start of the day, the following will apply

a) Without forty-eight (48) hours' notice, the employee has the option of reporting directly to his re-assigned

location or his normal report area. Should an employee choose to report to his normal report area, he will be transported by the Company to and from the re-assigned location. In no case will an employee be required to travel on his own time or provide his own transportation on such an assignment. If an employee elects to report directly to his re-assigned location, he will be compensated in accordance with paragraph b) outlined below.

b) With forty-eight (48) hours' notice, the employee may be required to report directly to his re-assigned location. If such is the case, the employee will be required to travel on his own time and provide his own transportation. An employee will receive an allowance equal to one (1) hour of his straight time base rate for each way of the required travel.

c) The Company will solicit for volunteers based on Company seniority. In the event there are no volunteers, the qualified junior employee will be assigned.

d) Distribution Support Technician – Assigned Outside Regular Report Area shall only apply when employees move East to West or West to East.

Parties agree to form a Mutual Aid subcommittee (2024 negotiations).

SECTION 15
Retrogression Pay Plan

Where an employee of ten years or more of continuous service, because of disability, is or becomes unable to continue to perform assigned duties based on classification as of the date of disability, the rights of such employee and the obligations of the Company under such circumstances shall be determined in accordance with memorandum entitled "Disability Retrogression Pay Plan" which memorandum of said "Disability Retrogression Pay Plan" marked Appendix B is hereby incorporated by reference in this Agreement.

SECTION 16
Effect Of Law On Overtime Provisions

All overtime provisions are subject to modification by the Company in the event of changes in Federal or State laws whether by statute or decision.

ARTICLE VI

SECTION 1
Vacation Stipulations

The amount of vacation time you are eligible for depends on your years of service. Additional weeks are awarded as of January 1 of the year in which you reach the milestone.

Years of Service	Vacation Entitlement for Full Time Employees
Less than one year:	
• Start date January 1 to March 31	15 days
• Start date April 1 to June 30	10 days
• Start date July 1 to September 30	5 days
• Start date October 1 to December 31	No vacation days
1-5 years	15 days per year
6 years	16 days per year
7 years	17 days per year
8 years	18 days per year
9 years	19 days per year
10-19 years	20 days per year
20+ years	25 days per year

Employees Hired before 4/1/2017 will receive the following:

- 26 years: 26 Days
- 27 Years: 27 Days
- 28 Years: 28 Days
- 29 Years: 29 Days
- 30+ Years: 30 Days

If you are a part-time employee Who typically works more than 20 but less than 40 hours per week, you are entitled to a prorated amount of vacation time based on your years of service. Employees who typically work fewer than 20 hours per week are not eligible for vacation time.

Rate of compensation will be based on scheduled work week of each employee (calculated at the equivalent straight time rate) where employee is eligible for full two (2) weeks' vacation.

On partial vacations where employees have less than two (2) weeks' vacation, the rate of compensation will be based on scheduled workday (calculated at the equivalent straight time rate).

Effective January 1, 1981 the rate of compensation for one week's vacation pay will be based on the prior year W-2 earnings divided by the number of pay periods in the year, or 40 hours at the basic straight time rate in effect at the time of the vacation, whichever is higher. (On one-day vacations the weekly figure based on W-2 earnings will be multiplied by 1/5). Employees will be allowed to carry over one (1) week vacation. Employees must notify Company by April 1st if they intend to carry over a week and it must be taken by December 1st of the following

year. Employees will receive pay in lieu of if unable to take carry-over week in this time frame.

Employees required to work during their assigned vacation shall receive, in addition to their vacation pay, time and one-half their base rate of pay for all time worked. Vacation time worked and paid for under this clause will not be rescheduled.

Vacations will be granted according to schedules approved by the Company.

In choosing vacations within a department roster Company seniority shall govern.

In the event of a holiday falling within a vacation period, an employee shall have the option of receiving pay for the holiday in addition to his regular vacation pay or be given an additional day off with pay.

In the event that an employee becomes ill while on vacation, such time will not be considered vacation time but fall under Sick Pay Benefits if a doctor's certificate is presented.

Vacation payment of wages will be paid in advance unless otherwise notified by the employee. The past practice on the scheduling of vacations will continue.

In the Somerville Report Area Gas Services Department - vacations will be granted according to Section 9 of the Memorandum of Agreement dated March 8, 1984.

Termination And Retirement For Employees Hired Before 4/1/2017

a) Each Regular employee whose service is terminated prior to receiving the current year's vacation shall receive pay for one forty-hour week at his regular rate of pay plus one day's pay at his regular rate of pay for each month of service prior to January 1, but not to exceed a total of ten working days.

b) Each Regular employee whose service is terminated as above and who has had five or more years of continuous service shall receive pay for one normal work week in addition to that provided for in the preceding paragraph.

c) Each Regular employee whose service is terminated as above and who has had ten or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a) and b).

d) Each Regular employee whose service is terminated as above and who has had twenty or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a), b), and c).

e) Each Regular employee whose service is terminated as above and who has had thirty or more years of continuous service shall receive pay for one forty-hour week in addition to that provided for in a), b), c) and d).

f) In addition to the above, each Regular employee whose service is terminated as above and

who has had twenty-six (26) through twenty-nine (29) years of continuous service shall receive pay for additional days as follows:

26 years	1 day
27 years	2 days
28 years	3 days
29 years	4 days

g) Termination for the purpose of a), b), c), d), e) and f) shall include retirement, death and any other termination of service.

h) For retirement purposes, any vacation allowable under this policy in the calendar year of retirement may be taken as paid time off or cash on retirement at employee's option.

Effective January 1, 1981 the rate of compensation for one week's vacation pay will be based on the prior year W-2 earnings divided by the number of pay periods in the year, or 40 hours at the basic straight time rate in effect at the time of the vacation, whichever is higher. (On one-day vacations the weekly figure based on W-2 earnings will be multiplied by 1/5).

Termination And Retirement For Employees Hired After 4/1/2017

If you terminate employment and you are age 55 or older with 10 or more years of service, you will receive a payout for the entire amount of your unused vacation time.

For all other terminations, you will receive the payout unused vacation time that is prorated based on your termination date.

Termination Between	**Amount of Vacation To Be Paid**
January 1- March 31	One third of total vacation entitlement less any vacation time already taken
April 1- June 30	Two- Thirds of total vacation entitlement less any vacation time already taken
July 1 or after	Full entitlement less any vacation time already taken

SECTION 2
Employee Benefits

Nstar Savings Plan
Eligible employees may participate in the NSTAR Savings Plan, which is incorporated herein, and which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Nstar Pension Plan
Eligible employees will participate in the NSTAR Pension Plan, which is incorporated herein, and which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. Benefits for eligible employees will be determined under the terms and conditions outlined in the Plan document entitled "Pension Plan for Employees of Commonwealth Energy System and Subsidiary Companies" and eligible employees hired after March 31, 2006 will be entitled to new hire Pension Equity Plan provisions as described in the Plan.

Group Insurance
Eligible employees will be covered under NSTAR's Basic Group Life Plan, Accidental Death and Dismemberment Plan and Business Travel Accident Plan as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect. Eligible employees, and their eligible dependents, may participate in NSTAR's Supplemental Life Plan, Dependent Life Plan, and Personal and Family Accident Plan as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan so long as this Agreement shall be in effect.

Health Plans
Eligible employees, and their eligible dependents, may participate in NSTAR's Medical, Prescription Drug, Vision and Dental Plans as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Current Employee Contribution Percentages:

- PPO100 – 22% Employee Contribution
- PPO90 – 20% Employee Contribution
- Savers Plan – 10% Employee Contribution

Affordable Care Act Re-Opener Language
The parties agree to monitor the impact of the Excise Tax on High-Cost Health Plans under the ACA (the "Excise Tax") and work collaboratively to overturn or otherwise mitigate the adverse impacts of ACA and the Excise Tax on Eversource. The parties agree to a limited re-opener which can be invoked by the Company if it makes the reasonable assumption based on regulatory guidance that it will be exposed to the Tax. The re-opener negotiations will be for the sole purpose of:

- Working together to design and implement options to the existing health insurance coverage for employees represented by USW Local 12004 (includes health plans such as medical, prescription drug, dental, vision, HSA, FSA, and other plans that may be subject to the Excise Tax) by making changes to existing plans, adopting a full replacement health plan or such other changes as the parties may agree are necessary to avoid or mitigate the Excise Tax; and
- Revisiting and potentially adjusting the cost borne by the Company and the employees including but not limited to payroll contributions, benefit levels or other forms of compensation.

If, at any time if after the parties have concluded re-opener negotiations and before December 31, 2019 the Company is relieved of the burden of the Excise Tax, then (absent any other negotiated result) the parties shall revert to the status quo preceding the agreements reached in the reopener.

During re-opener negotiations, the provisions of Article II, Section 1, Union Agreement on Continuity of Work and Company Agreement on No Lockout, of the collective bargaining agreement shall not apply and shall not limit the parties' respective rights under law. All disputes between the parties unrelated to the re-opener subjects will remain subject to the dispute resolution process contained in Article III, Section 2, during any period of re-opener negotiations.

Section 125 Plans
Eligible employees may participate in NSTAR's Dependent Care Plan, Flexible Spending Account and Health Savings Accounts, as are listed in the Group Welfare Benefits Plan for employees of NSTAR, which will continue in effect according to the terms of the Plan, so long as this Agreement shall be in effect.

Other Benefit Plans
Eligible employees may receive Employee Assistance, Adoption Assistance and Education Benefits. The provisions of these benefits are summarized in the "Other Benefits" section of NSTAR's Spectrum of Benefits binder and are incorporated by reference herein.

Sick And Accident Plan (See Appendix D)
Sick and Accident Benefits will be in accordance with Appendix D.

The Company reserves the right to provide the same benefits under another plan(s) or provider(s) if it so desires regarding those benefits described in Section 2.

Retiree Medical

If an active employee dies and is eligible for retiree medical on his/her date of death:

Continue (current practice to provide coverage for surviving dependents on the active group plan, at active rates (spouse until Medicare eligible, child up to age 26, etc.). Upon the surviving spouse reaching medical eligibility, allow the surviving spouse to begin participating in the Eversource Group Health and Welfare Benefits Plan for Retirees - HRA subsidy. Any eligible dependent children will also be eligible to participate in the HRA subsidy, until age 26. Note, upon the surviving spouses' transition to the retiree, plan, any enrolled dependents will also transition the retiree plan at the same time, if applicable.

Wellness

All members are eligible to participate in the Eversource Wellness Program (managed by Personify Health) and earn up to $200.00 annually in rewards. Program is available for both employee and spouse ($400.00 total).

ARTICLE VII

Payroll Dues Deduction

The Company agrees to deduct weekly from earned wages, dues, and initiation fees, each as designated by the International Treasurer of the Union on the basis of and for the term of individually signed voluntary check-off authorization cards heretofore and hereafter submitted to the Company.

The Company shall promptly remit once a month any and all amounts that are deducted to the International Treasurer of the Union, 60 Blvd of the Allies, Pittsburgh, Pennsylvania 15222.

The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken by the Company with regard to this Article.

ARTICLE VIII

Non-Discrimination

Neither the Company nor the Union will discriminate or harass any employee because of such employee's race, color, religion, national origin, sex, age, disability, gender identity, sexual orientation, genetic information, ancestry, veteran status, or military service, or any other basis protected from discrimination under state or federal law.

ARTICLE IX

Duration Of Agreement

This agreement shall continue in full force and effect until midnight March 31, 2028.

During the term of this Agreement should any provision or part thereof become illegal, the rest of the Agreement will continue in full force and effect.

This Agreement shall bind and inure to the benefit of the parties hereto and to their respective successors and assigns: and the words "COMPANY" and "UNION" respectively shall be construed to include their respective successors and assigns.

UNITED STEELWORKERS, AFL-CIO-CLC

David McCall,
President

Myles Sullivan,
International Secretary-Treasurer

Emil Ramirez,
Vice President, Administration

Kevin Mapp,
Vice President, Human Affairs

David M. Wasiura,
Director, District 4

Daniel McGrail
President, LU 12004

Michael Auclair
Recording Secretary, LU 12004

Michael Stanton
Chief Steward, LU 12004

Brendan Marks
Chief Steward, LU 12004

Dineen Dubuque
Fin. Sec., LU 12004

EVERSOURCE

Christopher Hall
V.P. of Employee & Labor Relations

John Buonopane
Sub District Director

Paul Hynes
V.P., LU 12004

Kevin Coleman
Chief Steward, LU 12004

Lloyd Palmer
Chief Steward, LU 12004

Sean Cruise
Chief Steward, LU 12004

Angela Baldwin
Treasurer, LU 12004

APPENDIX A

NSTAR ELECTRIC & GAS CORPORATION
LOCAL UNION NO. 12004

Schedule Of Wages And Progression

The basic wage rates of all employees covered by this Agreement shall be in effect as of April 1, 2024 as indicated by the base hourly rates listed below:

Effective April 1, 2024, the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.

Effective April 1, 2025, the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.

Effective April 1, 2026, the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.

Effective April 1, 2027, the basic wage rates of all employees covered by this Agreement shall be increased three (3.00%) percent adjusted to the nearest whole cent.

New Technology Agreement: an additional one time increase of .25% was added to the general wage increase effective April 1, 2020.

The policies in regard to promotions, wages and step increases as applied to all employees and job classifications covered by this Contract by and between NSTAR Electric & Gas Corporation and the United Steelworkers, AFL-CIO-CLC on behalf of Local Union No. 12004, United Steelworkers, AFL-CIO-CLC are shown on subsequent pages.

General Considerations
Promotions or step increases will occur on a time progression basis subject to the following requirements, duties and accomplishments:

a) Supervisors will make every effort to train employees and the employees are to cooperate in the training program, so that they may be qualified for promotion or step increases on the dates as later scheduled.

b) Any employee with two (2) years of service as a regular employee who qualifies in a job where the progression is from "Trainee" to an "A" rate will be paid the "C" rate but will be classified as a Trainee and follow the progression as outlined on the subsequent pages.

c) Prior to time of scheduled progression of employee, his record will be reviewed to determine if his progress and qualifications are satisfactory to warrant the progression in and to the job classifications as generally but not exclusively set forth in the attached job descriptions. If it is determined that the employee's progress and qualifications are not satisfactory to warrant progression, he shall remain in his present step and be eligible for review after three (3) months have elapsed.
d) If an employee in any department fails to pass a promotional exam in any progression step, he will remain in his present step and will be eligible to retake the exam after three (3) months have elapsed.

e) Employees who previously attained the "A" rate in a classification where the progression is from "Trainee" to "A", and who have not been in subject classification for five (5) years or longer, will, upon re-entering subject classification, be paid the "B" rate and following forty-five (45) "worked" days become eligible for the "A" rate.

f) All promotional exams in any progression step will be given within ten (10) "worked" days of the employees' eligibility date. Failure in giving the progression exam within the ten (10) "worked" days period will result in that employee progressing to the next step in rate. Exceptions to the above time limits must be mutually agreed.

g) At the end of the 1st six months of employment, which will be a test and probationary period, and if the Company upon review has designated the employee to become a regular employee, he will be classified in the suitable classification and rate as negotiated with the Union.

Effective April 01, 2024
Wage And Step Increase Policy Is As Follows:

Basic Hourly Rates

FACILITIES DEPARTMENT

Classification	*Prob. Period*	*6 Mos. Emp.*	*12 Mos. Emp.*	*24 Mos. Emp.*
Maintenance Person	**Trainee**	**C**	**B**	**A**
2024-04-01	34.20	41.00	43.51	45.94
2025-04-01	35.23	42.23	44.82	47.32
2026-04-01	36.29	43.50	46.16	48.74
2027-04-01	37.38	44.80	47.55	50.20

Progression Length:

Regular Employee:
- 6 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 18 Months

New Hire:
6 Months as Probationary Employee/Trainee
- 6 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 24 Months

Classification	*Entry Emp.*	*6 Mos. Emp.*	*12 Mos. Emp.*
Building Maintenance Mechanic	**C**	**B**	**A**
2024-04-01	48.23	49.12	53.32
2025-04-01	49.67	50.59	54.91
2026-04-01	51.17	52.11	56.56
2027-04-01	52.70	53.67	58.26

Progression Length:

Regular Employee:
- 6 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total: 12 Months

New Hire:
6 Months as Probationary Employee/Trainee
- 6 Months as C Rate (Probation)
- 6 Months as B Rate
- Progress to A Rate

- Total: 12 Months

Classification	*Entry Emp.*	*6 Mos. Emp.*	*12 Mos. Emp.*
Building Maintenance Mechanic/Electrician*	**C**	**B**	**A**
2024-04-01	48.23	49.12	53.32
2025-04-01	49.67	50.59	54.91
2026-04-01	51.17	52.11	56.56
2027-04-01	52.70	53.67	58.26

Progression Length:

Regular Employee:

- 6 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total: 12 Months

New Hire:

6 Months as Probationary Employee/Trainee

- 6 Months as C Rate (Probation)
- 6 Months as B Rate
- Progress to A Rate
- Total: 12 Months

Classification

Working Leader Facilities Management

2024-04-01	48.68
2025-04-01	50.14
2026-04-01	51.64
2027-04-01	53.19

MAINTENANCE DEPARTMENT

Classification

Distribution Technician

	Prob. Per. **P-T**	*6 Mos. Emp.* **T-C**	*12 Mos. Emp.* **C**	*24 Mos. Emp.* **B**	*36 Mos. Emp.* **A**
2024-04-01	34.20	39.97	44.00	46.81	51.50
2025-04-01	35.23	41.17	45.32	48.21	53.05
2026-04-01	36.29	42.40	46.68	49.66	54.64
2027-04-01	37.38	43.67	48.08	51.15	56.28

Progression Length:

Regular Employee:

- 6 Months as C Rate Trainee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total 30 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C Rate Trainee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 36 Months

Classification

Distribution Support Technician	**Prob Period**	**6 Mos.**	**12 Mos.**
	Trainee	B	A
2024-04-01	30.59	33.60	35.80
2025-04-01	31.51	34.60	36.88
2026-04-01	32.45	35.64	37.98
2027-04-01	33.43	36.71	39.12

Progression Length:

Regular Employee:

- 6 Months as B Rate
- Progress to A Rate
- Total 6 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as B Rate
- Progress to A Rate
- Total 12 Months

Classification	*Prob. Period*	*6 Mos. Emp.*	*12 Mos. Emp.*	*24 Mos. Emp.*	*36 Mos. Emp.*
Welder/Distribution Technician	**Trainee**	**C-Trainee**	**C**	**B**	**A**
2024-04-01	34.20	39.97	44.00	46.81	56.75
2025-04-01	35.23	41.17	45.32	48.21	58.46
2026-04-01	36.29	42.40	46.68	49.66	60.21
2027-04-01	37.38	43.67	48.08	51.15	62.02

Progression Length:

Regular Employee:

- 6 Months as C-Trainee Rate
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total 30 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C-Trainee Rate
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total 36 Months

Classification	
Construction Inspector	
2024-04-01	55.10
2025-04-01	56.76
2026-04-01	58.46
2027-04-01	60.21

Classification	*Prob. Period*	*6 Mos. Emp.*	*12 Mos. Emp.*	*24 Mos. Emp.*	*36 Mos. Emp.*
Backhoe Operator	**Trainee**	**C-Trainee**	**C**	**B**	**A**
2024-04-01	34.70	48.67	48.67	48.67	52.47
2025-04-01	35.74	50.13	50.13	50.13	54.05
2026-04-01	36.81	51.63	51.63	51.63	55.67
2027-04-01	37.92	53.18	53.18	53.18	57.34

Progression Length:

Regular Employee:

- 6 Months as C-Trainee Rate
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total 30 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C-Trainee Rate
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total 36 Months

Classification

Working Leader – Distribution

2024-04-01	55.10
2025-04-01	56.76
2026-04-01	58.46
2027-04-01	60.21

Classification

Working Leader – Distribution Backhoe

2024-04-01	56.10
2025-04-01	57.78
2026-04-01	59.51
2027-04-01	61.30

Classification

Training Coordinator Distribution Training Coord

2024-04-01	58.50
2025-04-01	60.26
2026-04-01	62.07
2027-04-01	63.93

Classification

Tool Technician*	*Prob. Per.* **Trainee**	*6 Mos. Emp.* **B**	*12 Mos. Emp.* **A**
2024-04-01	34.20	44.00	51.50
2025-04-01	35.23	45.32	53.05
2026-04-01	36.29	46.68	54.64
2027-04-01	37.38	48.08	56.28

Progression Length:

Regular Employee:

- 6 Months as B Rate
- Progress to A
- Total: 6 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as B Rate
- Progress to A Rate
- Total: 12 Months

*Employees holding the classification of Distribution Technician A, will continue to receive that rate of pay if

the successful applicant.

PLANNING & SCHEDULING DEPARTMENT

Classification	*Prob. Emp.*	*6 Mos. Emp.*	*12 Mos. Emp.*	*18 Mos. Emp.*	*24 Mos. Emp.*
Planner	**Trainee**	**C-Trainee**	**C**	**B**	**A**
2024-04-01	40.46	40.46	44.12	47.11	49.91
2025-04-01	41.68	41.68	45.44	48.53	51.40
2026-04-01	42.93	42.93	46.81	49.98	52.94
2027-04-01	44.21	44.21	48.21	51.48	54.53

Progression Length:

Regular Employee:

- 6 Months as C-Trainee
- 6 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 18 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C-Trainee
- 6 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 24 Months

Classification	*Prob. Period*	*6 Mos. Emp.*	*12 Mos. Emp.*
Gas Operations Clerk	**Step 1**	**Step 2**	**Step 3**
2024-04-01	35.95	40.65	44.33
2025-04-01	37.03	41.87	45.66
2026-04-01	38.14	43.13	47.03
2027-04-01	39.28	44.42	48.44

Progression Length:

Regular Employee:

- 6 Months as Step 2
- Progress to Step 3
- Total: 6 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as Step 2
- Progress to Step 3
- Total: 12 Months

INSTRUMENTATION AND REGULATION DEPARTMENT

Classification	*Prob. Period*	*At 6 Mos. Emp.*	*At 18 Mos. Emp.*	*At 30 Mos. Emp.*	*At 42 Mos. Emp.*
Instrument Technician	**Trainee**	**C-Trainee**	**C**	**B**	**A**
2024-04-01	35.06	43.03	49.09	49.96	54.17
2025-04-01	36.11	44.32	50.57	51.46	55.80
2026-04-01	37.19	45.65	52.08	53.00	57.47
2027-04-01	38.31	47.02	53.65	54.59	59.19

Progression Length:

Regular Employee: New Hire:

- 12 Months as C-Trainee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 36 Months

- 6 Months as Probationary Employee
- 12 Months as C-Trainee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 42 Months

Classification	*Prob. Period*	*At 6 Mos. Emp.*	*At 18 Mos. Emp.*	*At 30 Mos. Emp.*
General Technician	**Trainee**	**C**	**B**	**A**
2024-04-01	34.98	42.96	49.03	49.91
2025-04-01	36.03	44.25	50.50	51.40
2026-04-01	37.11	45.58	52.01	52.94
2027-04-01	38.22	46.94	53.57	54.53

Progression Length:

Regular Employee:

- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 24 Months

New Hire:

- 6 Months as Probationary Employee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 30 Months

Classification	*Prob. Period*	*6 Mos. Emp.*	*18 Mos. Emp.*
Maintenance Technician	**Trainee**	**B**	**A**
2024-04-01	34.99	42.96	49.04
2025-04-01	36.04	44.25	50.51
2026-04-01	37.12	45.58	52.02
2027-04-01	38.24	46.94	53.59

Progression Length:

Regular Employee:

- 12 Months as B Rate
- Progress to A Rate
- Total: 12 Months

New Hire:

- 6 Months as Probationary Employee
- 12 Months as B Rate
- Progress to A Rate
- Total: 18 Months

METER REPAIR DEPARTMENT

Classification	*Prob. Period*	*6 Mos. Emp.*	*12 Mos. Emp.*
Meter Technician	**Trainee**	**B**	**A**
2024-04-01	34.20	36.29	37.11
2025-04-01	35.32	37.37	38.22
2026-04-01	36.29	38.50	39.37
2027-04-01	37.38	39.65	40.55

Progression Length:

Regular Employee:
- 6 Months as B Rate
- Progress to A Rate
- Total: 6 Months

New Hire:
- 6 Months as Probationary Employee
- 6 Months as B Rate
- Progress to A Rate
- Total: 12 Months

Classification	*Prob. Period*	*6 Mos. Emp.*	*18 Mos. Emp.*	*30 Mos. Emp.*
Meter Repair Technician	**Trainee**	**C**	**B**	**A**
2024-04-01	34.20	41.84	44.37	48.23
2025-04-01	35.23	43.09	45.70	49.67
2026-04-01	36.29	44.38	47.07	51.17
2027-04-01	37.38	45.71	48.48	52.70

Progression Length:

Regular Employee:
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 24 Months

New Hire:
- 6 Months as Probationary Employee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 30 Months

Classification	*Prob. Period*	*6 Mos. Emp.*	*18 Mos. Emp.*	*24 Mos. Emp.*
Special Meter Maintenance Technician	**Trainee**	**C**	**B**	**A**
2024-04-01	34.20	43.03	43.58	49.40
2025-04-01	35.23	44.32	44.89	50.88
2026-04-01	36.29	45.65	46.23	52.41
2027-04-01	37.38	47.02	47.62	53.98

Progression Length:

Regular Employee:
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 24 Months

New Hire:
- 6 Months as Probationary Employee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 30 Months

Classification	
Working Leader-SMMT	
2024-04-01	52.86
2025-04-01	54.44
2026-04-01	56.08
2027-04-01	57.76

WAREHOUSE DEPARTMENT

Classification

Working Foreman - Stores

2024-04-01	51.00
2025-04-01	52.53
2026-04-01	54.10
2027-04-01	55.73

Classification	*Prob. Per.*	*6 Mos. Emp.*	*12 Mos. Emp.*	*24 Mos. Emp.*
Stock Handler	**Trainee**	**C**	**B**	**A**
2024-04-01	34.20	42.58	44.51	47.25
2025-04-01	35.23	43.86	45.85	48.67
2026-04-01	36.29	45.17	47.22	50.13
2027-04-01	37.38	46.53	48.64	51.63

Progression Length:

Regular Employee:

- 6 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 18 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 24 Months

FLEET DEPARTMENT

Classification

Working Foreperson- Transportation

2024-04-01	55.07
2024-08-25* MOA	57.09
2025-04-01	58.80
2026-04-01	60.57
2027-04-01	62.38

Classification			
Mechanic *(short progression)*	*Prob. Period*	*At 6 Mos. Emp.*	*At 18 Mos. Emp.*
	C	**B**	**A**
2024-04-01	42.18	45.04	51.54
2024-08-25* MOA	42.18	45.04	53.50
2025-04-01	43.45	46.39	55.11
2026-04-01	44.75	47.79	56.76
2027-04-01	46.09	49.22	58.46

Progression Length:

Regular Employee:

- 12 Months as B Rate
  (or until qualified, whichever is first)
- Progress to A Rate
- Total: 12 Months

New Hire:

- 6 Months as C Rate Probation
- 12 Months as B Rate
  (or until qualified, whichever is first)
- Progress to A Rate
- Total: 18 Months

(Progression above requires all items of qualifications to enter the roster in Appendix C.)
The parties agree that an employee won't be held back from advancing to the A Rate if they haven't qualified through no fault of their own within the 12-month period (ex. Scheduling with the State, etc).

Classification

Mechanic *(Long Progression)*	*Prob. Period*	*At 6 Mos. Emp.*	*At 18 Mos. Emp.*	*30 Mos. Emp.*	*42 Mos. Emp.*
	Trainee	**Trainee**	**C**	**B**	**A**
2024-04-01	34.21	38.68	42.18	45.04	51.54
2024-08-25* MOA	34.21	38.68	42.18	45.04	53.50
2025-04-01	35.24	39.84	43.45	46.39	55.11
2026-04-01	36.30	41.04	44.75	47.79	56.76
2027-04-01	37.39	42.27	46.09	49.22	58.46

Progression Length:

Regular Employee:

- 12 Months as Trainee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 36 Months

New Hire:

- 6 Months as Prob Trainee
- 12 Months as Trainee
- 12 Months as C Rate
- 12 Months as B Rate
- Progress to A Rate
- Total: 42 Months

(Progression above requires items 1, 2, 3 and 4 of the qualifications to enter the roster in appendix C. This progression requires the successful completion of three years of night school in a course approved by the Company.)

The parties agree that an employee won't be held back from advancing to the A Rate if they haven't qualified through no fault of their own within the 12-month period (ex. Scheduling with the state, etc).

Classification

Transportation Clerk	
2024-04-01	39.72
2025-04-01	40.91
2026-04-01	42.14
2027-04-01	43.40

GAS SERVICES DEPARTMENT

Classification

Working Leader/Training Coordinator

2024-04-01	59.56
2025-04-01	61.35
2026-04-01	63.19
2027-04-01	65.09

Classification	*Prob. Period*	*At 6 Mos. Emp.*	*At 12 Mos. Emp.*	*At 24 Mos. Emp.*	*At 30 Mos. Emp.*
Service	**Trainee**	**T-C**	**C**	**B**	**A**
Technician/Fitter					
2024-04-01	34.87	43.01	49.16	50.07	55.67
2025-04-01	35.91	44.30	50.64	51.58	57.34
2026-04-01	36.99	45.62	52.16	53.12	59.06
2027-04-01	38.10	46.99	53.72	54.72	60.83

Progression Length:

Regular Employee:

- 6 Months as C Rate Trainee
- 12 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 24 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C Rate Trainee
- 12 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 30 Months

Classification

Service Technician D

	Prob. Period	*At 6 Mos. Emp.*	*At 12 Mos. Emp.*	*At 18 Mos. Emp.*
	Trainee	**C**	**B**	**A**
2024-04-01	34.87	39.30	42.99	45.83
2025-04-01	35.91	40.48	44.28	47.21
2026-04-01	36.99	41.70	45.61	48.62
2027-04-01	38.10	42.95	46.98	50.08

Progression Length:

Regular Employee:

- 6 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 12 Months

New Hire:

- 6 Months as Probationary Employee
- 6 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 18 Months

Classification	
Fitter A	
2024-04-01	55.67
2025-04-01	57.34
2026-04-01	59.06
2027-04-01	60.83

Classification				
Service Dispatcher*	**T-C**	**C**	**B**	**A**
2024-04-01	37.20	44.03	46.49	49.58
2025-04-01	38.31	45.35	47.89	51.07
2026-04-01	39.46	46.71	49.33	52.60
2027-04-01	40.65	48.11	50.81	54.18

Progression Length:

Regular Employees and New Hire employees with experience:

- Months as C Rate
  - 2 Mos. not to exceed 3 Mos.
- Months as B Rate
  - 2 Mos. not to exceed 3 Mos.
- Progress to A Rate
- Total 4-6 Months

Regular Employees and New Hire employees without experience:

- 3 Months as C Rate
- 3 Months as B Rate
- Progress to A Rate
- Total 6 Months

*Eligible candidates with 'experience' will be defined as follows:

- 2+ years emergency dispatching experience – EMS/Police/Fire/Gas or Electric Utility
- 2+ years of meter service experience as a rated technician working for Eversource
- 2+ years of call center experience working for Eversource

Probationary period runs concurrent with C-B-A progression.

Classification	
Training Coordinator-Gas Dispatch	
2024-04-01	53.05
2025-04-01	54.64
2026-04-01	56.28
2027-04-01	57.97

CORROSION DEPARTMENT

Classification	*Prob. Period*	*18 Mos. Emp.*	*30 Mos. Emp.*	*36 Mos. Emp.*
Corrosion Technician	**Trainee**	**C**	**B**	**A**
2024-04-01	33.77	38.51	43.90	46.62
2025-04-01	34.78	39.67	45.22	48.02
2026-04-01	35.83	40.86	46.58	49.46
2027-04-01	36.90	42.08	47.97	50.94

Progression Length:

Regular Employee:

- 12 Months as Trainee
- 12 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 30 Months

New Hire:

- 6 Months as Probationary Employee
- 12 Months as Trainee
- 12 Months as C Rate
- 6 Months as B Rate
- Progress to A Rate
- Total 36 Months

Corrosion Techs to receive 1% pay increase above the General Contract Increase (2024 Contract).

All red circled employees will remain red circled in their present classifications. An employee who is red circled will have the right to return to his original report area without any loss of pay on a one-time basis.

APPENDIX B

Memorandum Regarding Disability Retrogression Pay Plan

I. NON-COMPENSABLE DISABILITY

In the event an employee becomes unable to perform his normal duties because of a disability for which he is not receiving Workers' Compensation benefits, and if the Company is able to provide him with work which he is capable of performing, he will be assigned to such work. His ADJUSTED pay rate shall be determined by the PLAN shown below.

a. FUTURE RETROGRESSIONS

1. Less than ten full years of continuous service at time of retrogression.

a) An employee with less than ten full years of continuous service with the Company at the time of retrogression shall receive the ultimate base rate of his new job classification.
b) The new rate shall become effective at the time of such retrogression.

2. Ten full years or more of continuous service at time of retrogression.

An employee with ten full years or more of continuous service with the Company at the time of retrogression shall receive no reduction in his basic rate of pay.

II. COMPENSABLE DISABILITY

In the event an employee becomes unable to perform his normal duties because of a disability for which he is receiving Workmen's Compensation benefits, and if the Company is able to provide him with work which he is capable of performing, he will be assigned to such work. His pay rate shall be determined as set forth above, except that the following shall apply:

(a) If, at the time of retrogression, the employee is receiving compensation for partial disability, the Company will pay such amounts so that the employee's total compensation from the Company and from such Disability Benefits will equal the new (as determined by I (A) above) pay rate.

(b) The date the employee commences work at his lower classification shall be considered as the date of retrogression.

III. GENERAL PROVISIONS APPLICABLE TO I AND II ABOVE

a) In all computations, only FULL YEARS of service shall be used.

b) An employee with ten or more full years of continuous service shall hold the title of his new job classification with the word "SPECIAL" appended thereto.

c) The Medical Representative of the Company in all cases shall consult with such employee's family physician and in the event of disagreement as to the employee's condition and/or ability to perform the work of any particular class, the case shall be referred to a recognized specialist or clinic in the field

of medicine involved, whose opinion will be final and binding upon all parties.

d) No change in GROUP INSURANCE shall result from such retrogression.

e) An employee transferred to a lower classification under this PLAN shall be assigned without posting the job.

f) Reference to continuous service in the Company shall include service with other subsidiary companies of the same System.

g) If an employee who is being compensated under the provisions of this PLAN is again transferred to one or more lower classifications, his new rate shall be as if the employee had been transferred to such lower classification initially, using all factors applicable at the time of the first retrogression. The resultant rate shall reflect all wage adjustments, which were made in such lower classification since the date of initial retrogression.

h) The Company, may in its discretion, withhold the provisions of this PLAN for employees who also engage in work for other than the Company or its affiliates.

APPENDIX C

Classification Qualifications And Specific Conditions

Job Duties

See Job Postings for job duties as presented and agreed upon.

Schedule Of Hours And Schedule

See Appendix J.

Facilities Department

Qualifications To Enter The Roster For Maintenance Person

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License.
3. Pass the Bennett Test with a raw score of 24.

Qualifications To Enter The Roster For Buildings Maintenance Mechanic

1. Must be able to perform moderate physical work in all types of weather and emergency conditions.
2. Possess a valid Massachusetts Driver's License.
3. Pass the Bennett Test with a raw score of 24.
4. Must have a minimum of five (5) years industrial experience in facilities related positions. This shall include troubleshooting HVAC systems and other mechanical systems pertaining to operating and maintaining large industrial buildings. Performs other non-mechanical work within the department as required.

5. Must possess and maintain a certificate in Basic Refrigeration.
6. Must obtain within eighteen (18) months of being awarded the position of Buildings Maintenance Mechanic, a certification/diploma for Refrigeration System Repair (HVAC Refrigeration) and be EPA certified in the recovery and charging of refrigeration gases.

Qualifications To Enter The Roster For Buildings Maintenance Electrician

1. Must be able to perform moderate physical work in all types of weather and emergency conditions.
2. Possess a valid Massachusetts Driver's License.
3. Pass a Bennett Test with a raw score of 24.
4. Must have a minimum of five (5) years industrial experience in facilities related positions. This shall include troubleshooting, repairs and installation work of moderate scope of lighting, electrical, communications, data and electromechanical systems and control circuits associated with building power systems, HVAC systems and other control systems. Performs other non-electrical work within the department as required.
5. Must possess and maintain a Massachusetts Journeyman Electrician's License.

Clerical

Qualifications To Enter The Roster For Clerk

1. Be Physically fit.
1. Pass job related tests.
2. The Plan call for Clerks to do any job in their respective departments and any Clerk in any department may be temporarily assigned to help out in another department during vacations, meal periods, rest periods, illness and other reasonable absences within their report area.

Classification And Location By Report Area

Title	**Location**				
Clerk:	Somerville	Hyde Park	Southboro	Worcester	Westwood
Dispatch:					
Distribution:	Somerville	Hyde Park	Southboro	Worcester	Westwood
Gas Service:	Somerville	Hyde Park	Southboro	Worcester	
Fleet:			Southboro		
Meter Repair:			Southboro		
Facilities:			Southboro		

Maintenance Department

Qualifications To Enter The Roster of Distribution Mechanic

1. Be physically fit.
2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.
3. Pass the Bennett Test with a raw score of 24.
4. Pass pre-qualification test administered by the training department.
5. Hold a valid hoisting license or be willing to train and qualify for it after assignment to the classifications.
6. If the applicant has prior experience in Construction or Maintenance the company may start the employee at the Mechanic C rate.

   Examples of prior experience:
   1) Minimum of 1-year experience in gas facility installation or maintenance
   2) Minimum of 1-year experience in utility installation or maintenance
   3) Valid CDL license
   4) Be operator qualified and or pipe joining qualified
   5) General construction background including excavation

Exams

Exams will be required between all progression steps in the Distribution Mechanic classification. These exams will be job-related and be given orally, written and/or by field demonstration to determine the individual's ability to perform the work. Said exams will contain only subject matter on which the individual has been trained. A score of at least 70% is required to progress to the next step. If the employee does not obtain a test score of 70%, the employee will not advance to the next step. The employee will not be eligible to retake another qualifying exam for a period of three months. It is understood that the content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative will be present.

Gate Box Work

Contractors performing municipal, city, state, federal (Chapter 90) or town project work may repair, replace and adjust any gate-boxes associated with said project. Company inspectors will not be utilized for oversight of the above listed gate-box work. This work is excluded from Appendix F. Any gate box work requiring a Company audit will be performed by the bargaining unit.

Distribution Support Technicians (DST's)

1. DST's may work for either the Maintenance Department or the Service Department at the discretion of the Company based on workload volume.

    a) Hours: Distribution Department, Monday- Friday 7:30 am - 3:30 pm.
    b) Hours: Gas Service Department, Monday-Friday 8:00PM - 4:00PM pm.

2. Total FTE's will not exceed twelve (12). The company will determine report locations.
3. This classification will be excluded from Appendix F.
4. Article V- Hours and Wages, Section 14-Assignment Outside Regular Report Area shall only apply when employees move East to West or West to East.
5. The Distribution Support Technician is responsible for successfully completing all training, OJT tasks and examinations as required.
6. Distribution Support Mechanic will complete activity reports associated with tasks they perform.
7. While performing and ATM inspection, Distribution Support Mechanic can make safe in accordance with first responder training, such as, evacuating and standing by for Service Technician.
8. At second cycle in the Gas Service Department or one (1) year of service, The Distribution Support Technician can isolate at the curb valve to 'make safe' and, after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.
9. The DST classification will perform repairs on gate boxes. Types of repairs include roadway projects, paving projects, municipal and state projects and any and all work associated with G.L. C. 164116B. Gate box repairs requested by other departments will be performed by DSM's as long as it is scheduled work. Any emergency type work will be performed by the Gas Distribution Department.
10. DST's will perform meter protection installations when assigned.
11. The parties agree to remove previously existing DST language from the 2020 -2024 contract book on Pages 82, 84, 86, and 35.

Qualifications To Enter The Roster Welder/Distribution Mechanic

1. Be physically fit.
2. Hold a valid Class A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.
3. Pass the Bennett Test with a raw score of 24.
4. Pass pre-qualification test administered by the training department.
5. If the applicant has prior Construction or Maintenance experience the company may start the employee at the Mechanic C rate.
6. Hold qualifications according to the latest edition of API 1104, Section 3, Standard for Welding Pipelines and Related Facilities or be willing to train and qualify for it after assignment to the classification.

Welder

An applicant who has not held the Distribution Mechanic's classification will progress through the skill progression steps as outlined. In order to progress to the A rate of Welder, an individual must have at least 12 months in progression as a Distribution or Construction Mechanic plus 18 months in the Distribution Mechanic's or Welder/Distribution Mechanic's classification, but in no case, will the total be less than 30 months, or be certified for multiple qualifications according to the latest edition of API 1104, Section 3, Standard for Welding Pipelines and Related Facilities. Once certified, a Welder must maintain the certification either by having one weld satisfactorily X-Ray inspected once every 6 months or by recertifying according to Section 3 of API 1104 once every 12 months. It is understood that these standards are subject to change

mandated by Regulatory requirements.

- Effective April 1, 2024, one (1) Welder to be added to the Auburn AWC.
- Effective April 1, 2024, increase Welder classification pay by 3% before the General Contract Increase.

MEMORANDUM OF AGREEMENT WELDER TRAINING

In accordance with the provisions of the principal agreement between the parties dated April 1, 2013, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

The parties have agreed to provide on the clock training for successful bidders of the welder classification. The training will be uninterrupted with the exception of "B" and "C" school training for four weeks each. The Welder Training Coordinator will provide and oversee the training and an external qualified welding instructor will supplement the training and evaluate the trainees' progress towards securing the welding certification. Training will be provided in the welding shop. After 16 weeks (4 months) of training, the trainee will be evaluated by the qualified instructor and the Training Coordinator to determine readiness to pass the API 1104 Pipe Welding Certification. Determination will be made by mutual agreement between the two. If the trainee takes the test and fails or if it is determined that the trainee is not prepared to pass the welding test, he/she will be afforded 12 additional weeks (3 months) of in shop training. At the conclusion of the 12 additional weeks of training, the trainee will be given the API 1104 Pipe Welding Certification test.

If the trainee obtains the API 1104 Certification, he/she must then pass all OJT (On the Job Training Addendum Attached) modules within 20 weeks (6 months) of obtaining the certification. Employees will be eligible to attend applicable continuing education courses to enhance his/her studies and reimbursement will be handled according to the current contract language.

If a trainee fails the test or the OJT, he/she will return to their previous position in Gas Operations. If that position was is another department other than Gas Operations, he/she will be placed in a position in Gas Operations.

_____ _____

NSTAR USW, Local 12004

_____

DATE

Welder OJT's

1. Demonstrate how to set up a welding machine
2. Demonstrate how to set up and safely use oxyfuel metal cutting torch
3. Learn the type and classification of welding rods and how they apply to pipe welding
4. Basic Arc welding procedures including cleaning/grinding operations
5. Weld stringers on flat plate develop weave and overlap
6. Horizontal fillet weld (2F position)
7. Vertical fillet weld (3F position)
8. Overhead fillet weld (4F position)
9. Learn to align and clamp the pipe in place and gap before tacking
10. Weld stringer beads on the outside of a pipe vertical up and down 6" or larger
11. Learn to weld pipe in a flat (1G-rotated position)
12. Learn to weld pipe in a horizontal (2G position)
13. Learn to weld pipe in a multiple (5G position)
14. Learn to weld pipe in a multiple inclined (6G position)
15. Learn to cut and fit 12" tee for weld test
16. Demonstrate how to cut and bevel with a torch
17. Demonstrate how to use a grinder including to bevel pipe with it
18. Learn to cut pipe with a bench chop saw
19. Learn to cut and bevel pipe utilizing the beveling tool
20. Learn and understand welding terms
21. Lear to show proficiency in utilizing tools for the welding trade TBD

Backhoe Operator

An applicant who is in the Distribution Mechanic's classification will be inserted into the Backhoe Operator progression step equal to his Distribution Mechanic's progression as a Backhoe Operator "B", but in no case will the rate be less than he is presently receiving. Hold a valid Class A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification. In order to progress to the "A" rate of Backhoe Operator, an individual must have at least thirty-six (36) months in the progression as a Backhoe Operator or in the Distribution Mechanic's classification, and have a minimum of One Hundred and Sixty (160) hours of training as a Backhoe Operator, and hold a valid Massachusetts Department of Public Safety Hoisting machinery License for Gas and Diesel Front-End Loader with Backhoe attachment, a valid Class A Massachusetts Commercial Driver's License and qualify as a Distribution Mechanic "A".

Backhoe Operator – Spare

The holders of the Spare classification will work and be paid in their regular Distribution Mechanic classification except when assigned as a Backhoe Operator, at which time they will receive the rate of the Backhoe Operator classification for which they qualify. Vacancy in the Backhoe Operator classification will be awarded from the Backhoe Operator Spare list before other regular employees within the department. Outside roster applicants will enter the Distribution Mechanic's classification and progress accordingly; however, they will be paid as above when operating the Backhoe.
All Maintenance Distribution employees will have the option of backhoe training to obtain a Public Safety Hoisting Machinery License for Gas and Diesel Front-End Loader with Backhoe attachment. Employees will receive training based on order of seniority and the training department's schedule.

Working Leader-Distribution

Qualified applicants must meet Distribution Mechanic A requirements and pass all applicable Operator Qualification testing. Must meet the Company's driver's test requirements and possess and maintain a Class A Massachusetts driver's license or be willing to train and qualify for it after assignment to the classification.

Field Trainer-Distribution

Qualified applicants must meet specific knowledge-based requirements, candidates selected as best qualified approved through joint union/management agreement. Applicants must meet Distribution Mechanic A requirements and pass all applicable Operator Qualification testing. Must meet the Company's driver's test requirements and possess and maintain a Class A Massachusetts driver's license or be willing to train and qualify for it after assignment to the classification.

Premium – Tapping And Stopping

Effective April 1, 2017, two dollars, twenty-five cents ($2.25) per hour for day for crew when performing job on tapping, drilling, and/or stopping 6" thru 12". When tapping, drilling and/or stopping ½" thru 4" the "PREMIUM – TAPPING AND STOPPING" will not apply.

Specific Conditions

Employees will not return to their report areas for their meal period but will remain in the general vicinity of the job site and be allowed a paid lunch period not to exceed twenty (20) minutes.

Specific Conditions – Somerville Report Area

1. There will be no change in the present policy regarding the scheduling of crews on Thanksgiving, Christmas and New Year's Day.
2. There will be a minimum of three men recalled to work on calls that require digging the pavement. There will be a minimum of two men called in when doing patchwork.

Inclement Weather

If the Union Steward does not concur in the decision of the Supervisor or Department Head regarding whether or not they should work under particular weather conditions, a member of the Union's Executive board or in their absence, the Department Steward may ask the Director of Maintenance or his duly authorized representative for a final decision

Qualifications To Enter The Roster Tool Mechanic

1. Be physically fit.
2. By mutual agreement of the parties, the Tool Mechanic can train for and obtain a CDL license.
3. Pass the Bennett Test with a raw score of 24.
4. Pass pre-qualification test administered by the training department.

Specific Conditions

Current employees in the Distribution Department (from any area) will have the first right to bid on and be awarded the Tool Tech position before applicants form the rest of the Local.

The position will also perform the maintenance and repair of any/all tools and equipment related to the Gas Distribution Departments. The Tool Mechanic will also be responsible for dual locations, East and West. East Tool Mechanic will be responsible for the Somerville and Hyde Park areas and the West Tool Mechanic will be responsible for the Southboro and Worcester areas. Tool Mechanics can be reassigned to all locations to cover absences, vacations or to assist other Tool Mechanics with training or workload. Portal to Portal will apply, the reporting areas for the East is Somerville and for the West is Southboro.

The following tasks are to be performed and tracked on a monthly basis. Management will be responsible for reviewing all monthly inspections and adherence to Tool Mechanic's duties and responsibilities.

1. Maintain all records for monthly Self-Contained Breathing Apparatus (SCBA) equipment inspections.
2. Perform inspections of all Maintenance Department Fire extinguishers. Document and coordinate replacement of spent or low charge extinguishers. Document and maintain applicable records.
3. Perform inspections of all Hydraulic and Manual Squeeze off tools. Coordinate repairs with vendors as needed. Document and maintain applicable records.

4. Perform inspections and calibration tests of all Torque Wrenches, replace or repair as needed. Document and maintain applicable records.
5. Perform inspections on shoring equipment. Clean and check hydraulic components. Coordinate repairs with vendor as needed. Document and maintain applicable records.
6. Assist Maintenance personnel with CGI meter calibrations. Document and maintain applicable records. Assist with the coordination of repairs.
7. Any additional calibrations or regulatory inspections that arise out of updates to WP OP-107 Inspection and Maintenance of Equipment, that impact Gas Distribution.

In addition to the monthly task listed above, daily tasks will include but are not limited to:

- Issue, receive, and track critical items to include, but not limited to, plastic tapping systems, main cameras, pneumatic window cutters, diaphragm water pumps, 3-inch TDW Equipment, and any other critical items that are shared between crews within the Distribution Department.
- Repair or coordinate repairs of all pneumatic equipment with vendor. Document and maintain applicable records.
- Perform inspections of all pavement/concrete cutting saws. Clean and inspect all components to ensure safe operation of each saw. Repair or coordinate repairs with vendor. Document and maintain applicable records.
- Fill, or coordinate with vendor to fill, all oxygen tanks associated with Supplied Air/
- SCBA systems as needed.
- Deliver stock to job sites as directed.
- May assist in organization and management of stock in each of the AWCs

All previously agreed duties and responsibilities will remain in effect.

Company agrees to add one (1) Tool Mechanic with a reporting location of Auburn (2024 Negotiations).

<u>Qualifications To Enter The Roster Field Trainer</u>

1. Be physically fit.
2. Hold a valid Class-A Massachusetts Commercial Driver's License or be willing to train and qualify for it after assignment to the classification.
3. Pass pre-qualification test administered by the training department.
4. Applicants will meet specific knowledge-based requirements, candidates will be selected through joint union/management agreement
5. Technical knowledge, field experience required, communication skills, skills to conduct field and classroom training/instruction

<u>Specific Conditions</u>

<u>Duties:</u>

- Conduct field assessments of internal crews to determine proficiency, knowledge of all applicable job requirements/standards/procedures and compliance
- Perform on the job, yard-based training as necessary

- Responsible for ensuring all construction and maintenance work done under their direction is performed in accordance with Company procedures and policies, State and Federal regulations
- Support new employee assessments
- Direct and guide multiple crews of trainees during their initial field OJT period
- Instruct, train and direct all personnel working on assigned crew(s)
- Complete all required timesheets, activity reports and sketches and any other records
- Train and evaluate new employees as they progress through lower classifications
- Identify supplemental training requirements/needs for internal crews
- Communicates and coordinates with area Planning and Scheduling personnel
- Assist in development and deployment of new/revised standards, procedures, work methods, regulations
- Assist in assessing, deploying new tools, equipment
- Support QA/QC in dissemination of audit results, communicating key messages and lessons learned
- Provide extension of classroom technical training to support, reinforce training programs
- Aid in delivery of compliance related training
- Operate Aries/ ULC main cameras to assist maintenance crews in locating blockages or water intrusion into gas mains.
- Operation of drip truck to pump drips and capture excessive amounts of water found in mains and services causing poor pressure problems.
- Operate large travel saws to allow for the removal of large diameter pipe.
- Assist with the operation of the horizontal directional drilling equipment in the in-house installation of mains and services.
- Operate super purge equipment – high volume diesel inert purge
- Operate draw down compressor used to evacuate the gas from a main that is coming out of service and placing the gas back into the live side.
- Perform routine checks and maintenance to above equipment to ensure all items are ready to work.
- Field Trainer may be required at times to assist Eversource crews or other Field Trainers with the above tasks outside of the Field Trainers local.
- Perform all duties of lower classification

Qualifications To Enter The Roster For Planners

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License.
3. Possess an associate degree in computer-Aided Design Technology (CAD) or the equivalent certificate from a technical school of collegiate grade; or the equivalent combination of education and experience which includes two (2) years of AutoCad/GIS experience.
4. Two Year (2) Progression WITH Qualifications: (Planner should not be going to AWC until C Rate going to a B Rate)
    - 6 Month as Probationary
    - 6 Months as a C Rate trainee
    - 6 Months as a C Rate
    - 6 Months as a B Rate
    - Progress to A Rate

Planners will manage all aspects Docuware:

- The planners will not manage the venders work in Docuware, this will remain their task.
- The planners will now have the rights to edit documentation, add sketches/pages to existing DAR's in Docuware, modify annotations, and to index missing DAR's.

Qualifications To Enter The Roster For Gas Operations Clerk

1. Must be physically fit to perform all job duties.
2. Must pass job related tests.
3. Must draw to the satisfaction of the supervisor.
4. Must possess and maintain a valid state driver's license

Gas Services Dispatch Department

Job Description - Duties

- Plans, schedules, and coordinates work assignments for field personnel to efficiently meet workload requirements.
- Operates computer aided dispatch system and scheduling system to dispatch work, gas leaks and customer appointments.
- Continually monitor the effectiveness of Field personnel work completion and makes appropriates changes to ensure customer appointments are satisfied.
- Receives, logs and dispatches emergency and regular service orders to appropriate field personnel for action on 24/7 basis.
- Creates and schedules customer and internal requests for emergency and routine service-related orders using the Customer Information system CIS and C2.
- Reviews and documents completed emergency orders for accuracy and completeness.
- Operates and monitors multiple systems including, but not limited to: a base radio, CAD, CIS, C2, ARCOS, Pager system and other Windows applications.
- Provides emergency restoration assistance to Field Operations personnel, as necessary, during gas interruptions.

- Make decisions for the assignment of appropriate field personnel, monitor work progress. Make appropriate adjustments to field personnel assignments as needed.
- Assist in providing instruction and guidance of new and less experienced Dispatchers in the performance of job duties.
- Maintain communication with other departments such as Meters and Service, Maintenance, Construction, Pressure Management, Instrumentation (I&R), System On-Call, Corporate Communications, Field Collections, Customer Information Center, and all other on-call personnel.

Qualifications To Enter The Roster

1. Be physically fit
2. Be able to do related clerical work and other duties applicable to this classification

Exams

Exams will be required between progression steps in the Dispatcher's Classification to B and A. These exams will be job-related and be given orally and by field demonstration.

Said exams will contain only subject matter on which the individual has been trained.

A score of at least 80% is required to progress to the next step. If the employee does not obtain a test score of 80% the employee will not advance to the next step.

An employee who enters the department as a Probationary employee will be given the rated Dispatcher's exam after 6 months in the department. Employees who entered the department at the "C" rate will be given the rated Dispatcher's exam after 3 months in the department.

If, for any reason, the applicant is unable to continue the training program satisfactorily or cannot pass the examination at the end of the training period, he/she shall have the option to be reinstated in his/her former classification under existing policies. The content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative may be present.

Purpose

Implement a formal process for training and qualification of Gas Services Dispatchers. The program will provide Trainees an opportunity to learn the skills and gain the knowledge necessary to become Rated dispatchers. The Program is comprised of On-the-job training and testing.

Roles and Responsibility

- Supervision
  Management representatives will evaluate the candidate by direct observations of completed tasks and the individuals understanding the use of the business systems. Throughout the progression period the Trainee will be provided feedback and additional training as necessary to satisfactorily perform the tasks assigned.

- Trainee
  The trainee will work under the direction of supervision and work with rated dispatchers learning and practicing the work assignments of their given classifications. Trainees will perform and satisfactorily complete the tasks associated with each progression step.

PROGRESSION SCHEDULE

For an Internal/External Hire WITH experience:
The progression period is four (4) to six (6) months. This period shall be divided into the following:

- Dispatcher C for a period of 2 months, not to exceed 3 months, employee will be eligible to take the Dispatcher B exam, if successful
- Dispatcher B for a period of 2 months, not to exceed 3 months, employee will be eligible to take Dispatcher A exam, if successful
- Dispatcher will become a Dispatcher A and will select an open shift at that time

For an Internal/External Hire WITHOUT experience:
The progression period is six (6) months. This period shall be divided into the following:

- Dispatcher C for a period of 3 months, not to exceed 3 months, employee will be eligible to take the Dispatcher B exam, if successful
- Dispatcher B for a period of 3 months, not to exceed 3 months, employee will be eligible to take Dispatcher A exam, if successful
- Dispatcher will become a Dispatcher A and will select an open shift at that time

*Eligible candidates with 'experience' will be defined as follows:

→ 2+ years emergency dispatching experience – EMS/Police/Fire/Gas or Electric Utility
→ 2+ years of meter service experience as a rated technician working for Eversource
→ 2+ years of call center experience working for Eversource

Probationary period runs concurrent with C-B-A progression.

Exams will be taken by personnel to demonstrate their knowledge before being promoted to "B" and "A" Dispatcher rates.

- Existing Southboro dispatchers will be solicited for training on the CT dispatch system by 5/1/17.
- The CT dispatchers transferring to Southboro will be polled to select shifts by seniority from the 12004 CBA.
- The existing vacation schedule for MA dispatchers is two (2) during the months of June, July and August and one (1) for the remainder of the year. CT dispatchers will follow this schedule.
- When both the CT and MA dispatchers are cross trained the vacation, schedules will be four (4) during the months of June, July and August and two (2) for the remainder of the year.
- A one-time lump sum payment of $1250.00 will be made to all existing Southboro dispatchers (2017 contract).

The practice of providing a rest area in Westwood will be discontinued.

*See Brockton Dispatch Agreement MOA dated 1/29/25 for Dispatcher Training Program Structure.

Meter Services Department

Qualifications To Enter The Roster

1. Be physically fit
2. Possess a valid Driver's License
3. Pass the Bennett Test with a raw score of 24
4. Pass pre-qualification tests administered by Training Department
5. Exams and evaluations will be required between all progression steps in the Meter Services Department (C, B, A). These exams will be job-related and be given orally, written and by field demonstration to determine the individual's ability to perform the work. Said exams will contain only subject matter on which the individual has been trained.

   A score of at least 70% is required to progress to the next step. If the employee does not obtain a test score of 70% the employee will not advance to the next step.

   The employee will not be eligible to retake another qualifying exam and will be reevaluated for a period of three months. It is understood that the content of the exam will be mutually agreed upon by the Company and the Union. During the administration of these exams a designated Union representative may be present.

Pipefitter's License
Service Technicians will be offered the chance to obtain their Pipefitter's License. The company will write off their apprentice hours.

Working Leader/Service
The need for additional working leaders in a reporting area will be determined at the discretion of the company.

Fitter Classification

1. A Fitter classification will be created within the Meter Service Department and will be responsible for all fitting associated with the Construction work, including:
   - GSEP work
   - Reliability work
   - Growth work
   - Municipal work
   - Service Replacements

2. Staffing:
   a. 2024 – 8 positions (two (2) each area) *incremental
   b. 2025 – 8 positions may be added (two (2) each area) *non-incremental
   c. The Company and the Union agree to meet and discuss future staffing needs above or below four (4) per area.
   d. The Company and the Union will meet, discuss, and develop the Fitter classification job description.
   e. The Fitter classification will remain in the Meter Service Department.
   f. There will be no Fitting license requirement for the position unless required by the State.
   g. Fitters will not be eligible for Meter Service shifts Monday through Friday.
   h. Shifts:

- 8:00A-4:00P Monday through Friday
- 8:00A-4:00P Tuesday through Saturday

3. Off hours fitting will be offered by the department OT list including the new Fitting classification.
4. Service Tech/Fitters within the Department roster will supplement fitting work when assigned.
5. Fitters will be responsible for light ups associated with their work.
6. Fitters will make safe any situations associated with jobs they are on.
7. Fitters will investigate any leaks found on associated jobs they are performing.
8. Bidding for the Fitter classification is as follows:
    1. Internal to the local area Service Department
    2. Entire Local
    3. External

*Incremental – if a current Meter Service employee bids and accepts an open Fitters position, the company agrees to backfill his/her position as part of the eight (8) initial postings. If an employee outside Meter Service Department bids and accepts a Fitters position, the company is not obligated to backfill his/her position.

*Non-incremental – not an addition to the roster.

Memorandum of Agreement
Eversource Energy/USW Local 12004
Fitter Position Work Rules
December 23, 2024

In accordance with the provisions of the principal agreement dated April 1, 2024, and without waiving or modifying the rights of either party thereto, except as specifically provided herein, the Company and USW Local 12004 agree as follows:

Fitter Position:

1. During Fitter's regular scheduled hours (8-4 Mon-Fri or 8-4 Tues – Sat): Fitters only perform construction work listed in the fitter agreement.
2. Outside of Fitter's regular scheduled hours (8-4 Mon-Fri or 8-4 Tues – Sat): Fitters are eligible for everything.
   Examples:
   a. Fitters are eligible for AH service hold.
   b. Fitters are eligible for 4-9 fill.
   c. Fitters can take callouts. (For everything)
   d. Fitters are eligible for holiday service coverage. (according to local area Holiday Rules)
   e. Fitters are eligible for AH fitting holds, including all fitting work. (leak repairs, regulator replacement, etc)
   f. Monday- Friday Fitters are eligible for service shifts on Saturday and Sunday. Not eligible for service shifts Monday-Friday.
   g. Tuesday- Saturday Fitters are eligible for service shifts on Sunday and Monday. Not eligible for service shifts Tuesday-Saturday.
   h. Fitters can take a fitting OT any day of the week.
3. Fitters cannot respond to emergency calls during their regular scheduled 8-4 fitting shift. (Fitters will make safe any situations associated with jobs they are on. Fitters will investigate any leaks found on associated jobs they are performing.)
4. Fitters will not perform service work during their regular scheduled 8-4 fitting shift. (Except light ups associated with jobs they are performing.)
5. Fitters will not repair leaks, make repairs, change/repair faulty residential regulators, or anything that arises due to an emergency during their regular scheduled 8-4 fitting shift.
6. Fitters may perform work on a scheduled service replacement job (ATM) during their regular scheduled 8-4 fitting shift. Fitters do not perform work on jobs that arise due to emergencies, class 1 leaks, immediate hazards, etc.
7. The fitter may perform sales work. (Example: Upgrade a meter size, add a fit, hang a 3 bar for new business.)
8. Fitters are eligible for Mutual Aid. Fitters will be offered mutual aid after all service techs have been exhausted.

9. There will be one single OT list for the local area service department. Fitters will be on this list. Fitters will only be chalked/charged for what they are eligible for.
10. Fitters may be required/forced based upon department seniority of the local service department (based on local area rules). Fitters will only be forced for work they are eligible for.
11. Bidding for the Fitter positions in 2024 will be as follows:
    1. Internal to the local area Service Department
    2. Entire Local
    3. External
12. The 2025 Fitter positions will be posted internally to the local area Service Department. Junior available may be forced onto the shift at the company's discretion.
13. A Tech cannot hold the working leader/spare working leader and fitter position at the same time.
14. If someone is forced onto the fitter shift, they will move back to their previous shift when another rated tech comes into the department.
15. Fitter can bid off the fitter shift when there is an open shift in the department. (Example: someone gets rated, bids out of department, retires etc.)
16. Fitters will not be in the mix for shift fill. (Examples: filling for vacation, vacant shift etc)
17. Fitters do not get first bidding rights on another fitting shift.
18. Fitters will receive same OQ's that service techs hold.
19. Fitters are eligible to swap with service techs. Service techs will assume the fitter's responsibilities and vice versa.
20. If a fitter is absent, the company will not backfill the fitter shift by forcing another tech onto the shift.
21. The fitter will follow the same progression/training as service tech.

For Eversource Labor Relations

For USW Local 12004

For Eversource Operations

Contractors will perform all Leak Survey work. However, whenever company employees are assigned to work in a customer premises, they will continue to perform the ATM inspection. In exchange for this the company will increase the hourly rate of the following classifications by 2% effective 4/1/20:

Service Technician Service Technician/Fitter
Fitter A Service Technician D
Service Department/Working Leader

Purpose

Implement a formal process for training and qualification of Meter Services technicians. The program will provide Trainees an opportunity to learn the skills and gain the knowledge necessary to become Rated technicians. The Program is comprised of On-the-job training, classroom training and testing.

Roles and Responsibility

- Field Supervision
  The program will assist Supervisors in determining both a Trainee's qualifications and their proficiency in Meter Services work.

  Management representatives will evaluate the candidate using field observations of completed tasks. Throughout the program the Trainee will be evaluated based on the ability to satisfactorily perform the tasks outlined.

  Work completion evaluations and test results will create a recommendation for allowing the Trainee to continue through their progression or as necessary delay the progression until additional skills can be obtained through coaching and On-the-job training to continue with the progression.

  Trainees will be assigned appropriate work and supervision will ensure that all Trainees go out on their own as soon as possible after entering the roster, but in no case later than nine (9) months after entering the roster. The company will ensure that the Trainees gain the appropriate knowledge by having the Trainees work with supervisors, Rated Technicians and Leads during the first nine (9) months. The immediate supervisor and with assistance from the Meter Services Leads will monitor the Trainees progress and assure that all tasks are completed within the specific steps outlined when working with Leads and Rated technicians.

- Rated Meter Services Technicians/Leads
  These technicians will assist with instructing and coaching in the tasks associated with the steps of the Trainee's progression. The goal is to ensure the Trainee can comprehend and safely perform the day-to-day operations of their respective classifications.

- Trainee
  The trainee will work under the direction of the Rated technicians and Leads learning and practicing the work assignments of their given classifications. Trainees will perform and satisfactorily complete the tasks associated with each progression step.

- Training Department
  The Training department will provide formalized training and testing of Trainees and assist in the evaluation of the Trainee.

Training Program

The Service Training Progression period as a "B" rate will be shortened from one (1) year to six (6) months.

For an External Hire:
The Program duration is a **thirty (30)** month term. The term shall be divided into the following:

- A six (6) month probationary period
- A six (6) month Trainee period
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a C Technician
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a **six (6)** month period as a B Technician
- Then the Trainee will attend a one (1) week training and qualification session, if the Trainee

successfully passes then;
- The Trainee will be promoted to an A Technician

For an Internal Hire:

The Program duration is twenty-four (24) month term. The term shall be divided into the following:

- A six (6) month Trainee period
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a twelve (12) month period as a C Technician
- Then the Trainee will attend a two (2) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted and enter a **six (6)** month period as a B Technician
- Then the Trainee will attend a one (1) week training and qualification session, if the Trainee successfully passes then;
  - The Trainee will be promoted to an A Technician

At the end of each progression step the Training department and Supervision shall examine the progress of the Trainee in relation to the on-the-job training performance and formal training as outlined. Attend classroom training and demonstrate their knowledge by testing and qualification.

The job specifications listed at the beginning of each step are not intended to cover every detail of the Trainee's work, but rather set reasonable standards required for qualification. Typical tasks are mentioned to serve as an illustration of the level of know-how and responsibility required; it is not intended that these specifications cover every task that the position will include.

The Classroom Training Course provides a general outline of the type of classroom training necessary to support the desired on-the-job performance.

The On-the-job training guide at the end of each step, which lists training experiences the Trainee will receive, is not a list of everything the Trainee will learn. As work requirements may differ between work areas. Therefore, the guide identifies potential areas for learning in each field.

On–the–job training is accomplished by assigning the Trainee to assist a Rated Meter Services Technicians and Leads in performing the day–to–day tasks. It is expected that through this form of training the Trainee will become more proficient in the job duties.

Progression Skill Assessment

1. The Company will send employees to progression school as necessary to meet the progression timelines. The Company and Bargaining Unit agree that an On-the-Job Training (OJT) book will be developed to align with a Technician's schooling, training and the testing of their OQ's within their progression.

2. The Training Department will offer progression schooling every six months. The Training Department will coordinate with leadership from Meter Services and the Bargaining Unit to ensure all Technicians attend schooling within their progression timeline.

3. If an employee is not able to attend the required schooling, it will be on an exception basis.

The exception process is listed below:

a. The employee has all skills within the OJT signed off
b. The OJT book will be kept and managed by the employee.
c. An employee will have OJT skills signed off by a Company representative and the Working Leader for their particular AWC.
d. The OJT book will be used to provide assurance that the employee can perform the required skills within their progression.
e. The completed OJT book will be reviewed by the Company and bargaining unit.
f. The Department Director will review the exception and sign off that the employee has demonstrated the ability to progress.
g. The employee shall attend the next required schooling within progression.

Prescreen

Prescreening for the Meter Services Technician position will require the following items to be satisfactorily completed. Leather work gloves will be provided for tasks requiring hand protection.

The pre-screening test will be conducted by the Training Department within two (2) weeks after the expiration of the posting period. If the Training Department is unable to conduct the pre-screening within the required two (2) week time, the Local AWC Manager and Working Leader will conduct the prescreening as soon as possible. If the test is not given within the two (2) week period, the employee's seniority will begin in the new department as if the test was given within the two (2) week period.

Overview

At least one (1) person administering the prescreening will be from the Gas Training Department.
Pre-screenings will be videotaped.

Instructions and demonstrations will be given for all tasks. Candidates will have the opportunity to have the demonstration repeated. Once the candidate begins the tasks, no further demonstrations for that task will be done.

The candidate will complete the first task before demonstration of next task.

1. Tool Identification

   Purpose: Test the candidate's ability to identify commonly used tools.

   Setup: 12 common tools will be laid out on a table. Index cards with the names of the tools will be provided. Candidates will have 10 minutes to complete the task.

   Task: The candidate will place the index card with the name of the tool on the tool.

12" Pipe Wrench	12" adjustable wrench
Open end wrench	¾" socket and ½" drive ratchet
Box wrench	Torque wrench
Sledgehammer	Phillips head screwdriver
File	Slotted head screwdriver
Slip joint Pliers	Chisel

Scoring: Task will be used as ice-breaker exercise and will not be scored.

10 MINUTES ALOTTED

START TIME: _____ FINISH TIME: _____

10 Points needed to pass. Circle or check one. Pass _____ Fail _____

2. Identification and assembly of threaded steel pipe and fittings (Example below)

Purpose: To test the candidate's mechanical aptitude and ability to join threaded pipe and to use hand tools as required

Setup: The candidate will be given the necessary tools and threaded steel nipples and elbow fittings and be required to assemble them as shown.

Tools List: 2 of each. 14", 18", 24" pipe wrench's

Fittings List: TBD

Task: In the work area will be an example or drawing of the assembly to be recreated. Candidate will be shown how to assemble fittings.
Candidate will assemble fittings and tighten assemblies, wrench tight, to duplicate the example.

Assemble "Riser Assembly" Tighten all fittings wrench tight.

Scoring:

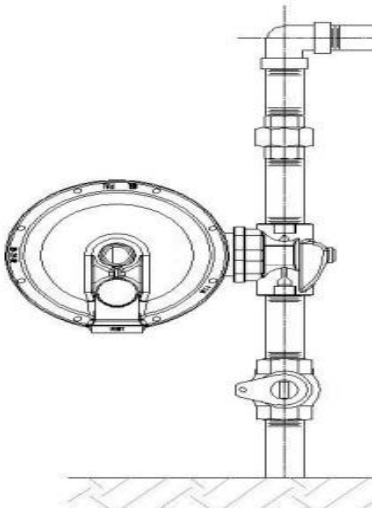
Screw riser valve onto nipple on service tee	_____ 1 Point
Screw nipple into riser valve	_____ 1 Point
Install regulator on nipple	_____ 1 Point
Screw nipple into regulator	_____ 1 Point
Screw in lower half of union onto nipple	_____ 1 Point
Install upper half of union	_____ 1 Point

Total _____ 6 Points

10 MINUTES ALOTTED FOR ASSEMBLY

START TIME: _____ FINISH TIME: _____

Six (6) Points needed to pass. Circle or Check one. Pass _____ Fail _____



Meter Repair Department

Qualifications To Enter The Roster For Working Leader SMTT Gas Meter Shop

Minimum Qualifications:

1. Must pass DOT physical.
2. Qualified applicants must pass all applicable Operator Qualification Testing.
3. Must possess and maintain a valid driver's license.
4. Must be able to operate a forklift and possess the license to do so.
5. Vacancies will be filled in accordance with provisions of the Collective Bargaining Agreement Article IV, Section 2, Promotions and Vacancies.

This Working Leader/Training SMMT Coordinator will report to the Southboro Meter Shop. The hours of the position will be from 7:30am - 4:00pm. This position is not eligible for any weekly shift fills. An alternate can be selected at the company's discretion.
Interested applicants will be interviewed and chosen by seniority within the SMMT classification. Interviews will be conducted by the Meter Shop supervisor, and Meter Shop Manager. Must pass entrance exam on technical abilities, leadership, and demonstrate training abilities.

Job Summary:
This position is self-directed under general supervision and is responsible for training and evaluation of skills and abilities of employees as they progress and work within the department. This position will be responsible for assisting supervision with coordination, scheduling, and assignment of daily work along with the safe conduct of all employees in their work assignments for maintaining a positive, productive, and professional work environment. This position will assume normal SMMT duties in addition to the Working Leader role.

Duties:

- This position will encompass all the illustrative duties listed under the Special Meter Maintenance Technician position (Job Code J2433)
- In addition to the duties listed above, additional duties may include, but are not limited to:
    - Performing illustrative duties of a lower classification.
    - Directs and trains employees of a lower classification in application of standards and safety requirements.
        - Office & field work
        - Residential and Commercial meter testing
        - Instrument and ERT programming, set-up, repair, troubleshooting, and testing
        - Commercial meter and regulator set-up, repair, and troubleshoot
        - Sensing line bending and installation
        - Monitor/Controller installation, adjustment, and troubleshoot
        - Instrumented meter field audit forms
        - EC-350 programing and diagnostics
    - Provides training assistance for employees in the field during ongoing work assignments

and scheduled training times.
- Evaluates skills of employees in training and develops work plans for improvements when needed.
- Communicates with area supervisors, other departments, sales department, and outside vendors to coordinate and assign work.
- Providing an additional level of quality assurance with meters and regulators being deployed out into the field by spot checking work done by other SMMT's.

Call Out Duties:

- This position will be eligible to accept after hours call-outs.
- Responds to call-out situations as directed by on-call supervisor.
- Performs repairs.
- Completes required paperwork.

Working Conditions:

Work in this classification is performed both indoors and outdoors, as is the current practice, dependent on the work assignment. Work is performed on company and customer premises, in streets, roadways and in rights-of-way in variable weather conditions. Work performed requires frequent bending, lifting, and repetitive motion.

Qualifications To Enter The Roster For Meter Repair Technician And Special Meter Maintenance Technician

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.

Qualifications To Enter The Roster For Clerk Utility

1. Be physically fit.
2. Pass job related clerical tests.

Instrumentation And Regulation Department

Qualifications To Enter The Roster For Instrument Technician

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.
4. Pass the General Technician Tests.

Qualifications To Enter The Roster For General Technician

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.
4. Pass the General Technician Tests.

Qualifications To Enter The Roster For Maintenance Technician

1. Be physically fit.
2. Pass the Bennett Test with a raw score of 24.
3. Possess a valid Massachusetts Driver's License.

Passing Scores For The General Technician Tests

Algebra	60%
Arithmetic Reasoning	Raw Score of 5
Minnesota Paper Form Board Test	Raw Score of 38

General Technician Test:

Sections 1-2-F-G	60%
Sections A through E	50%

Specific Conditions

Employees will not return to their report areas for their meal period but will remain in the general vicinity of the job site and be allowed a paid lunch period not to exceed twenty (20) minutes.

Instrumentation and Regulation Department will perform critical valve inspections at gate stations and pressure regulating facilities.

Instrumentation and Regulation Department will conduct joint project review committee sessions during the1st and 3rd quarter of each year to discuss upcoming projects for the department. At said sessions, one (1) designated Local 12004 Instrumentation and Regulation representative from each area and one (1) union officer, appointed by the President of the Local will attend.

The rate of pay for the following will increase as stated, effective April 1, 2013:

- Instrument Technician $.60 per hour
- General Technician $.55 per hour
- Maintenance Technician $.55 per hour

Warehouse Department

Qualifications To Enter The Roster For Stockhandler

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).
3. Pass job related tests.

Fleet Department

Qualifications To Enter The Roster For Mechanic

1. Be physically fit.
2. Possess a valid Massachusetts Driver's License and be capable and willing to get a Massachusetts Commercial Driver's License (CDL).
3. Pass the Bennett Test with a raw score of 24.
4. Must have completed 4 years of Technical School training in auto mechanics or two years of on-the-job training.

Employees who do not fulfill Qualification 4 above will enter the 42-month Mechanic progression as described in Appendix A, assuming they fulfill all other requirements.

Specific Conditions

In order to progress to the "B" rate the employee must obtain a Class A Massachusetts Commercial Driver's License, after receiving training in the same.

In order to progress to the "A" rate the employee must pass a basic Welding Skills test, after receiving training in the same.

Stipulation For Shift Assignment

There must be at least one rated man on shift in the report area.

Corrosion Department

Union Represented Employee

Local 12004

Position: Corrosion Technician

Department: Corrosion Control

Reporting Location: Various

Organization: Gas Operations

Job Code: J1350

Effective Date: April 1, 2024

I. Job Summary:
Performs a variety of technical assignments associated with the corrosion control program for the Company's natural gas distribution facilities in 12004. Monitors and maintains the corrosion control facilities by performing testing, inspections and troubleshooting of these facilities. Initiates work orders for recommended improvements and maintenance of corrosion control facilities to ensure compliance with Federal regulations.

II. Illustrative Duties:
a. Perform testing and inspections of corrosion control systems to ensure compliance with Federal and State regulations where applicable.
b. Evaluate and provide updates of corrosion circuit records, corrosion control facilities, and mapping records to GIS Department and other record keeping systems as necessary.
c. Work Independently to complete assignments and track work related to corrosion control to meet various state and federal regulatory compliance requirements.
d. Operate and maintain specialized corrosion instruments to obtain field data under a wide variety of conditions.
e. Provide corrosion control expertise within Eversource' s standards and practices to Capital Construction team and Gas Operations group for corrosion control as requested.
f. Troubleshoot cathodic protection systems and initiate appropriate corrective action for the installation and maintenance of corrosion control facilities.
g. Direct, monitor and inspect the work of corrosion contractors performing facility installations and repair, as needed.
h. Perform assessment and guidance for corrosion control installation practices on new steel gas line construction in adherence to Eversource Construction Corrosion practices as needed.
i. Perform inspections of factory applied and field coating applications on new Eversource gas piping upon request.
j. Inspection of inside customer meter sets while on-site for corrosion control related work.

III. Reporting Relationships:
This position reports to the Supervisor of Corrosion Control

IV. Working Conditions:
Schedule 7:30 a.m. to 3:30 p.m. Monday through Friday.
A primarily field position, frequently exposed to high traffic, construction site hazards and hazards on

customer premises. This is a safety sensitive position requiring random drug testing. Federal Operator Qualification rules apply.

V. Minimum Qualifications:
Education and Experience: High school diploma and possess a valid motor vehicle operator's license. Experience in Gas Field Operations would be preferred.

Knowledge, Skills and Abilities: The ability to understand electrical theory, basic chemistry principles and corrosion theory. Thorough knowledge of gas maintenance operations and construction. The ability to work independently. The ability to pass the applicable Eversource Operator Qualification tests and any time Merit Progression steps to be a fully Qualified Corrosion Technician within 3 years.

Thorough knowledge of Federal and State codes related to corrosion control. Thorough knowledge of the company's work management system, working knowledge of the company's GIS.

Skills testing: Ability to pass the Corrosion Control Math Skills Test

Operator Qualification (OQ) Failures

a) If any employee is in a job classification that requires operator qualifications and fails three (3) attempts of any given OQ test consecutively, the employee will be locked out from testing for a period defined by the company OQ plan. During the lockout period, the employee will be assigned to an instructor-led review session prior to testing again, and be considered "not-qualified" for the purposes of their call out roster.

b) If an employee fails a required operator qualification task a fourth time after the lock-out period following the third failure, the employee will be assigned to an instructor-led review session prior to testing again. The employee will have 90 (ninety) days to look for a job in any classification that does not require the OQ which they failed a fourth time. During that 90-day period, they may test a fifth time. If they pass the test, they will remain in their job classification. If they fail the test and do not find an open position for which they are qualified at the end of the 90-day period, the company will find, and place the employee into, an open position that does not require that qualification. If that position is in a different report location, portal to portal will not apply. The pay rate and progression in the new position will prevail. After the fifth failure, whether the employee bids into the new position or the company places them, they will remain in that position for a period of 12 months.

The parties agree to form a subcommittee to discuss the Operator Qualification program. The company agrees to meet quarterly unless the parties mutually agree on a different timeframe.

APPENDIX D

Sick And Accident Policy

All employees of the Company, after thirty (30) days of full-time employment, who are absent from regularly scheduled work because of sickness, non-occupational accident, or occupational accident, shall receive in total, from whatever source, full straight time pay for such absence subject to the following conditions:

a) An employee will receive a total full pay benefit not to exceed six (6) months of straight time pay for each illness or accident, exclusive of accrued vacation pay. If Employee goes back out within 6-month period for the same condition, then the benefit would start back up where it left off.

- Example 1: Out of Work for 4 months
    - If employee goes back out for the same condition within a 6-month period (6 months from return-to-work date), Employee would only have 2 months left under illness benefit, then move to LTD
- Example 2: Out of Work for 6 months
    - If employee goes back out for same condition within 6-month period (6 months from return-to-work date) employee would move into LTD.

b) An employee continuously absent due to sickness, occupational accident, or non-occupational accident for a period of six (6) months would be transferred to the Long-Term Disability Program if he meets the requirements of said Plan.

c) The Company will require a doctor's certification from the employee for any illness or accident after such employee has accumulated more than three (3) incidents of absence due to illness or accident during the calendar year. Such employee will not receive pay benefits if that employee does not furnish a doctor's certificate for the fourth or more incidents of illness or accident during the calendar year. An absence due to illness or accident of two weeks or more shall not count as an incident. Employees with 20 or more years of service will not be required to furnish a doctor's certification for payment of sick benefits except as noted in (e) below. Continuing absences of four (4) or more working days the employee is required to contact the company's third-party vendor to initiate an extended illness. Continuing absences due to illness or disability require a doctor's certification every 30 days if payment is to be made.

d) All benefits under this policy will be determined on the basis of normal pay for forty (40) hour week at straight time rates.

e) Absence shall be paid for at full normal straight time pay for the first three (3) or less consecutive working days without a doctor's certification. Absence due to illness or disability which exceeds three (3) workdays requires an doctor's certification if payment is to be made. Absence due to an accident requires an doctor's certification for the first day of disability if payment is to be made.

f) Successive periods of absence separated by less than two (2) weeks of continuous active work on a full-time basis shall be considered one (1) continuous period of absence unless the subsequent period of absence is due to an injury or disease entirely unrelated to the injury or disease which caused the previous absence and commences after return to work on a full-time basis. If you have been receiving benefits under the LTD Plan, return to work, and subsequently suffer a second disability, the following will apply: If your second disability is due to the same or related causes as the first, and your return to active work period is less than 3 months, then the Plan will resume its benefit payments without the six-month waiting period applying again. If your second disability is due to causes Unrelated to the first, then the Plan will resume its benefit after a six-month waiting period.

g) Full straight time pay benefits will not be allowed under this program for illness or accident caused as a result of willful intention to injure oneself or another person, or commission of any crime, or as a consequence of working for an employer other than this Company, or any other work for wage or profit.

h) Dentistry, optical, and physical examination are not considered as absences payable under this program. Doctor's appointments for pre-natal care will be covered, provided after hour appointments

are not available. The employee will schedule said appointments for the start or end of her workday.

i) All cases of illness or injury must be bona fide. False claims for payment under this program will subject an employee to disciplinary action. As a result, the Company reserves the right to have, at any time, a legally qualified physician or physician's assistant examine the person of an absent employee when and so often as may be reasonably required during a benefit period.

j) Prompt notification of sickness or accident is required. It is essential that the employee or someone on the employee's behalf give notice to the Company as close as possible to the employee's normal starting time.

k) LTD Language change (2024 Negotiations) change from 24 month 'any job (occupation)' to 24 month 'own job (occupation)'.

New Hire Sick / Disability Plan

Disability plan for all new hires after January 1, 2020:

All 12004 employees hired after January 1, 2020 will be eligible for up to 10 sick days per year at 100 percent of pay for absences from work due to non-occupational illness or injury, as of 1/1/20. Sick days cannot be carried over from one year to the next nor are sick days paid out at termination.

Short-Term Disability Benefit - In the case of illnesses that exceed five consecutive workdays, qualifying employees will be eligible for short-term disability (STD) benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive workdays. The first five consecutive working days of an extended absence is considered an "elimination period." Employees must use available sick time to satisfy the elimination period. Following a period of five consecutive sick days, the next twelve (12) weeks of absence under the STD benefit will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67percent of base pay.

- ***Effective January 1, 2024. Re-Occurrence Clause: if an employee goes back out within 6 months of returning, the new occurrence could be associated back to original disability claim pending medical support/documentation. If it is considered a re-open of original disability claim, the employee would only be eligible for the balance of what was left when he/she returned from the original claim. Both incidences would count towards the LTD elimination period.***

Long Term Disability Benefit - Upon exhaustion of STD an employee who qualifies will move to Long-Term Disability. LTD benefits are payable at 50 percent of base pay. Employees will have the option to buy-up with pre-tax contributions to an LTD benefit of 67 percent of base pay.

Payment of Benefits while on LTD - All employees who receive a LTD benefit and participate in the Eversource Employee health and welfare benefit plans will have payments deducted from their LTD check rather than being billed for participation in said benefit plan.

APPENDIX E

Job Security

The Company agrees that regular employees with five (5) or more years of service will not be laid off or

reduced in pay due to lack of work during the term of this Agreement.

It is further understood that in the event that it becomes necessary to have a layoff and the Company is prevented from laying off as many employees as it deems necessary due to this Agreement, it is understood that it may be necessary for the Company to retrain and/or relocate employees without any restrictions to maintain an efficient operation.

APPENDIX F

Outside Contractors

For the term of this contract, the Company and the Union will meet and discuss the use of outside contractors in the Meter Service and Clerk areas. During the term of this contract, unless mutually agreed, the company will not use outside contractors in the Meter Service Department and Clerks.

1. If an outside contractor works for the Company on Saturday, Sunday or a holiday, the following will apply:

    a) Employees who normally perform like work and are on Monday through Friday schedule will be offered work on that Saturday, Sunday or that holiday

    b) Employees who normally perform like work and are on a Tuesday through Saturday schedule will be afforded a sixth day at overtime rates within the following three-week period.

2. It is agreed that the use of outside contractors will not be extended into areas where they are not presently being used.

3. It is agreed that if there is a curtailment of work, presently being done exclusively by Union employees, the Company will retrieve sufficient work from outside contractors, to avoid any reduction in straight time hours or lay-off of Union employees.

4. It is the Company's intent not to accelerate the use of contractors in the Company.

5. The following will apply to the Gas Services and Clerks effective April 1, 1993. When the Company considers it necessary to have Outside Contractors perform any work for the Company normally performed by bargaining unit employees, the Company will notify the Union of the type of work to be performed before the contractor starts work and the following provisions will apply:

    a) When a contractor or contractors are engaged in any work normally performed by bargaining unit employees, in any week, an eight-hour day shall be scheduled for the succeeding Saturday for the employees in the affected Report Area Department. Such an eight-hour day shall be paid for at the appropriate overtime rate.

    b) Employees who are on other than a Monday to Friday schedule will be afforded a 6th day at overtime rates within the following two-week period.

    c) The application of paragraph 5 a) and b) as it applies to Clerks will be based on the affected sections determined by the individual overtime rosters.

    d) Exemptions to the application of paragraphs 5 a) and b) will be:

(1) Work that requires a license that no one holds in the bargaining unit within the Customer Service Department.

(2) New or replacement water heater light ups.

6. When pipeline contractors or corrosion contractors are scheduled to work during the normal work hours Monday through Friday, normal meaning first shift, the Company will notify the Union of the type of work to be performed before the contractor starts and the following provisions will apply:

a) All employees in the affected report area Maintenance Department with the exception of Distribution Support Technician will be offered sixty (60) minutes overtime on the day the contractor has worked except when contractors are installing new services, 4" and below (including services in developments from the curb cock to the riser), and commencing on January 1, 2007, corrosion repairs on services and mains, all employees in the affected report area, Maintenance Department, will be offered ninety (90) minutes overtime for such work. The pipeline and corrosion contractors will be off the road at 4:30 p.m. The last one half (1/2) hours of the workday (4:00 p.m. – 4:30 p.m.) will consist of sweeping the jobsite and setting barricades for neatness and safety. Such overtime will be paid at the appropriate overtime rate.

b) When a pipeline contractor or corrosion contractors are scheduled to work a shift other than the first shift, all employees scheduled in that report area, Maintenance Department, with the exception of Distribution Support Technician, will be offered man for man overtime equal to the number of contractors that have worked. This overtime will be offered daily in two (2) hour blocks on weekdays starting the following Monday until the hours are exhausted. These hours will be in addition to Appendix F hours in paragraph a). *"Man for Man" hours are calculated as hours worked by the contractors, multiplied by that contractor crew's headcount, divided by the Distribution headcount for that area. The resulting number will correspond to the hours owed per member of the local Distribution roster.*

Example:

Distribution Roster = 20

Five (5) man contractor crew works 8 hours

(5 contractors x 8 hours worked) / 20 Distribution Techs = two (2) hours owed per Distribution Technician)

1. Upon mutual agreement of the parties, Saturdays can be worked to catch up on hours owed from paragraph b) but will not replace the process of paying off the owed hours in two (2) hour increments during the week.
2. Any hours worked by internal crews in response to emergencies while owed hours are being paid off will run concurrently with-pay off hours. No additional hours will be owed to those employees.

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c) The provisions of paragraphs 6 a) and b) only apply to pipeline and corrosion contractors.

d) Exemptions to paragraphs 6 a) and b) will be:
- Installation of steel mains or services 8" and larger in diameter

- Installation of steel mains for bridge crossings
- When performing corrosion repairs on exposed piping on bridges

If a pipeline contractor, working on 8" steel or larger as described in "Exemptions" in Appendix F, works beyond the normal working hours to install pipe then overtime will be offered to an amount of Distribution Mechanics in the affected report area that is equal to the number of personnel on the pipeline contractor crew. The overtime will be equal to the amount of time the pipeline contractor works beyond the normal work hours.

If/when pipeline contractors working on these projects are instructed by the Company to work beyond 4 PM the paragraph above will take effect. If pipeline contractors working on these projects are delayed while Company crews are performing live gas work the above paragraph is not applicable.

Construction Agreement

Construction Crews

a) The Company and the Union agree to meet each year prior to the construction season to discuss planned work and allocation of resources.

b) Internal Construction crew staffing fourteen (14)

c) Construction crews may be utilized to perform the following activities:

Examples of work that may be performed:

1. New growth services
2. New growth mains
3. Service replacements
4. Main connections
5. Main replacements
6. Service replacements associated with main replacements
7. Public work projects
8. System enhancements
9. Meter fitting work (Flexibility agreement)
10. Affected cast iron encroachments
11. Main & service taps

d) The Company will have the ability to change the scheduled hours for employees assigned to Construction in order to meet customer and project needs. For example, If a municipality issues a permit with restricted hours or off hours the Company will notify the Union of schedule changes and provide the employees as much notice as possible however not less than 5 days (120 hours).

e) The Company will strive to keep Construction employees working as much of the year as possible. Construction crews will start each year on or before April 1st and be completed on or after December 1st. The Company will determine start and end dates. If the Company determines inclement weather,

workload in Maintenance or other factors that delay or end the construction crews prior to December 1st , the Company will notify the Union. Construction employees will then be redeployed to perform maintenance work during these periods and winter months.

f) Performance Measurements - The use of employees for Construction will be measured. The Company will track the following items to determine the employee's ability to perform the assigned work safely, productively and cost effectively. The Company and the Union will review performance results on a regular basis.

12. Health and Safety
    - OSHA recordable incidents
    - DART recordable incidents
    - PMVA recordable incidents
    - Absence rate
13. Quality
    - Percentage compliance in QA/QC program
    - DPU/Regulatory violations or findings
    - Customer Satisfaction
14. Productivity
    - Cost per units
    - Cost per foot
    - Feet of pipe installed per day
    - Number of services installed per day

g) If targets are not met, the Company and Union agree to engage in cooperative efforts to make the necessary performance improvements. If after discussions with the Union, targets continue to no be met the Company crew will be replaced with another Company crew. If the second crew does not meet the performance measures the crew will be reassigned to other activities within the Maintenance department.

The Company and the Union will review and discuss construction crew performance. If the Company and Union agree that performance targets are being met, then further discussions between the parties will be conducted to determine if additional crews will be added.

Staffing:

(Table 1)	Main Crew	Service Crew	Main (open trench)	Service (open trench)
Distribution Tech A/Crew Leader	1	1	1	1
Distribution Tech B/C	2	1	1	1
Trainee or Temporary employee	1	1	1	
Total	**4**	**3**	**3**	**2**

Crews will be staffed with existing or additional employees as needed.

(Table 2)	# of crews	** # of employees

Main Crew		
Service Crew		
Total		

** Crew size will be determined by Table #1

- Temporary employees may be used for absence, vacation or additional manpower.
- Crew configuration and crew counts, as well as report locations may be altered to deliver optimal results depending on job type, work site conditions, absences, vacations, etc.
- Crews will not be moved from their report areas unless there is a curtailment of work, or the Company needs to address workload. The Company will notify the Union prior to moving crews.
- All work will be scheduled at the Company's discretion.
- Crews may respond to class 1 leaks and emergencies if other crews are unavailable.

The Company will add four (4) construction crews as follows:

1 crew in Hyde Park AWC
1 crew in Somerville AWC
1 crew in Southboro AWC
1 crew in Worcester AWC

The crews will operate under the current Gas Construction Agreement. These are not incremental positions. The Company will add the four additional crews to the existing Construction crew compliment starting in 2020.

The construction crews will be selected based on daily work assignment. The practice of using a volunteer list is discontinued.

The parties agree to meet and discuss the implementation of the four new Gas Construction Crews.

<u>Inspectors</u>

1. The parties agree to create a new Inspector position. (see job description attached)
    - This position will be paid 7% above the Distribution Technician A rate.

    Full time Inspector positions will be assigned to the locations listed below as follows:
    - Southborough 6
    - Worcester 5
    - Hyde Park 4
    - Somerville 5

    It is understood that the number of Inspectors in each area may be adjusted up based on the number of contractor crews working in an area. However, the number of inspectors in each area will not drop below the minimum number listed above.

    In the event future legislation, code changes or a DPU order mandates a ratio different than is defined in this agreement, the parties agree to meet and negotiate changes to this Inspector Agreement. In the

event the parties are unable to reach agreement, it is understood that the 7% premium will be discontinued, and the work described in paragraphs 3, 4, and 5 will revert to the bargaining unit.

2. Inspector to contractor crew ratio is planned at 3:1, however, when unplanned absences occur the Inspectors will back fill each other and expand to a 4:1 ratio. Beyond the 4:1 ratio any additional resources will be requested from the gas maintenance (qualified distribution Pool). After the 3-day absence period, the company shall assign additional resources from the gas maintenance group to maintain the 3:1 ratio.

3. If the Company utilizes outside contractors to perform gas pipeline associated work, the contractors will perform all mark-outs associated with said work. If necessary, Company inspectors may assist. The need to utilize Company inspectors in this role will be determined by the Company. If the contractor is unable to access a premise during normal working hours, the contractor will be permitted to perform the mark-out(s) during off hours. Except as described in this paragraph, Appendix F will continue to govern the use of contractors.

4. If the Company utilizes outside contractors to perform work on Company pipeline, the Contractors will be responsible for scheduling their own work. Company inspectors may assist in this process if necessary. The contractor shall notify the Inspector or meter service personnel who will coordinate the remaining scheduled work.

5. The Contractors will be responsible for all documentation for the projects that they are assigned. Such documentation will be subject to the approval of an Inspector in a timely manner.

6. The current practice of scheduling police details and obtaining permits will remain with the bargaining unit.

7. The company will have the ability to change the scheduled shift hours for Construction Inspectors to 7:30 p.m. to 3:30 a.m. if they are unable to acquire a regular daytime permit due to factors outside their control (example: a municipality will only issue a permit with restricted or off hours).

    a. The company will make every effort to keep all work scheduled during regular scheduled daytime hours.
    b. The company will notify the union of scheduled changes and provide the employees as much notice as possible, not less than 2 days (48 hours).
    c. Normal shift differential rules will apply.
    d. Night work will be a 2:1 ratio (no more than 2 crews per 1 inspector)
    e. Any hours worked outside this shift will be paid at applicable overtime rates. Inspectors will be eligible for all OT.
    f. Scheduled shift changes will be for *no more than 5 consecutive shifts* (Sunday through Thursday), unless mutually agreed upon by both parties.
    g. A Construction Inspectors' shift may also be changed for other reasons if mutually agreed upon by the union and company.

h. Shifts will be filled on a voluntary basis among Construction Inspectors, by department seniority and who possess Procedure Supervisor OQs. If no one accepts, the junior Construction Inspector will be forced on the shift. Appendix F hours will be worked at start of shift.

APPENDIX G

Miscellaneous Policies

Adoption Benefit

How Adoption Reimbursement Works

- Eversource will reimburse up to $15,950 (indexed by IRS to $16,810 for 2024) of eligible expenses for the adoption of each child under the age of 18.
- The adoption benefit is payable when the adoption is final (when a decree of adoption is entered by the court).
- You may not receive benefits under this program if you are receiving assistance under the Eversource Surrogacy Assistance program with respect to the same child.
- If you or your spouse (or partner/the other parent) both work at Eversource, only one of you is eligible to submit expenses for reimbursement.

Benefit Amount

The adoption benefit is 100% of the first $4,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses you actually incur are eligible for reimbursement.

The benefit is payable when the adoption is final. An adoption is final when a decree of adoption is entered by the court. Reimbursement will be provided when the Company receives proof of adoption and proof of payment of eligible expenses.

Eligible Expenses

The following expenses are eligible for payment:

- Adoption agency fees
- Legal fees
- Court fees
- Travel expenses
- A child's initial medical examination
- The pregnancy out-of-pocket medical expenses of the natural mother (to the extent these expenses are not eligible for reimbursement under another medical plan)

How to File a Claim

When your child's adoption is final, send original receipts and documentation to the Benefit's Department.

Adoption Leave

Eligibility

You are eligible for Company-paid adoption leave after you complete three (3) months of employment with NSTAR. Your pay during the duration of your adoption leave will be based on your base pay in effect on the

day your leave starts.

You must give your supervisor at least three (3) months written notice of the date your leave will start and when you expect to return to work. If you are also eligible for FMLA leave, time taken for adoption leave will also count as FMLA leave.

Duration

Adoption leave begins on the date the child is received into your home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	Maximum Amount of Leave
6 years old or younger	*8 weeks*
At least 7 years old but less than 13 years old	*4 weeks*
At least 13 years old but less than 19 years old	*2 weeks*

Returning to Work

You generally have the right to return to the same position or an equivalent job with equivalent pay, benefits and working conditions at the conclusion of the leave. Moreover, employees have no greater right to restoration than if they had been continuously employed.

Surrogacy Assistance

How Surrogacy Reimbursement Works

- Eversource will reimburse up to a total of $16,810.00 per child per year for qualifying expenses that you've incurred resulting in a fully completed and Valid Surrogacy Contract through a bona fide agency.
    - A Valid Surrogacy Contract is one that is legal in the state in which the parties enter into it and is between the party who has agreed to become impregnated, carry and give birth to a child and the intended parent(s) of such child.
    - A completed Valid Surrogacy Contract is one that results in an Eligible Employee being recognized as the parent of a child on a birth certificate, court order of adoption, post-birth court order, or other court order recognizing the Eligible Employee's parental rights under applicable law.

Note: A surrogacy contract that fails to result in a live birth, or results in a live birth but the Eligible Employee is not recognized as the parent of a child on a birth certificate, court order of adoption, post- birth court order, or order recognizing the Eligible Employee's parental rights under applicable law, shall not be a Valid Surrogacy Contract and no reimbursement benefits will be paid under this Program.

Clothing

FR Program

- The initial allowance is $1,450.00
- Increased the annual allowance by $25.00 each year of the contract
    - 4/1/24 - $1,450
    - 1/1/25 - $1,475
    - 1/1/26 - $1,500
    - 1/1/27 - $1,525

- Each year thereafter will be $800.00 deposited into the employee's clothing account in January.
    - 4/1/24 - $800
    - 1/1/25 - $825
    - 1/1/26 - $850
    - 1/1/27 - $875
- Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.
- The practice of the Company issuing t-shirts will discontinue for employees enrolled in the FR program.
- Employees enrolled in the FR Program:
    - **Meter Services**
    - **Distribution (Including Tool Tech)**
    - **Instrumentation & Regulation**
    - **Meter Shop**
    - **Corrosion**

Hybrid FR/Non-FR Program

- Initial allowance will be $900.00
- Increased the annual allowance by $25.00 each year of the contract
    - 4/1/24 - $900
    - 1/1/25 - $925
    - 1/1/26 - $950
    - 1/1/27 - $975
- Each year thereafter will be $700.00 deposited into the employee's clothing account in January.
    - 4/1/24 - $700
    - 1/1/25 - $725
    - 1/1/26 - $750
    - 1/1/27 - $775
- Any unused amount of the allowance cannot be used for the following year's acquisition of clothing.
- The practice of the Company issuing t-shirts will discontinue for employees enrolled in the FR program.
- Employees enrolled in the Hybrid FR/Non-FR Program:
    - **Fleet**
    - **Facilities**

Rental Uniforms and Raingear

- Rental uniforms that are supplied by the Company will be cleaned and maintained by the Company.
- Replacement rental garments will be issued as needed and upon return of old clothing to the Company.
- All employees who receive uniforms or are enrolled in the FR program will wear them during Company paid hours.
- Employees will not wear uniforms or FR clothing other than on Company business.
- Employees who will receive Rental Uniforms:
    - **Fleet**
- Employees who will receive Raingear:
    - **Facilities**
    - **Fleet**
    - **Meter Services**
    - **Maintenance**
    - **Instrument & Regulation**
    - **SMMT**
    - **Corrosion**

- One fire resistant coverall will be issued to **Maintenance** and **I&R Department** employees as part of their personal protective equipment and maintained by them.

Safety Footwear

- The company will provide an annual allowance of up to $300.00 per year. Eligible employees may purchase safety footwear through Tyndale or submit a receipt after purchase. Employees must purchase safety footwear that meet all safety requirements.
- Any unused amount of the allowance cannot be used for the following year's acquisition of safety footwear.
- Employees who will receive Safety Footwear:
    - **All employees (excluding Dispatchers)**

Rubber Footwear

- Employees who will receive Rubber Footwear:
    - **Meter Services**
    - **Maintenance**
    - **Instrumentation & Regulation**

Licenses

The Company agrees to reimburse employees, including renewals, for licensing and certification fees for the following: hoisting license, welding certification, electrician license (if required) and Class A & B Driver's Licenses. (The Company agreed that all grandfather agreements now in effect will remain in effect.

Exams

The Human Resources Department after consulting with the Union President will appoint a representative of the Union who may review with a member of the Human Resources Department, the results of exams affecting job appointments. The Company will notify the Union in writing of the name of proposed appointee. Only the exams pertaining to that specific appointment may be reviewed.

All exams will be the same as those viewed by the Union during negotiations.

A Union designate will be present during the administration of all job-qualifying exams.

Dog Repellant

Dog repellant will be supplied any individual requesting it.

Disciplinary Action Slips

If an employee has received no disciplinary action slips for a period of three (3) years, all slips prior to that period will be removed from his file and returned to the employee.

Aprons

The Company will provide aprons for personnel working in the Meter Repair Department.

Aprons will be supplied to the crew trucks in the Maintenance Department.

Prescription Glasses

The Company will pay for one pair of prescription glasses per year, which are pitted or damaged due to welding or cutting during the performance of Company duties.

Division Areas

The NSTAR Electric & Gas Corporation is divided into two division areas - East and West. These divisions are sub-divided into four report areas namely, Somerville, Dedham, Southboro and Worcester. There will be no change in the divisions or the report areas unless mutually agreed upon by Union and Company. Failure to reach agreement will result in the implementation of the change by the Company subject to the contract grievance procedure. During the term of this contract, the foregoing procedures concerning Divisions and Report Areas will take precedent over the management functions clause in Article II of the contract.

Daylight Savings Time

On the day when Daylight Savings Time is established, all employees working said shift will be paid eight (8) hours at their base rate. When Daylight Savings Time reverts back to Eastern Standard Time, all employees working said shift will receive one (1) hour at the appropriate overtime rate in addition to their basic straight time rate.

Safety And Health

The Company will continue to make reasonable regulations for the safety and health of its employees during their hours of employment. Representatives of the Company and the union shall meet from time to time at the request of either party to discuss such regulations and other matters pertaining to safety.

Safety rules and practices and all applicable State and Federal Laws governing health and safety shall be complied with, by the Company and employees.

New Technology

To better meet the level of service expected by our customers, the company will be utilizing new technology. The company and the Local have agreed that employees will use new technology, computers, mobile devices and future technologies in connection with the illustrative duties listed in their respective job specifications. The company will notify the Local of its intent to utilize any new technology and agrees to provide training on any new systems and/or devices issued by the company. Company agrees to add .25% to the general wage increase effective January 1, 2020.

Legal Representation

NSTAR Electric & Gas Corporation agrees to provide Local 12004 with legal representation for all its members who require this assistance as a result of any act or acts in connection with:

the business of the Company

This assistance will be provided only when the employee is acting within the scope of his/her authority and meets the above-stated test.

New Hires

New Hires to EVERSOURCE will be given an opportunity to meet with the USW Local 12004 Administrator for one-half (1/2) hour during their orientation with the Company.

APPENDIX H

Leave Of Absence

Jury Duty
When an employee, except a temporary employee, is called to jury duty, he shall be excused from such of his regular scheduled work as is necessary to fulfill the jury duty, and the Company agrees to pay his base pay. The employee's schedule during the week of such absence for jury duty shall be deemed to be 8:00 A.M. to 4:30 P.M., Monday thru Friday.

The individual on jury duty will not be denied the opportunity to work overtime.

It is understood that employees will report for work if not called on a given day for jury duty or if released prior to 10:30 a.m.

Subpoenaed Witness
The Company will allow necessary paid time off to an employee subpoenaed as a witness if the employee is not a defendant in the case or bringing action against the Company or its contractors.

Family Leave
A regular employee shall be granted a leave of absence without pay up to 90 calendar days for the following reasons: care of a newborn or adopted child, care of an ill child, parent or spouse. Such leave may be extended by the Company.

A request must be made in writing to the Manager, Employee Relations within one week of expected date of the leave, if possible. Employee benefits will continue for a maximum of 30 calendar days from the beginning of the family leave of absence. If the employee chooses to continue such leave of absence beyond 30 calendar days, employee benefits will be continued in compliance with the law.

If the parent, child or spouse should die during said leave of absence, the employee shall be entitled to benefits as outlined in Appendix H, Funeral Leave.

Said employee shall return to the job and shift held prior to the leave.

The period granted as leave of absence will not constitute a break in the employee's service record if he returns to work upon its completion.

Emergency Leave Policy
Any employee required to remain away from the job on a regularly scheduled workday because of an emergency existing at home which requires his personal attention to make arrangements for care of such emergency, shall suffer no loss of base pay for that day provided he makes every effort to inform the Company, he reports for work as soon as is reasonably possible, and he works at least four (4) hours of that day. However, any employee after having reported for work on a regularly scheduled workday and is then required

to leave because of an emergency existing at home which requires his personal attention to make suitable arrangements for the care of such emergency, shall suffer no loss of base pay for that day.

Bereavement/Funeral Leave

Eversource offers paid time off to grieve following the death of a family or household member.

Family Member	Days of Paid Leave
Spouse	5 days
Child	
Parent	
Father/Mother-in-law	
Son/Daughter in-law	
Grandchild	
Grandparent	
Sibling	
Brother/Sister in-law	3 days
A person who was a member of and lived in your household	
Aunt/Uncle	2 days

If you or your spouse should experience a miscarriage or still birth, please open an Ask HR Ticket to Inquire about bereavement leave.

If a holiday occurs as one of the days in this funeral period, holiday allowance only will be paid for that day in accordance with our regular holiday policy.

Past practices concerning a representative group of members of the Union will be continued.

The foregoing policy will not operate to extend any Paid Leave Policy except if a death should occur during an employee's vacation, the provisions and practices of this section shall apply, and the employee shall receive, if so requested, a re-assignment of those vacation days that were committed to the necessary funeral services and arrangements.

Personal Leave Of Absence

At the discretion of the Manager, Employee Relations, a Regular employee may be granted a leave of absence without pay for personal reasons not covered by other policies.

Each application for personal leave will be considered on the merits of the individual case. The Company will give the decision in writing within one (1) week of the request.

The period granted as leave of absence will not constitute a break in the employee's service record if he returns to work upon its completion.

Employee benefits will be continued for a maximum of 30 working days from the beginning of the Personal Leave of Absence.

Paid Parental Leave

Employees who become parents on or after April 1, 2024.

Under the program, eligible employees - both birth parent and non-birth parent - will receive 6 weeks (to be used in one block) of paid parental leave at 100% of base pay. Eligible births are those that occur on or after April 1, 2024.

Parental leave may be taken to bond with a new child during the first year after a birth, adoption or foster placement. Paid parental leave will coordinate with any available state and company leaves and will be an offset of any benefits paid under those plans.

Note that for the birth parent, paid parental leave will be available following their disability benefits period. The program will be administered by Lincoln Financial.

Military Leave

1. Service in Armed Forces Reserve Components

The Company approves the enrollment of employees in the National Guard Officers and Enlisted Reserve Corps of the United States Army, Air Corps and Navy and Marine Corps Reserves, and will grant military leaves of absence as specified.

2. Short Period Active-Duty Training

A leave of absence up to a maximum of fifteen (15) working days in any calendar year for the purpose of active-duty training will be granted to any employee who is a duly qualified member of a reserve component of the Armed Forces on receipt of written notice of dates of departure and return. Such leave of absence shall not affect the employee's right to his normal vacation, sick leave, or advancement. However, any portion of such leave of absence may be taken coincident with the employee's vacation if he so chooses.

- On receipt of a properly completed application, the Company will pay the difference between the employee's military pay plus allowances (except travel allowances) and employee's normal rate of pay for each day of scheduled work lost up to a maximum of five (5) working days in any calendar week. The computation will be based on a five (5) day work week.
- Military leave pay, when authorized, is subject to the normal deductions and to withholdings required by law.
- Leaves of absence under the above paragraphs will not interrupt purchases of pension, insurance, or health benefits if for less than one-month duration.
- No PR 2 is required for military leaves of absence of less than one month's duration, but the leave shall be indicated on the timecard and the employee's request for leave, approved by his Department Head, shall accompany the first timecard within the leave period.
  a) Standard forms for notification of proposed performance of active-duty training and request for military leave pay may be obtained through the Payroll Department.
  b) Requests for leave of absence to attend service schools, or tours of duty for other than training will be considered as individual cases, on their merits.

3. Basic Training Periods for Reservist Enlistees

Active-duty periods of three to six months are being required of some enlistees in reserve components of the Armed Forces. A leave of absence of up to six months plus necessary travel days will be granted, without pay, to any regular employee who, as a duly qualified member of a reserve component of the Armed Forces, is required to go on active duty for basic training as a condition of his service, on receipt of written notice with

dates of departure and return. The period granted as leave of absence for this service shall not constitute a break in the employee's service record if he satisfactorily completes his tour of duty and returns to work upon its completion.

a) The Group Life and Accidental Death Insurance and Employee Savings Plan participation of such employee will be suspended as of the first day of the month following his leaving the Company to enter the Armed Forces. They will be reinstated upon his return to work. His supervisor will secure from the employee his certificates for such group coverage and will hold them during the employee's absence in the service.
b) If the Company is providing medical coverage for the employee and/or his dependents, such coverage will be subject to suspension during the period of absence, except if the employee requests in writing that the coverage be kept alive. This will apply whether the coverage is for the employee only or for employee and dependents. The employee will be expected to use the health care that his branch of the service provides for himself and his dependents.
c) If the employee is a participant in the Pension Plan, benefits will accrue to him during such leave of absence based upon his rate of compensation as of the January 1st next preceding the commencement of his leave of absence provided, he returns to work within 90 days of his discharge from Military Service.
d) If the employee is entitled to a vacation before the date of his leave of absence, he may be given it then or it may be postponed until the end of the leave of absence. If he is not entitled to a vacation at the time he starts on his leave of absence but would be so on the date of his return, he may then be given the vacation to which entitled if he had worked through the leave period, upon evidence of satisfactory completion of his tour of active duty.

4. Voluntary Enlistment or Service Under Effective Selective Service Acts

All pertinent provisions of Section 3. above will apply to employees occupying positions who are called for service in the Armed Forces under the provisions of the effective Selective Service Act, or who voluntarily enlist in the regular components, thereof.

a) Leave of absence for such employees will be for the period for which called or enlisted, plus 90 days from the date on which released from such service, or from hospitalization continuing after discharge for not over one year.
b) The employee must apply for re-employment with the Company within 90 days from his discharge or hospitalization as aforesaid, and present certificate of satisfactory completion of his period of training and service.
c) If the Company is providing any medical coverage for the employee and/or his dependents, such coverage will be subject to suspension during the period of absence, except if the employee requests in writing that the coverage be kept alive. This will apply whether the coverage is for the employee only or for employee and dependents.

The employee will be expected to use the health care that his branch of the service provides for himself and his dependents.

5. General Provisions

An employee on military leave will not be entitled to pay for holidays or days sick occurring during his leave. Vacation with pay will depend on length of absence and time of year occurring.
An employee who is so injured while on military leave as to be unable to perform his Company assignment, or who will require further hospitalization after his normal release date, should not accept release from active service until he is able to resume work. He will not be accepted for work or be eligible for Company health benefits until certified as able to work by a Company doctor.

APPENDIX I

Educational Aid

Tuition Assistance Program Policy

Tuition assistance program highlights:

- Provides 100 percent reimbursement up to $10,000 annually {$5,250 non-taxable and $4,750 taxable) for successful completion of pre-approved courses.
- Part-time employees working 20 or more hours per week are reimbursed at 100 percent reimbursement up to $5,000 annually {$2,650 non-taxable and $2,350 taxable).
- Eligible expenses include tuition, lab, registration, technology, online, general service, matriculation, graduate, and resource fees.
- Fees that are excluded from reimbursement are: Books, computer software, tools, license fees, withdrawal, deferred payments, late fees, parking, meals, travel, room, and student activity fees.
- Only work- or business-related undergraduate and graduate courses and degree programs taken at fully accredited colleges and universities are eligible.
- A grade "C" or above for undergraduate courses is required for reimbursement.
- A grade "B" or above for master's program courses is required for reimbursement.
- Courses that lead to law degrees, medical degrees or PH. Ds are not eligible.

Employees are eligible immediately upon their first day of work. However, the employee must be an active employee prior to the start of the class and upon completion of the class.

Your nontaxable tuition reimbursement is processed through the Workday expense module and is reimbursed separately from your normal payroll, following the payment elections for expense reimbursement established on your personal record. You can view or edit this by selecting the "Pay" worklet from the Workday homepage, and then selecting "Payment Elections".

Any taxable reimbursement received in accordance with IRS tax guidelines will be included in your normal payroll and follow the payment elections established for your regular payroll payments.

Tuition reimbursement is not provided if:

- The course is not completed within the required time;
- The employee terminates employment before completing the course;
- Pre-approval is not received from their manager and Human Resources; or
- The request for reimbursement is not received by Human Resources within sixty days from the scheduled completion date of the course.

APPENDIX J

Schedule Of Hours And Schedules

Facilities Department Oct 1 – Mar 31: 7:00 A.M. to 3:30 P.M. Mon. thru Fri. Apr 1 – Sept 30:	All Individuals

6:00 A.M. to 2:30 P.M. Mon. thru Fri. Changes will be made at the beginning of the week closest to the dates or by mutual agreement. Shift Differential will be not be in effect for this agreement.	
Clerical 7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Individuals
Maintenance Department* 3:30 P.M. To 11:30 P.M. Mon. Thru Fri	
*Each of the four AWCs will have a three (3) person night shift to include an Operator. Two of these personnel should be fully qualified. Work will be assigned to the night shift at the company's discretion. If an employee assigned to the shift is unavailable for three days or less, the company will determine the need to backfill the position on the night shift. In no case where there be any less than two fully qualified personnel to staff the shift. The past practice regarding two-person work will prevail in each area. Night shift crews will not be moved from their AWC with the exception of back up emergency response (East to East/West to West), unless mutually agreed upon between the parties. If the area night shift is engaged in an emergency response, a call out shall be performed for any additional emergencies.	
7:00 A.M. to 3:30 P.M. Mon. thru Fri.	All Planners
7:30 A.M. to 3:30 P.M. Mon thru Fri.	All other individuals
Distribution Support Tech (see MOA, Dated 2/25/10, Page 54)	
Instrumentation And Regulation Department	
7:30 A.M. to 3:30 P.M. Mon. thru Fri.	Instrument Technician, General Technician, and Maintenance Technician
Meter Repair Department	
7:30 A.M. to 4:00 P.M. Mon. thru Fri.	
4:00 P.M. to 12:00 A.M. Mon. thru Fri* *No present employee except by volunteering or bidding process.	One (1) Meter Repair Tech. and One (1) Sp. Mtr. Maint. Tech
Warehouse & Distribution Department	
6:30 A.M. to 3:00 P.M. Monday thru Friday	Working Leader + One (1) Individual
8:00 A.M. to 4:30 P.M. Monday thru Friday	One (1) Individual
5:00 A.M. to 1:30 P.M. Monday thru Friday	One (1) Individual
7:30 A.M. to 4:00 P.M. Monday thru Friday	Two (2) Individuals
Fleet Department	
7:00 A.M. to 3:30 P.M. Monday thru Friday	Southboro
7:30 A.M. to 4:00 P.M. Monday thru Friday	Southboro
4:00 P.M. to 12:00 A.M. Monday thru Friday	Southboro
7:00 A.M. to 3:30 P.M. Monday thru Friday	Auburn
3:00 P.M. to 11:00 P.M. Monday thru Friday	Auburn
6:00 A.M. to 2:30 P.M. Monday thru Friday	Somerville
3:00 P.M. to 11:00 P.M. Monday thru Friday	Somerville

METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA AND SEASON

SUN	MON	TUES	WED	THUR	FRI	SAT	SOUTH		WORC	
							S	W	S	W
12-8AM	12-8AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1	1	1	1
OFF	OFF	12-8AM	12-8AM	12-8AM	12-8AM	12-8AM	1	1	1	1
4-12AM	4-12AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1	1	1	1
4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	OFF	OFF	1	2	1	2
OFF	OFF	4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	1	2	1	2
OFF	OFF	8-4PM	8-4PM	8-4PM	4-12AM	4-12AM	1	1	1	1
OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	1	1	1	1
1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	OFF	0	1	0	1
OFF	OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	0	1	0	1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	2	3	2	2
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	8	8	10	10
OFF	7-3PM*	7-3PM*	7-3PM*	7-3PM*	7-3PM*	OFF	2	2	2	2
OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	All other service techs. In each report area			

*No present bargaining unit employee will be forced to work on this shift.
Service Technician D (see MOA, Dated 02/25/10, Page 55)

Winter Schedule
Winter schedule will be in effect only during the heating season (First Sunday in October to last Saturday in March).

HYDE PARK METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA & SEASON							HP		
SUN	MON	TUE	WED	THU	FRI	SAT	S		W
OFF	OFF	12-8AM	12-8AM	12-8AM	12-8AM	12-8AM	1		1
12-8AM	12-8AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
4-12AM	4-12AM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
OFF	OFF	4-12AM	4-12AM	4-12AM	4-12AM	4-12AM	1		1
OFF	1-9PM	1-9PM	1-9PM	1-9PM	1-9PM	OFF	0		1
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	1		1
OFF	7-3PM*	7-3PM*	7-3PM*	7-3PM*	7-3PM*	OFF	1		1
OFF	OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	0		1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	0		1
8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	OFF	1		1
OFF	8-4PM	8-4PM	8-4PM	8-4PM	8-4PM	OFF	All other Techs		

** No present bargaining unit employee will be forced to work this shift.

SOMERVILLE METER SERVICES DEPARTMENT

ASSIGNMENT BY AREA & SEASON									
SUN	**MON**	**TUE**	**WED**	**THU**	**FRI**	**SAT**	**S**		**W**
12-8	12-8	8-4	8-4	8-4	OFF	OFF	1		1
OFF	OFF	12-8	12-8	12-8	12-8	12-8	1		1
4-12	8-4	8-4	8-4	8-4	OFF	OFF	1		1
OFF	4-12	4-12	4-12	4-12	4-12	OFF	2		3
8-4	8-4	8-4	8-4	8-4	OFF	OFF	2		3
OFF	OFF	8-4	8-4	8-4	8-4	8-4	3		4
OFF	OFF	8-4	8-4	8-4	8-4	4-12	1		2
OFF	1-9	1-9	1-9	1-9	1-9	OFF	0		1*
OFF	10-6	10-6	10-6	10-6	10-6	OFF	1*		0
OFF	8-4	8-4	8-4	8-4	8-4	OFF	All other service techs in report area		
*SPLIT SHIFT TO BE ASSIGNED TO SAME SERVICE TECH									

METER SERVICES DISPATCH DEPARTMENT

Shift	SUN	MON	TUE	WED	THU	FRI	SAT	
1	***OFF***	***11-7***	***11-7***	***11-7***	***11-7***	***11-7***	***OFF***	***1***
2	***OFF***	***7-3***	***7-3***	***7-3***	***7-3***	***7-3***	***OFF***	***2***
3	***OFF***	***7-3***	***7-3***	***7-3***	***7-3***	***7-3***	***OFF***	***3***
4	***OFF***	***3-11***	***3-11***	***3-11***	***3-11***	***3-11***	***OFF***	***4***
5	***7-3***	***OFF***	***OFF***	***3-11***	***3-11***	***3-11***	***7-3***	***5***
6	***7-3***	***7-3***	***7-3***	***7-3***	***OFF***	***OFF***	***7-3***	***6***
7	***3-11***	***3-11***	***3-11***	***3-11***	***OFF***	***OFF***	***3-11***	***7***
8	***11-7***	***OFF***	***OFF***	***7-3***	***7-3***	***7-3***	***11-7***	***8***
VR1	***OFF***	***7-3***	***7-3***	***7-3***	***7-3***	***7-3***	***OFF***	***VR1***

Implementation of Vacation Relief Shift VR 1

APPENDIX K

G.I. Bill Apprentice Program

The Company agrees on a voluntary Basis to participate in the Apprentice Program under the G.I. Bill.

Upon reasonable notice to the any affected employees, the Company reserves the right unilaterally to end participation in this program should the Company in its sole discretion decide that this is an appropriate step.

APPENDIX L

Educational Assistance

Confirming agreement reached during recent contract negotiation, the Company will provide up to $48,000 (up to $12,000 per year) for the purpose of an educational assistance plan for each dependent child of an employee who dies as a result of an accident on the job. This plan will be administered solely by the company and payment will be made upon submission to it of bills from the college in connection with room and board, fees, registration, tuition and books.

APPENDIX M

Dependent Death Benefit

Confirming the agreement reached during recent contract negotiations, dependents of employees who die, as a result of an accident on the job, shall receive hospital, dental and vision care benefits. Coverage for spouse will cease with remarriage, reaching age 65 or become covered under another group plan. Coverage for dependent children will cease same as active employees. Benefits to be paid at 100% by the Company.

APPENDIX N

USW Local 12004 Committees

- Safety and Health
- Civil and Human Rights
- Veterans of Steel
- Women of Steel
- Rapid Response
- Next Gen
- Organizing
- Worker's Compensation
- Standards
- Joint Safety
- Standards

MEMORANDUMS OF AGREEMENT

Memorandum of Agreement
Establishment of a Service Technician D Classification in the Meter Services Department

This shall be considered a Memorandum of Agreement between the Company and the United Steelworkers Union regarding the establishment of a Service Technician D Classification in the Meter Services Department.

1. The job specification of Service Technician D is accepted at the rate of pay outlined below prior to the April 1, 2010 General Wage Increase.

2. The Service Meter Technician (SMT) Classification converts to a Service Technician D classification, effective April 2, 2010.

3. Service Technician D
   Trainee: $22.17 (6) months
   Step 1: $24.98 (6) months
   Step 2: $27.33 (6) months
   Step 3: $29.13

4. Current SMT'S may elect to be grandfathered at their present location and present work schedule, as Service Technicians D without progression.

5. No more than three (3) Service Technicians D will be scheduled on a Monday-Friday, 1pm-9pm shift in each area. Selection criteria for the shift:

   a) Volunteers by seniority for the Service Technician D in the area.
   b) Junior (non-grandfathered) Service Technician D in the area will be forced.

6. There will be no more than a total of twenty (20) Service Technicians D across all four (4) areas.

7. There will be no more than five (5) Service Technicians D in each of the four (4) areas.

8. Areas = Hyde Park, Somerville, Southborough and Worcester.

9. The Company and Local will work together to develop and implement a Service Technician Training Program, similar to the Distribution Training Program.

10. The Company will determine the progression from Service Technician D to C.

    a) If employed as a Local 12004 Service Technician D for 18 months or longer, training time to advance will be: 12 months from C to B, 9 months from B TO A, contingent upon successful completion of required classes and OJT.
    b) If employed as a Local 12004 Service Technician D for less than 18 months, the standard training times will apply according to present contract language, contingent upon successful completion of the required classes an OJT.

11. Service Technicians D can make safe in accordance with the first responder training, such as evacuating and standing by for a Service Technician.

12. Once the Service Technician attains the B rate in his progression, he can isolate, red tag, and after calling for a Service Technician, determine if he can leave the job before the Service Technician arrives.

13. Service Technician D can repair leaks on the work he performs and other incidental leaks, i.e. swivels, unions or tightening the nuts.

Sewer Repairs After Hours Settlement

EVERSOURCE ENERGY

247 Station Drive
Westwood, MA 02090

Electronic Original

November 3, 2022

Kathy Laflash, President
U.S.W. Local 12004
9 Industrial Road., Suite 204
Milford, MA 01757

RE: Grievance #022-084-001G – Contractor/Sewer

Dear Ms. Laflash:

In full and final settlement of grievance #022-084-001G, the Company and Local 12004 agree to the following:

a. If a pipeline contractor is utilized to repair a damaged underground utility after hours at the request of the Company, the Local 12004 Distribution Department will be offered "man for man" overtime hours equivalent to the hours worked by the pipeline contractor.

b. Paragraph A will remain in effect for a period not to exceed 12 months following the pipeline contractor's completion of the work that caused the damage to the sewer facility.

c. All emergency mark-out's associated with the sewer facility repair will remain with the Local 12004 bargaining unit.

d. The parties agree this will be a full and final settlement of Grievance 022-084-001G

Respectfully,

Peter Lewis
Sr. Labor Relations Consultant

cc: D. Henry
M. Needham
D. McGrail
M. Auclair
S. Shukis
File

Clerk Polling Process MOA

MEMORANDUM OF AGREEMENT

REVISED Gas Operations Clerk Polling Process

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the "Company") and United Steelworkers, Local 12004 (the "Union") dated April 1, 2020, to March 31, 2024, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

1. In area work centers that have clerks reporting to more than a single department, vacancies will be filled in the following manner. Existing clerks in the departments outside of the department that has a vacancy will be offered the vacant position through a polling process based upon Union seniority prior to the job being posted.

2. If there are no area work centers that have clerks reporting to more than a single department, vacancies will be filled in the following manner. Existing clerks will be offered the vacant position through a polling process based upon Union seniority prior to the job being posted.

3. After the polling process in paragraphs 1 and 2 above is completed, the resulting vacant position will be posted internally by the department that has the vacancy.

4. Any vacancy remaining after paragraphs 1, 2 and 3 above have been completed will then be posted for external hire.

5. This Agreement applies to all local 12004 area work centers.

The parties agree this agreement is executed on a non-practice and non-precedent setting basis and may not be cited in any other case or settlement agreement.

For Eversource Energy

12-7-23
Date

For Local 12004, USW, AFL-CIO-CLC

Daniel McGrail

Geothermal Pilot MOA

MEMORANDUM OF AGREEMENT
GEOTHERMAL PILOT

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the "Company") and United Steelworkers, Local 12004 (the "Union") dated April 1, 2020 to March 31, 2024, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Union agree as follows:

On May 2, 2021, The Company submitted an implementation plan for the Pilot for the DPU's review (D.P.U. 21-53); and

The Company views the purpose of the Pilot is to yield information about and advance the knowledge of geothermal networks; and

The Parties view the Pilot as a key component to assist in meeting the Commonwealth and Company's climate goals; and

Recognizing that the Pilot is a first-of-its-kind in the country initiative, the Company is still assessing what trades and qualifications may be required to install AND operate/maintain a networked geothermal system.

NOW, THEREFORE, the parties hereto will agree to the following:

1. The Pilot in Framingham MA, will be installed, maintained, and operated by the Company's contractors for a period of two years following the completion of the installation.

2. The Company will utilize its existing represented work force to conduct any mark outs associated with the Pilot.

3. Where represented GIS Technicians currently perform GIS mapping of the Company gas facilities, the mapping of the Pilot will be conducted by those individuals. In all other areas, GIS drafting practices will remain unchanged.

4. The Company agrees to conduct field observations with Union Representatives to observe and understand the installation and maintenance requirements of the Pilot.

5. The Company will continue to meet with the Union to discuss and evaluate areas where current work force qualifications and capabilities may apply to the installation and maintenance of the networked geothermal program at the Company, pending regulatory approval of such program. The parties will also discuss future requirements of training and skill sets required to perform maintenance and installation of Geothermal systems.

The parties agree this agreement is executed on a non-practice and non-precedent setting basis and may not be cited in any other case or settlement agreement.

For: Eversource Energy

For: Local 12004, USW, AFL-CIO-CLC

DATE: *October 24, 2023*

Service Relays-Dual Mains (10 Services) MOA

MEMORANDUM OF AGREEMENT
Service Re-Lays Grievances 019-210-002D and 020-077-001G

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the Company) and USW Local 12004, The United Steelworkers, (the Union) dated April 1, 2020, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Union agree as follows:

1. The Union will have a right of first refusal for any streets associated with a project involving the transfer of existing gas services from one existing gas main to another existing gas main, regardless of the source of funding, where the services on a street within the project in totality involves the transfer of ten or fewer services from one existing gas main to another existing gas main.

2. The Company will notify the Union prior to assigning a contractor to transfer services from one existing main to another existing main regardless of the scope of the project.

3. The right of first refusal will be administered by the Company providing reasonable advance notice to the Union of upcoming projects. The parties anticipate that this reasonable advance notice will consist of local management advising the Chief Steward (or a designee) of an upcoming project in the ordinary course of work planning and scheduling.

4. This agreement does not otherwise alter the usual assignments made to the bargaining unit or to contractors, including the usual assignments associated with any project of ten services or fewer that is the subject of this agreement.

5. This agreement is a full and final settlement of all issues arising from Grievances No. 019-210-002D and 020-077-001G. The Union will withdraw those grievances with prejudice as fully and finally settled. Once withdrawn, none of the jobs provided by the Company or the Union included in these grievances will be used as past practice by either party in future disputes regarding the practices herein.

6. This agreement expires March 31, 2024 and can be renewed by mutual agreement of the parties.

7. This agreement sets no precedent and cannot be cited in any other matter except one specifically involving the interpretation or application of its terms.

For: Eversource Energy

8/1/22
Date

For: Local 12004, USW, AFL-CIO-CLC

8.1.22
Date

Calling in of Dig Safe and Permits Settlement

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

Electronic Original

June 10, 2022

Kathy Laflash, President
U.S.W. Local 12004
9 Industrial Rd., Suite 104
Milford, MA 01757

RE: Grievance #021-127-001G Digsafe - Permits

Dear Ms. Laflash:

The parties, the Company and Local 12004, have met and agree to settle the above referenced Grievance as follows:

The calling in of permits and digsafes will remain Local 12004 clerical work.

This agreement is in full settlement of the above referenced grievance.

Very truly yours,



Peter Lewis
Sr. Labor Relations Consultant

cc:
C. Hall
K. Kelley
B. Rollins
S. Finnigan
D. McGrail
R. Peterson
File

Sunken Trench Settlement

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

Electronic Original

June 10, 2022

Kathy Laflash, President
U.S.W. Local 12004
9 Industrial Rd., Suite 104
Milford, MA 01757

RE: Grievance #020-321-001D Sunken Trench

Dear Ms. Laflash:

The parties, the Company and Local 12004, have met and agree to settle the above referenced Grievance as follows:

As a result of this hearing the parties agree that:

1. Contractors can make repairs to a sunken/failed trench during normal working hours, with an assigned inspector, including any hours associated with Appendix F. Any repairs to a sunken/failed trench outside of the Distribution Department's normal working hours, including any hours associated with Appendix F that requires mechanized equipment, will be performed by Local 12004. Any work performed by contractors under this agreement must be completed within the hours specified above.

2. Contractors can perform trench repairs up to 5 years from the completion of the project, excluding grinding and inlays.

3. This agreement applies only to sunken trenches that are a result of assigned contractor work. Sunken trenches which occur as a result of 12004 work will always be repaired by 12004.

This agreement is in full settlement of the above referenced grievance.

Very truly yours,



Peter Lewis
Sr. Labor Relations Consultant

cc:
C. Hall
K. Kelley
B. Rollins
S. Finnigan
D. McGrail

Worcester Agreement MOA

MEMORANDUM OF AGREEMENT

Grievance Settlement

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the "Company") and United Steelworkers, Local 12004 (the "Union") dated April 1, 2020 to March 31, 2024, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

In full and final settlement of the following Grievances:

020-212-001W
020-143-001W
020-142-001W
020-132-001W

The parties hereby agree to the following:

1. A pilot program, exclusive to the Auburn work center, commencing the 1st of April 2022 and terminating on the 31st of December 2022. This pilot may be terminated by either party with 30-day written notice.

2. The Construction Inspector's primary role will be Contractor crew oversight. Tie in work (#3 in this agreement) will not interfere with the construction inspectors' duties of contractor crew oversight.

3. Worcester construction inspectors will participate in, but not be limited to:
   a. Main connections.
   b. Plastic to plastic tie ins up to 8", union has first refusal.
   c. Main retirements up to 8" using plastic poly valves, union has first refusal.

4. The Company and the Local will meet and create a list of tools which will support the execution of tapping, cutting, squeezing pipe, tie ins/connections and purging for Local 12004 Construction Inspectors. This tooling will be independent of the tooling provided for Auburn maintenance.

(Worcseter Agreeent, pg. 1 of 2)

(Worcester Agreement, pg. 2 of 2)

5. Contractors can perform the following:

a) Contractors can tap LP plastic services tees ½ - 2" in size.
b) Contractors can tap IP plastic tees ½ "- 1 ¼".
c) Contractors can assist with tapping equipment, exclusively the air drill on low pressure.
d) Contractors can exercise service valves while replacing or installing new or relayed services.
e) Contractors can stop the flow of gas through the service tee (shell cutter).
f) Contractors can purge services in and out of service.
g) Plastic service and main poly-valves are considered full stops and can be tied into. This will not be considered live gas. The use of Williamson, Mueller, and Kleiss equipment remains with the bargaining unit and will be considered live gas.
h) The following shall apply when tapping mains and services:

- Low Pressure Tapping
  - Plastic – ½ - 2" (contractors or 12004).
  - Steel and Cast Iron – 1 ¼ and 2." (contractors can assist with air drill).
- Intermediate Tapping
  - Plastic – ½"– 1 ¼" (contractors or 12004).
  - Plastic – 1 ¼" HVT - 2" HVT - (12004).
  - Steel and Cast Iron - ½" - 1" – (contractors or 12004).
  - Steel and Cast Iron – 1 ¼" - 2" (12004).

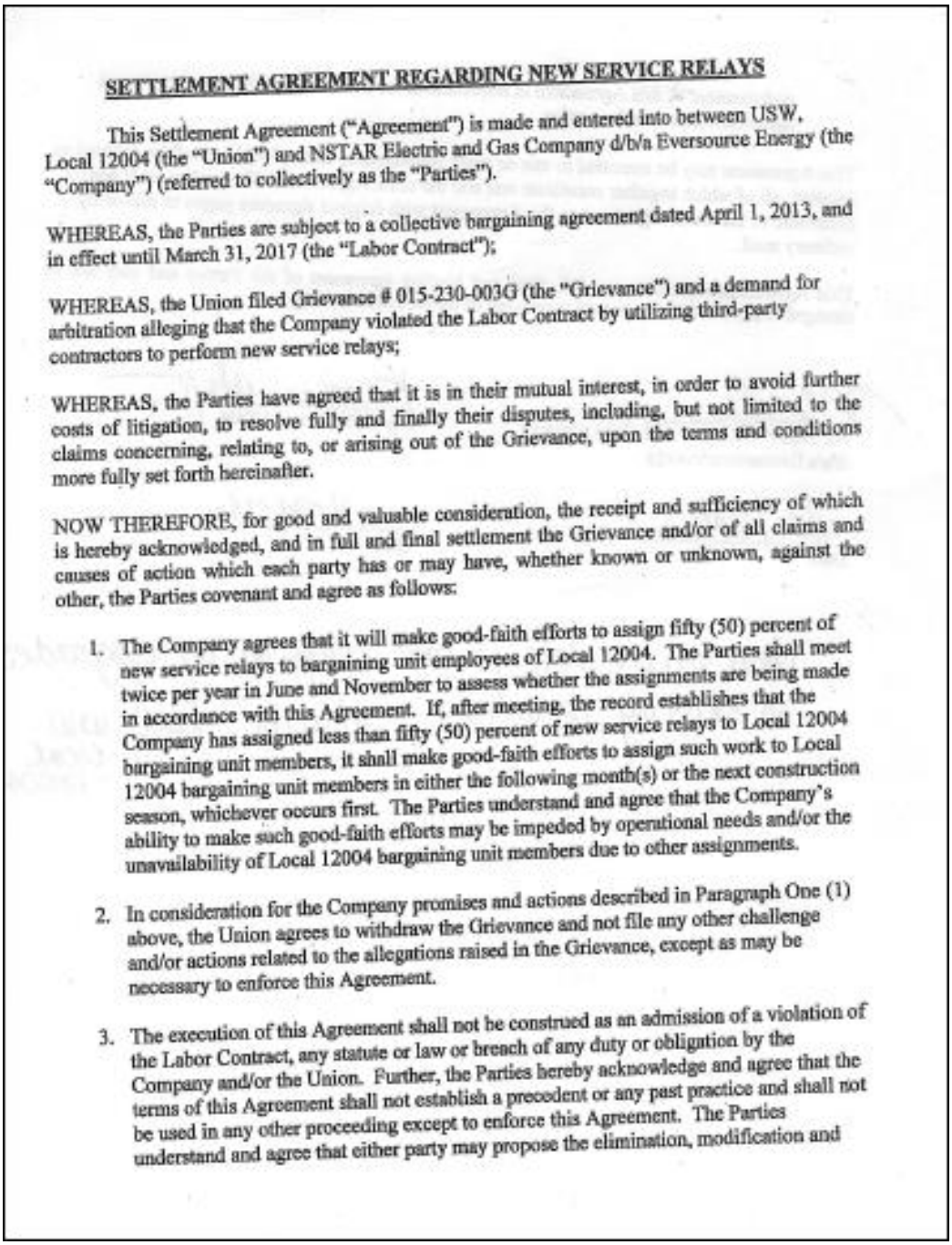
This agreement sets no precedent and may not be used or cited in any other proceeding between Eversource and Local 12004 except the one contained herein.

For Eversource Energy

8-1-22
Date

For Local 12004, USW, AFL-CIO-CLC

New Service Relays Settlement Agreement



SETTLEMENT AGREEMENT REGARDING NEW SERVICE RELAYS

This Settlement Agreement ("Agreement") is made and entered into between USW, Local 12004 (the "Union") and NSTAR Electric and Gas Company d/b/a Eversource Energy (the "Company") (referred to collectively as the "Parties").

WHEREAS, the Parties are subject to a collective bargaining agreement dated April 1, 2013, and in effect until March 31, 2017 (the "Labor Contract");

WHEREAS, the Union filed Grievance # 015-230-003G (the "Grievance") and a demand for arbitration alleging that the Company violated the Labor Contract by utilizing third-party contractors to perform new service relays;

WHEREAS, the Parties have agreed that it is in their mutual interest, in order to avoid further costs of litigation, to resolve fully and finally their disputes, including, but not limited to the claims concerning, relating to, or arising out of the Grievance, upon the terms and conditions more fully set forth hereinafter.

NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, and in full and final settlement the Grievance and/or of all claims and causes of action which each party has or may have, whether known or unknown, against the other, the Parties covenant and agree as follows:

1. The Company agrees that it will make good-faith efforts to assign fifty (50) percent of new service relays to bargaining unit employees of Local 12004. The Parties shall meet twice per year in June and November to assess whether the assignments are being made in accordance with this Agreement. If, after meeting, the record establishes that the Company has assigned less than fifty (50) percent of new service relays to Local 12004 bargaining unit members, it shall make good-faith efforts to assign such work to Local 12004 bargaining unit members in either the following month(s) or the next construction season, whichever occurs first. The Parties understand and agree that the Company's ability to make such good-faith efforts may be impeded by operational needs and/or the unavailability of Local 12004 bargaining unit members due to other assignments.

2. In consideration for the Company promises and actions described in Paragraph One (1) above, the Union agrees to withdraw the Grievance and not file any other challenge and/or actions related to the allegations raised in the Grievance, except as may be necessary to enforce this Agreement.

3. The execution of this Agreement shall not be construed as an admission of a violation of the Labor Contract, any statute or law or breach of any duty or obligation by the Company and/or the Union. Further, the Parties hereby acknowledge and agree that the terms of this Agreement shall not establish a precedent or any past practice and shall not be used in any other proceeding except to enforce this Agreement. The Parties understand and agree that either party may propose the elimination, modification and

(New Service Relays pg. 1 of 2)

(New Service Relays pg. 2 of 2)

endorsement of this Agreement at negotiations for a successor collective bargaining agreement between the parties.

This Agreement may be executed in one or more counterparts, each of which shall be deemed as original, all of which together constitute one and the same Agreement. The parties shall accept electronic or facsimile signatures to the Agreement with original signature pages to follow by ordinary mail.

This Agreement represents the full, final and binding agreement of the Parties and may not be changed orally but only by mutual agreement of the parties in writing.

For NSTAR Electric and Gas Company
d/b/a Eversource Energy

4/21/2016
Date

For USW, Local 12004

4-21-16
Date

New service relays are defined as upgrades in existing services. 4/21/16 kal USW Local 12004

QA-QC Re-Dig Settlement MOA

MEMORANDUM OF AGREEMENT

QA/QC Re-Dig Settlement

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the "Company") and United Steelworkers, Local 12004 (the "Union") dated April 1, 2017 to March 31, 2020, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

1. This Memorandum of Agreement is a full and final settlement of the arbitration case which arose from Grievance # 015-352-004G. Upon execution of this Memorandum of Agreement the Union will withdraw said case, with prejudice, as settled.

2. The Company and the Union agree that the Company's QA/QC re-dig program will continue to operate in its current capacity. However, going forward the parties agree to the following:

   a. The Distribution Department will provide an Inspector to QA/QC re-digs. The current practice of performing inspection duties regarding oversight on crews will continue.

   b. Calling in Digsafes, obtaining permits, Inspector lining up work, and scheduling police details which is usually done by bargaining unit employees will be done by the QA/QC contractor.

3. This agreement will be entered into on a no-practice non-precedent setting basis.

For Eversource
8/18/17

For Local 12004, USW, AFL-CIO-CLC
8/18/17

Date: August 18, 2017

Meter Exchange Appointments MOA

MEMORANDUM OF AGREEMENT
Meter Exchange Appointments

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the "Company") and United Steelworkers, Local 12004 (the "Union") dated April 1, 2020 to March 31, 2024, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Union agree as follows:

1. The Company will continue to send out high-volume batch letters in order to make meter exchange appointments.
2. If additional appointments need to be made, or appointments need to be rescheduled, the following order will be utilized:
   a. Local 12004 clerks
   b. Local 12004 Dispatchers

The parties agree this agreement is executed on a non-practice and non-precedent setting basis and may not be cited in any other case or settlement agreement.

For: Eversource Energy

For: Local 12004, USW, AFL-CIO-CLC

DATE: October 17, 2023

Segmented Cutouts MOA

MEMORANDUM OF AGREEMENT
Grievance Settlement
#022-046-001G

In accordance with the provisions of the principal agreement between NSTAR Gas Company d/b/a Eversource Energy (the "Company") and United Steelworkers, Local 12004 (the "Union") dated April 1, 2020, to March 31, 2024, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, the Company and the Local agree as follows:

In settlement of the following Grievance: **#022-046-001G**

The parties hereby agree to the following:

1. When a government authority (Federal, State, Municipal) initiates a project that results in a requirement to relocate a segment, or multiple segments, of an Eversource gas main in a Local 12004 territory, the bargaining unit will have the right to first refusal for all associated work if the nominal diameter is 4 inches or below. If the Local waives this right, it will be upon mutual consent of the Area Operations Manager and the Local's Chief Steward, or their designees.

2. If the main to be relocated has a nominal diameter of 6 inches or above, the Company may assign the associated work to a pipeline contractor, or the bargaining unit if any street within the project includes five (5) or more relocations. If there are four (4) or less relocations on an assigned street within the scope of the project, the work, in totality will remain with the bargaining unit.

3. If, in any scenario, pipeline contractors install the pipe, the tie-in work will remain with the bargaining unit.

4. This agreement has no impact on the existing practices regarding the use of contractors under the affected cast iron program.

5. This agreement will remain in effect until 2034. Upon expiration of this agreement, the parties agree that the Local does not waive its rights under the CBA to grieve and arbitrate any and all work associated with this MOA. In any future arbitration proceedings concerning main relocations, the use of contractors pursuant to this agreement shall not be considered in determining the parties past practice.

1

Segmented Cutouts continued

This agreement sets no precedent and may not be used or cited in any other proceeding between Eversource and Local 12004 except the one contained herein.

For Eversource Energy



12-7-23

Date

For Local 12004, USW, AFL-CIO-CLC



2

I&R Area Change Grievance Settlement

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

Electronic Original

June 13, 2023

Daniel McGrail, President
U.S.W. Local 12004
9 Industrial Rd., Suite 104
Milford, MA 01757

RE: Grievance #022-033-001G I&R Area Change

Dear Mr. McGrail:

The parties, the Company and Local 12004, have met and agree to settle the above referenced Grievance. The parties agree to the following area coverage changes for the I&R Department:

1. The Auburn AWC I&R group will service:

   a. The regulator pit at Lake Street in Shrewsbury
   b. The regulator pit at South Street in Shrewsbury
   c. The telemeter on North Main Street in Northbridge
   d. The telemeter on Quaker Highway in Uxbridge
   e. The telemeter (TBD) in Douglas
   f. Sutton Take station

2. The Southboro AWC I&R group will service:

   a. Milford take station
   b. Hopedale take station
   c. The telemeter on Harris Street in Milford
   d. The telemeter on South Main Street in Milford
   e. The telemeter on Pleasant Street in Upton

This agreement is in full settlement of the above referenced grievance and is agreed upon by the parties on a one time non precedent setting basis.

Very truly yours,

Peter Lewis
Sr. Labor Relations Consultant

cc:
S. Naughton
M. Auclair
P. Hynes

Brockton Dispatch Agreement

Memorandum of Agreement

Eversource Energy/U.S.W. Local 12004

Brockton Dispatch Agreement

January 29, 2025

In accordance with the provisions of the principal agreement date April 1, 2025, and without waiving or modifying the rights of either party thereto, except as specifically provided herein, the Company and USW Local 12004 agree as follows:

1. The Company agrees that the current dispatch employees in the Brockton AWC will become dues paying members and be represented by Local 12004 and will be covered under the local's bargaining agreement with the company as soon as practically possible after the signing of this agreement.

2. Union seniority will begin the date this agreement goes into effect. New members seniority within the Dispatch Department will be their start date as a Dispatcher. Company date of hire will used for purposes of picking vacation time.

3. New members pay rate will be adjusted to existing 12004 Dispatch rates effective the first pay period following the signing of this agreement.

4. Two separate dispatch units will be maintained in Brockton and Southborough and continue with their current duties until the groups move and consolidate into one Dispatch group. Once all employees from both groups are merged there will be a re-bid of all shifts based on Dispatch Department seniority and all employees will be under 12004 job responsibilities.

5. The Union agrees that the Clerk and Planner work currently being performed by Local 12004 employees within the 369 Plymouth and New Bedford service area will transfer to local 369 represented employees as soon as practically possible after the signing of this agreement. (An example of the Clerk and Planner work is attached).

6. The parties agree to a new Gas Dispatch Progression. Eligible candidates with "experience" will be defined as follows:

    - 2+ years Emergency Dispatching Experience - EMS/Police/Fire/Gas or Electric Utility
    - 2+ years of Meter Service Experience as a rated Technician working for Eversource
    - 2+ years of Call Center Experience working for Eversource

    A. Internal/external hire with experience

Brockton Dispatch Agreement continued

- Dispatcher C for a period of 2 months, not to exceed 3 months, employee will be eligible to take the Dispatcher B exam, if successful
- Dispatcher B for a period of 2 months, not to exceed 3 months, employee will be eligible to take Dispatcher A exam, if successful
- Dispatcher will become a Dispatcher A and will select an open shift at that time

B. Internal/external hire without experience

- Dispatcher C for a period of 3 months, not to exceed 3 months, employee will be eligible to take the Dispatcher B exam, if successful
- Dispatcher B for a period of 3 months, not to exceed 3 months, employee will be eligible to take Dispatcher A exam, if successful
- Dispatcher will become a Dispatcher A and will select an open shift at that time

(see training plan p. 5-10 attached.)

7. The Company will create a new Dispatch Trainer position represented by the union and will be an incremental addition to the Dispatcher roster. The rate of pay will be 7% over the top Dispatcher rate. The trainer will only perform training duties during their regularly scheduled shift and may perform or be required to perform Dispatcher duties outside of his/his regular schedule. Job Description attached

It is further agreed by both parties that this agreement sets no precedent and may not be cited in any other proceeding unless to enforce the term of this agreement.

M. Needham 1/29/25
For Eversource Energy

1/29/25
For USW Local 12004

For Eversource Energy
Labor Relations
1/29/25

For USW Local 12004
1/29/25

Brockton Dispatch Agreement continued

9/6/24 SHEENA SEAN PAUL LLOYD ~~DAN~~ PLANNER WORK TO 369

1 of 2

1. These are the individual tasks that 12004 GIS Planners do in the territory of the 369 GIS Planners.

   A. Request for gas plans from approved recipients (Engineering and Survey Firms)
   B. Work Order Prep
   C. Main Closeouts as-builts

1-29-25

2. Estimated quantity/work volume associated with each task.

   A. 50-75 per year. Using GIS to ensure the area is updated with the latest records. If it is, then the GIS planner will have to create a PDF or multiple PDFs, depending on the size of the area, and then email the PDFs to the approved recipient. If the GIS is not updated, we will have to wait until it is completed and then create PDFs and email them. Then, a letter is prepared by the Clerks for the recipient to let them know that there is a cost to this process.
   B. 100 per year. The GIS Planners create a folder for each work order in our Planners' documents and attach all prep documents for each work order. First, we do an overview map and save it as a PDF. Second, we get a customer accounts list from CIS. Third, we get all the existing records for the area in the work order, then attach all the documents mentioned in the steps above to the work order in Maximo and save the documents in the folder.
   C. 65 per year. The GIS Planners must check if the project is pinned in GIS. Then check to see if we have all the DARs associated with the work performed and that we have all either pinned or in Docuware and/or in Maximo in the Work Order. If not, we go back to Gas Ops to retrieve them to complete our mapping. We will need to calculate the footage on the DARs to see if it matches the total footage written on the Capital Project Closeout Form. We compare that footage to GIS if the project has already been completed in GIS. We then need to calculate retired footage, separating them by materials type, size, and installed year. Compare that footage to the Capital Project Closeout Form and GIS. Make any corrections or further research if they are not a close match.

3. Calculate the number of person-hours to complete each task.

   A. 20 min. per request or about 17-25 person-hours
   B. 30-40 min. per Work Order or about about 50-67 person-hours
   C. 60-70 min. per Main Closeout or about 65-76 person-hours

SK 1/29/25

MPN 1/29/25

Brockton Dispatch Agreement continued

9/6/24
2023

SEAN

LLOYD
DAN

CLERK WORK TO 369

1-29-25
SF 1/29/25

	PO#	Type	Amount	Avg # mins to process**	Total Min	Mins/hr	Total Hours
NEB	13034125	2023 Riley Paving	140	30	4200	60	70
PLY	13034125	2023 Riley Paving	33	30	990	60	16.5
NEB	13147705	2023 Nor'East Hydroseed	381	15	5715	60	95.25
PLY	13093238	2023 Nor'East Hydroseed	354	15	5310	60	88.5
NEB	N/A	2023 Property Damage Billing	11	60	660	60	11
PLY	N/A	2023 Property Damage Billing	1	60	60	60	1
NEB	N/A	2023 CUE's (BOT Exceptions)	40	10	400	60	6.67
PLY	N/A	2023 CUE's (BOT Exceptions)	17	10	170	60	2.83
NEB/PLY	N/A	2023 Sales Estimates	8	10	80	60	1.33
NEB/PLY	N/A	2023 Easement Filing	0	5	0	60	0
Total			985				293.08

** Some Riley invoices may require an hour or two to process depending upon accuracy of info provided on invoice. Some property damage billing invoi

Dispatch Training Rules

EVERSOURCE ENERGY

247 Station Drive
Westwood, Massachusetts 02090

August 23, 2024

Dispatch Training Rules

This notice is to confirm the department and union have agreed upon the following terms for Dispatch Training Rules:

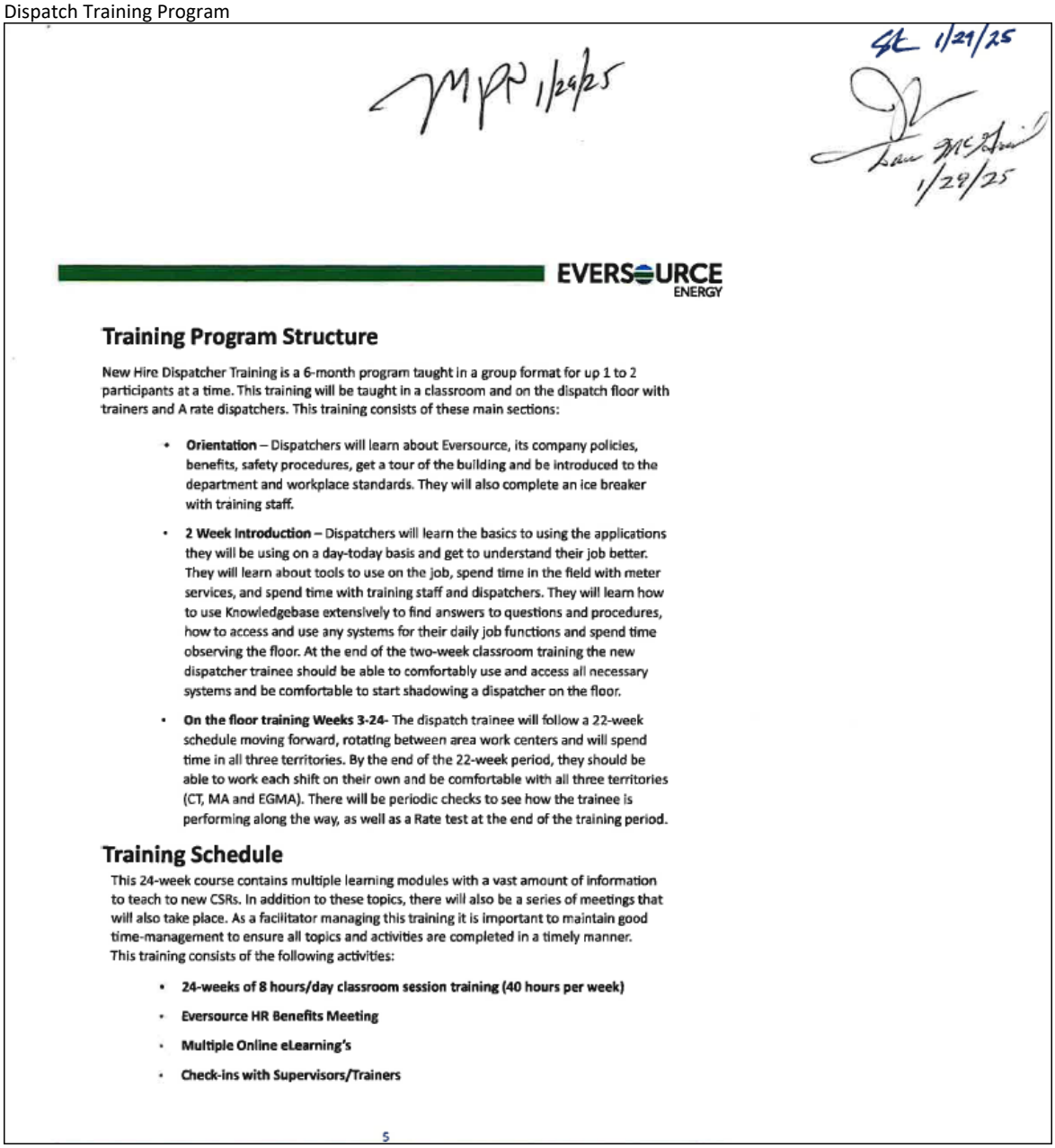
- When there is no C Rates in training the following shift minimums will apply…
  - Monday-Friday on first shift minimum is 3 A-Rates, (CT/MA)
  - Second shift is 2 A-Rate, (CT/MA)
  - Third shift is 1 A-Rate in each area (CT/MA).
  - Holidays (Monday-Friday) Must maintain 1 A Rate dispatcher on all shifts. B Rate dispatcher can work only if no other A Rate dispatchers have accepted, (CT/MA.)
    - 2 dispatchers first shift. Second and Third shifts will keep the same minimums as bullet 2 and 3 above, (CT/MA).
  - If the minimums are not met, they must be required.
- For the first week as B Rated dispatcher, an A Rated dispatcher will be required on second shift and weekends.
- Dispatch must maintain 3 A rated dispatcher minimums on shifts when a C Rate dispatcher is working.
- An extra A Rated dispatcher will be added to the shift to support the C Rate dispatcher.
- The C Rate will follow their training schedule for the Area Work Centers and train with the respective A-Rate dispatcher for that area.

After a callout has been conducted and there are no available dispatchers that can be required, through mutual agreement with the Chief steward and Management, the dispatch minimums can be changed due to unforeseen circumstances.

Karen Skerry
For Eversource Energy
8/23/24

Daniel McGrail
For USW Local 12004
8/23/24

Dispatch Training Program



EVERSOURCE ENERGY

Training Program Structure

New Hire Dispatcher Training is a 6-month program taught in a group format for up 1 to 2 participants at a time. This training will be taught in a classroom and on the dispatch floor with trainers and A rate dispatchers. This training consists of these main sections:

- **Orientation** – Dispatchers will learn about Eversource, its company policies, benefits, safety procedures, get a tour of the building and be introduced to the department and workplace standards. They will also complete an ice breaker with training staff.
- **2 Week Introduction** – Dispatchers will learn the basics to using the applications they will be using on a day-today basis and get to understand their job better. They will learn about tools to use on the job, spend time in the field with meter services, and spend time with training staff and dispatchers. They will learn how to use Knowledgebase extensively to find answers to questions and procedures, how to access and use any systems for their daily job functions and spend time observing the floor. At the end of the two-week classroom training the new dispatcher trainee should be able to comfortably use and access all necessary systems and be comfortable to start shadowing a dispatcher on the floor.
- **On the floor training Weeks 3-24**- The dispatch trainee will follow a 22-week schedule moving forward, rotating between area work centers and will spend time in all three territories. By the end of the 22-week period, they should be able to work each shift on their own and be comfortable with all three territories (CT, MA and EGMA). There will be periodic checks to see how the trainee is performing along the way, as well as a Rate test at the end of the training period.

Training Schedule

This 24-week course contains multiple learning modules with a vast amount of information to teach to new CSRs. In addition to these topics, there will also be a series of meetings that will also take place. As a facilitator managing this training it is important to maintain good time-management to ensure all topics and activities are completed in a timely manner. This training consists of the following activities:

- **24-weeks of 8 hours/day classroom session training (40 hours per week)**
- **Eversource HR Benefits Meeting**
- **Multiple Online eLearning's**
- **Check-ins with Supervisors/Trainers**

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- **Live Call Practice** – On day 15, Dispatch trainees will get a chance to take live calls to put in action what they have learned. Support and feedback will be provided.
- **OJT Support** – During the week following the -week training, trainers will provide support to the new CSRs while they take live calls on-the-job.
- **Knowledge Checks** - There will be knowledge checks placed throughout the training period to check the knowledge that was retained and learned after each area.

2 Week Introduction At-A-Glance

A two week introduction breakdown is available at the following link: Southboro Dispatch New Hire Training Intro Breakdown- 2 Weeks.docx

The first two weeks the dispatch trainee will follow this schedule:

Southboro Dispatch New Hire Training Introduction- *2 Week Breakdown*		
Note	Topic	Est. Time
	Day 1- Orientation	
	Classroom Ground Rules/Meet New Hire Training Supervisors (team leads) **Welcome to Southboro/Intro to Gas Dispatch**	1
	Icebreaker	0.5
	Tour of Southboro building	.5
	15 Min break	0.25
	Ergonomics	.5
	Technology + materials - receive any equipment and materials as needed	0.5
	New Hire Safety	.5
	Microsoft Teams + Outlook introduction	.5
	Meet the Manager/Director and LUNCH (can be moved)	1
	HR Info and ES Hub	1
	Eversource Code of Business Conduct review	.5
	Dispatch Workplace Location Standards- Review Workplace Behavior Policy	.25
	15 min break	.25

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EVERSOURCE ENERGY

	Welcome to the Union – union overview with Stewards (can be swapped)	.5
	Wrap- up/ Signoffs (as needed)	.25
	Total Time Day 1:	8 hr.
	Day 2- Field Day	
	Meter Shop Tour and Ride Along in Field	
	All day experience in field observing technician. Meet with field supervisor(s). Receive form to fill out to go over in class the following day.	
	Total Time Day 2:	8 hr.
	Day 3- Field Follow Up and Systems Access	
	Systems Overview, ARCOs + Omni Intro	
	Review field observation sheet- discuss observations and field experience	1
	Go over systems used in gas dispatch and agenda for the day	.5
	15 Min break	.25
	Systems Access Check- verify access to important systems used in dispatch	.5
	ARCOs review and test runs	1.5
	Lunch	.5
	Intro to CIS/Town List and Gas Companies- Omni once Switch is made	.5
	Test run with training region Omni	.5
	15 Min break	.25
	Locating accounts and customers in CIS/Omni	1
	Meter Info/Meter Screen/Usage History	1.5
	Total Time Day 3:	8 hr.

Note	Topics	Est Time
	Day 4- CIS/Omni, C2 + Click Intro	
	Knowledge Check from yesterday Omni/CIS	.5
	Intro to C2	.25
	Systems access check- c2	.25
	Searching in c2	.25
	C2- Meter screen/usage history	.5
	15 Min break	.25

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	Learning Central – e-learning c2	1
	Introduction to Click Schedule	.5
	Practice ground for click Schedule/ e-learning Assign and Dispatch tasks	.5
	Lunch	.5
	Learning central assignment- Dispatching	1.5
	Click review of assignment and assessment	1
	Knowledge Check- Click schedule and C2	.5
	Wrap-Up Day 4 – Overview and agenda for tomorrow	.5
	Total Time Day 4:	8 hr.
	Day 5- Intro to Gas Business/Gas Emergencies	
	Intro to Gas Business/Gas Emergencies/AEGIS	
	Review of gas business on the HUB	1
	Introduce todays activity and worksheet	.25
	AEGIS videos: The smell of danger reconstructed (14 min) The Anatomy of a gas leak (16 min)	.5
	First line of defense video + KB entry review on Gas Trouble and Situations	.25
	KB entries for types of gas emergencies i.e. Red Tag Removal Goes with AEGIS video- Last Dreams- People Don't know what they know (14 min)	.5
	Carbon Monoxide section – AEGIS videos and Knowledgebase Watch Toxic Tale (12:58) and Chapter 9: Hazards of Carbon Monoxide (9:05). Review CO section in Knowledgebase (this needs updating)- can review https://www.mayoclinic.org/diseases-conditions/carbon-monoxide/symptoms-causes/syc-20370642 for now.	.5
	15 min Break	.25
	Gas Emergencies continued… Complete AEGIS videos + review worksheet Videos: The Basics (5 min) The gas delivery system (6:25) When gas escapes the system (6:20) Detection Methods for Natural Gas (8 min) Dealing with Natural Gas Fires (6:18)	1.5

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EVERSOURCE ENERGY

	Chapter 6: LNG (11:35) Chapter 9: Case Study Review (3 min) Chapter 10 + 11 videos (3 min)	
	LUNCH	.5
	Eversource Gas Pipeline Safety with activities	1.5
	15 min break	.25
	Lessons Learned examples continued gas- i.e. Lesson Learned Texas explosion	1
	Total Time Day 5:	8 hr.
	Day 6- Observation Day	
	Full day on the floor with a dispatcher with support	
	Total Time Day 6:	8 hr.
	Day 7- Observation Day with classroom feedback + OMARK/DigSafe	
	½ day observation in CT + Omark and Damage Prevention review	
	½ day on floor	4
	Lunch	.5
	Review questions and observations from floor	.5
	Omark and Damage Prevention review: Omark in KB DigSafe in KB ***YouTube videos:*** What's locating (4 min) How to Dig Safely Around Marked Gas Lines (2 min) The locating life – Planet Underground Video (29 min) AEGIS Video – Keeping the System Safe (3:15)	2.5
	Worksheet and review for OMARK and Damage Prevention	.5
	Total Time Day 7:	8 hr.
	Day 8 – Observation Day with classroom feedback	
	½ day observation in CT + COM and KB review	
	Sit with a dispatcher for half the day minimum- observe and take notes	4
	Lunch	.5
	Review notes and go over questions	1

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EVERSOURCE ENERGY

	Learning Central – Knowledgebase review- save in favorites*	.5
	Intro to COM	.5
	Gas Emergency and Trouble Orders – learning central activity + knowledge check	1
	Total Time Day 8:	8 hr.
	Day 9- Observation Day with Classroom feedback	
	½ day observation in MA + CalAmp	
	Sit with a dispatcher for ½ day minimum- observe and take notes	4
	Lunch	.5
	CalAmp training with Bob Reynolds 1 pm Thursdays- schedule *(for one-week abbreviated version please schedule this week one with dispatch trainee)*	1
	Intro to CalAMP – resource center and help ☺ continued…	1
	Quiz tests or e-learning/ Review notes and go over questions from the day	1.5
	Total Time Day 9:	8 hr.
	Day 10- Observation Day	
	Full day of on the floor training with support	
	Total Time Day 10:	8 hr.
	Total Training Time 2 Week Introduction	80 hours

Weeks 3-24:

The dispatch trainee will rotate shifts based on the 6-month Breakdown. Please see your supervisor or Trainer for 6 months breakdown of shifts. The dispatch trainee will be assigned an AWC each week (refer to schedule) and will sit side by side with an A Rate Dispatcher. The dispatcher in training will be responsible for dispatching duties. The A Rate dispatcher will review information with the dispatcher and provide other scenarios for the trainee to simulate. The trainee will work on a variety of skills as logged on the first tab and monitor, incoming email updates, teams' chats and communicate with the other dispatchers and Dispatch Management, as necessary. The dispatch trainee will be given an AWC for a certain period. Depending on the size and difficulty of the AWC they may spend more or less time in each AWC. Please refer to the 6-month breakdown for a more in-depth training schedule for the dispatch trainee.
The dispatcher trainee will work a variety of shifts but will work 8 hours a day for 40 hours per week. Please see the 6-month breakdown below:

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Training Coordinator, Gas Dispatch

EVERSOURCE ENERGY

POSITION PROFILE **Revised Date: November 7th, 2024**

Title:	Training Coordinator, Gas Dispatch	**Job Family**	Gas Operations

Role and Scope of Position:
In conjunction with management, the Dispatch Training Coordinator will work to develop and conduct the technical training program(s) to ensure the safe and effective performance of Gas Dispatch employees. Training includes both classroom and on-the-job training and would incorporate both conceptual and simulated instructional methods. Responsibilities also include participation in testing and evaluation of new tools, materials, and technology, the ongoing revision and maintenance of standards and procedures, multi state cross training requirements, as well as conducting of quality assurance reviews and provide feedback to assist with the certification of dispatch employees. Coordinates training and communication needs with others on behalf of the Gas Dispatch organization.

Essential Functions:

- Works with field personnel and supervisors to analyze job tasks and current field performance to determine training needs and program content.
- Effectively implements training program and quality audit program.
- Directs and instructs Dispatchers during classroom and on-the-job training assignments.
- Evaluates performance during training and follows up on students learning through observations, call monitoring and refresher training.
- Develops, implements. updates and incorporates new procedures and revisions into training programs and reviews with all impacted stakeholders including but not limited to, Dispatch Center, Customer Contact Center, technical experts, and field personnel
- Performs emergency Storm Duty as assigned/ERP assignments.

Working Conditions:

- Work is performed primarily in an office environment which requires mobility, and ability to use computers and telephones.
- Travel to other company locations between MA and CT may be required. Travel to other non-company locations to attend training may also be required.
- *This position is categorized as safety-sensitive for the purpose of drug testing. Successful applicants shall be subject to a pre-assignment drug test if the individual is currently in a non-safety sensitive position. As an employee in this position the individual shall be subject to random drug testing. A positive drug test will result in disciplinary action.*

Technical Knowledge/Skill/Experience:

- 5 years experience as a rated Dispatcher.
- Requires knowledge of gas utility, metering, regulations and safety standards and business processes.
- Demonstrated leadership and coaching abilities with the capability to direct the work of others.
- Ability to work in a high-pressure environment.
- Knowledge of customer service activities and customer relations.
- Good working knowledge of, or ability to learn, C2, CIS, Cognos, CAD systems, Clickschedule, ARCOS, OMNI, CalAMP and any other current or future Dispatch Related Programs.
- Excellent communication skills, ability to present concepts, as well as provide technical instruction with clarity, confidence and enthusiasm.
- Ability to use PC desktop applications and work with other systems that impact gas operations (e.g. Microsoft Office, Sharepoint and Power BI).

Page **1** of **2**

Training Coordinator, Gas Dispatch continued

EVERSOURCE ENERGY

POSITION PROFILE **Revised Date: November 7th, 2024**

Leadership Behaviors/Competencies:	
Set and Communicate Direction and Priorities	• Know the business plan and how your role connects to it • Identify problems, issues; take responsibility for resolution • Maintain high standards for self; deliver quality performance • Raise ideas for improvement • Effective communication
Build Trusting Relationships	• Follow through on commitments made to manager, colleagues, and customers. • Address difficult or controversial issues and encourage others to do the same. • Have honest dialogue with others
Manage and Develop People	• Works with Management to set performance goals that align with department and company goals • Meet regularly with your supervisor/manager to discuss your performance • Seek opportunities to develop skills and gain knowledge through on the job opportunities, i.e. working on projects, attending meetings, etc.
Foster Teamwork and Cross-functional Collaboration	• Work collaboratively within and across the organization to achieve "One Company" and other goals • Recognize and address cross functional implications of your work
Create a Diverse, Inclusive Workforce	• Incorporate the diverse ideas and perspectives of team, colleagues, and customers in your work
Lead Change	• Proactively seek out opportunities to improve business performance and customer service. • Respond positively to new demands or circumstances • Exhibit a "can-do" attitude to support changes in priorities and work processes
Focus on the Customer	• Deliver superior service to our customers, both internal and external, in a reliable, attentive, courteous, quality, proactive and timely manner

Dispatch Cross Training Rules

EVERSOURCE ENERGY

247 Station Drive
Westwood, Massachusetts 02090

August 23, 2024

Dispatch Cross Training Rules

This notice is to confirm the department and union have agreed upon the following terms for Cross Training Rules:

- A-rate dispatchers in cross training on first shift, will be assigned to an A-rate dispatcher while training on either MA or CT side. The A-rate dispatcher assigned to the trainee will NOT be assigned an area, only the area the A rated cross training dispatcher is working.
  - For example, if you have a minimum of 3 A rates for the first shift you DO NOT need to force an A-rate for the A-rate dispatcher in cross training.
- When a cross-trained dispatcher is moved to the other State (shift for shift) and a dispatcher is unavailable for their shift, the other dispatcher must go back to their home state and a call out will be conducted for the absentee dispatcher's home state.
  - Example: CT shift 7 for MA shift 7. If MA shift 7 is unavailable, CT shift 7 will return to CT and a call out will be conducted for MA shift 7. If no volunteers, the required overtime will be issued for MA.
- In the event the minimum is not satisfied on any shift after a callout has been conducted, and there is an A Rate dispatcher in cross training or in a shift rotation, and when possible, they must return to home state and the dispatcher that was training the dispatcher in cross training will cover the vacant area if they are trained in that area.
- During cross training a maximum of 2 weeks shift for shift rotation will be allowed to maintain state to state knowledge.
  - This is between states MA/CT not AWC (area work center)

After a callout has been conducted and there are no available dispatchers that can be required, through mutual agreement with the Chief steward and Management, the dispatch minimums can be changed due to unforeseen circumstances.

Karen Steinmann
For Eversource Energy
8/23/24

Daniel McGrail
For USW Local 12004
8/23/24

Dispatch Days of Relief

EVERSOURCE ENERGY

247 Station Drive
Westwood, Massachusetts 02090

August 23, 2024

REQUIRING ON DAY(S) OF RELIEF – 12004/GAS DISPATCH

This notice is to confirm the department and the union have agreed upon the following terms for requiring days of relief.

When all dispatchers (MA and CT) have completed the 8-week cross training program, the company will follow these guidelines pertaining to requiring on a day(s) of relief:

- The company will not require dispatchers to work on their day(s) of relief.
- Overtime hours must be offered to all eligible dispatchers.
- If the overtime shift is not accepted, the company will require a junior A rated dispatcher on the shift day.
- If the junior A rated dispatcher on shift has already worked 16 hours, the company will require the next junior A rated dispatcher on shift that has not worked 16 hours consecutively.
- The union agrees there may be extenuating circumstances that may result in requiring an A rated dispatcher on their day(s) of relief when all other options have been exhausted.

For Eversource Energy
8/23/24

For USW Local 12004
8/23/24

Dispatch Scheduling Change

EVERSOURCE ENERGY

247 Station Drive
Westwood, Massachusetts 02090

October 1, 2024

Daniel McGrail, President
U.S.W. Local 12004
9 Industrial Roade, Suite 104
Milford, MA 01757

Re: Dispatch Scheduling Change

Dear Mr. McGrail:

As previously discussed, this letter is to confirm the following agreed upon upcoming scheduling changes in Dispatch will be in effect January 5, 2025:

- One combined overtime list.
- Schedule change from an 8am-4pm model to a 7am-3pm model.
- A schedule re-bid.

As usual, polling will be done in advance of the changes.

Respectfully,

Sean P. Keohan
Sr. Labor Relations Consultant

Agreed: Daniel McGrail
USW Local 12004

10/4/24

Cc: B. Rollins
S. Naughton
A. Hughett
S. Bailey
K. Skinner
P. Hynes
M. Auclair

Dispatch Skipped Overtime Process

EVERSOURCE ENERGY

247 Station Drive
Westwood, Massachusetts 02090

November 7, 2024

Gas Dispatch Skipped Overtime Process

This notice is to confirm the department and union have agreed upon the following terms for a skipped overtime process:

The dispatch supervisors shall follow the overtime process in awarding overtime for open shifts. In the event a dispatcher was skipped in the overtime process these are the steps to follow.

- The dispatch manager must be contacted immediately by the dispatch supervisor, when discovered an employee was skipped in the overtime process.
- The dispatch supervisor must fill out the information on the "skipped overtime spreadsheet" in SharePoint/Teams with all documented information.
  - All dispatchers will have "read only" access in SharePoint/Teams.
  - Only the dispatch supervisors will add/edit the information.
- The dispatcher and the dispatch supervisors will work together to schedule the dispatcher who was skipped to work the shift.
  - Once the skip was identified and brought to the attention of the dispatcher and supervisor the shift must be scheduled within 2 weeks.
  - The shift must be worked no later than 8 weeks from the date identified and brought to the attention of the dispatcher and supervisor.
    - Special circumstance may arise that prevent the 8-week deadline, and these should be handled on a case-by-case basis.
- If the shift is not worked within 8 weeks from the date the dispatch supervisor approves the skip will be forfeited by the employee.
- The owed overtime can't be work in less than 2-hour increments unless the amount remaining is less than 2 hours. If the amount remaining is less than 2 hours, all hours must be worked in one shift and can't be split.

When a dispatcher is working on owed/skipped overtime and a scheduled dispatcher calls out last minute, dispatch will follow the current process for replacing that dispatcher, including a force or a hold. The dispatcher working on owed/skipped overtime is not to be used to replace an open overtime shift unless all options have been exhausted.
Skipped overtime hours will be charged to the employee the same as all overtime hours are charged.

For Eversource Energy

For USW Local 12004
11/7/24

Welder Guideline Agreement

Eversource Energy/USW Local 12004
Welding Guideline Agreement
December 23, 2004

In accordance with the provisions of the principal agreement dated April 1, 2024, and without waiving or modifying the rights of either party thereto, except as specifically provided herein, the Company and USW Local 12004 agree as follows:

1. REPAIRS – All welding associated with Gas Piping repair work to an existing I&R facility (i.e. leaks, severe corrosion repairs, etc.) that requires welding will be executed by L12004 welders.

2. STATION INSTALLATIONS & REPLACEMENTS – When a Gas Regulating station is replaced in its entirety, or a new facility is installed, the company retains the right to utilize Local 12004 or contract welders for station fabrication work.

3. UPGRADE PROJECTS – When any District Regulator is upgraded, and welding work is required, the following provisions apply:

a. When gas piping modifications are necessary for equipment changes, flange by flange spool pieces necessary to complete the projects will be first offered to Local 12004 Welders.

b. The company agrees to review the work plan annually with the welders. If any of the work requires on-site fabrication, the company will distribute the jobs such that a minimum of 50% are assigned to Local 12004 Welders per year. This includes installation of third regulator vaults.

c. In all instances, off-site prefabrication of vaults and associated piping within the vault can be assigned to either Local 12004 welders or contractors.

4. All welded fittings for tie-ins to live gas mains will be performed by L12004 welders subject to the provisions of the current CBA.

For Eversource Labor Relations

For USW Local 12004

12/24/24

For Eversource Operations

Welder Pre-Fab Meter Fits Settlement

EVERSOURCE ENERGY

One NSTAR Way
Westwood, MA 02090

Electronic Original

Kathy Laflash, President
U.S.W. Local 12004
9 Industrial Rd., Suite 104
Milford, MA 01757

June 10, 2022

RE: Grievance #021-069-001W Pre-Fab Meter Fits

Dear Ms. Laflash:

A meeting took place at the Southboro area work center on October 13, 2021. President K. Laflash, Vice President D. McGrail and Secretary M. Auclair represented Local. Vice President C. Hall, Director M. Needham, Director D. Henry, Director K. Richey and the undersigned represented the Company.

As a result of this hearing the parties agree that:

1. The Company may purchase and use prefabricated meter fits.
2. The practice of fabricating, assembling and installing meter fits in Southboro and Auburn will remain with Local 12004 Welders. However, if the Company determines that a prefabricated meter fit is required due to operational constraints the Company may utilize one.

This agreement is in full settlement of the above referenced grievance.

Very truly yours,

Peter Lewis
Sr. Labor Relations Consultant

cc:
C. Hall
K. Kelley
S. Finnigan
D. McGrail
R. Peterson
File

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AGREEMENT

between

THE CONNECTICUT LIGHT

AND POWER COMPANY

DBA

EVERSOURCE ENERGY

and

LOCALS

420 and 457

THE

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

AFL—CIO

effective

JUNE 1, 2016 to JUNE 1, 2019

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AGREEMENT

between

CONNECTICUT LIGHT

AND POWER COMPANY

DBA

EVERSOURCE ENERGY

and

LOCAL UNIONS

420 & 457 I.B.E.W.

TORRINGTON BLUE/GREEN, STAMFORD, FALLS VILLAGE, SIMSBURY,
HARTFORD, WINDSOR, NEW LONDON, MIDDLETOWN, MYSTIC,
MADISON, EAST HAMPTON, TOLLAND, DANIELSON, CHESHIRE, NEWTOWN,
WATERBURY, NEW MILFORD, GREENWICH, NORWALK, BERLIN
EASTERN PROJECTS, CENTRAL PROJECTS, WESTERN PROJECTS,
GENERAL OPERATIONS, TRANSMISSION HARBOR AVE,
TRANSMISSION MATTATUCK HEIGHTS, TRANSMISSION SEQUIN DRIVE

This Agreement, effective June 1, 2016, is between Eversource, hereinafter referred to as the Company, as the Successor to The Connecticut Light and Power Company, The Hartford Electric Light Company and Locals 420 and 457 of the International Brotherhood of Electrical Workers, hereinafter jointly referred to as the Union and shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation, or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I

Torrington
General

Section 1. The Company recognizes Local 420 as the exclusive collective bargaining representative with respect to rates of pay, hours of employment and other conditions of employment for employees in the former Torrington bargaining unit of The Hartford Electric Light Company who were on the eligibility list for voting in the NLRB election in case number 1-RC-5243 and any employee hired or permanently transferred to replace any such employee and any additional personnel covered by the provisions of Section 2 hereof.

Section 2. If (a) additional personnel are hired for, or Company personnel are transferred permanently to, classifications included in the bargaining unit description in case number 1-RC-5243 or classifications added to the coverage of this Agreement, and (b) such personnel are assigned to the same reporting headquarters as any employee on said eligibility list or a reporting headquarters within the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, they shall become members of the bargaining unit and shall be added to the group referred to in Section 1 hereof, as of their date of hire, if newly hired, or as of their date of transfer, if permanently transferred. Nothing in this Article shall be deemed to require the hiring or transfer of personnel.

Section 3. An employee covered by Section 1 above who is permanently transferred to any reporting headquarters of the Company which was not the reporting headquarters of any of the employees on said eligibility list or to any position not included in the classifications set forth in Appendix A of this Agreement, shall cease to be a member of the bargaining unit as of the date of such transfer, but such employee shall retain seniority rights in the event of layoff for one year as provided in Section 4 of Article V. If a currently recognized reporting headquarters within the Torrington Bargaining Unit is relocated in the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, recognition herein will extend to all employees at such reporting headquarters with respect to job classifications appearing in Appendix A, Nomenclature, or in any other classification added to the Unit by agreement of the parties.

Section 4. By way of example as to the application of this Article, employees now or hereafter covered by Section 1 hereof who are permanently transferred to any service center located outside the above-mentioned town will cease to be members of the bargaining unit in accordance with Section 3 hereof. Similarly, a meter shop repairman now covered by Section 1 hereof who is permanently transferred to the Company's meter shop in Hartford where it is contemplated to centralize meter repair work, will cease to be a member of the bargaining unit. There shall be no personnel added to the bargaining unit in connection with either such change in the Company's operations. By way of further example, in the event of a change in the reporting headquarters in Torrington, from one location to another within the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, the employees permanently transferred from their present reporting headquarters in Torrington to such new reporting headquarters will not result in such employees ceasing to be members of the bargaining unit.

Section 5. In the event of any dispute between the parties as to whether an individual is a member of the bargaining unit or not, such dispute shall be handled under the grievance procedure of this Agreement except that if the grievance shall not have been satisfactorily disposed of after the meeting with the Grievance Committee under Section 4 of Article IV of this

Agreement, instead of proceeding to arbitration as therein provided, the dispute shall be resolved by joint submission of the bargaining unit issue to the National Labor Relations Board through the filing of a Motion for Clarification on the Certification.

ARTICLE I
Stamford
General

The Company recognizes Local 420, IBEW as the exclusive representative of all employees in the former Stamford bargaining unit of The Hartford Electric Light Company, as were certified by proper authorities for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

ARTICLE I
Stamford Meter Readers
General

ARTICLE I
New London
General

The Company recognizes Local 457, IBEW as the exclusive representative of all employees in the former New London bargaining unit of The Hartford Electric Light Company, as were certified by proper authorities for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

Middletown

This Agreement, dated as of June 1, 2016, is between The Connecticut Light and Power Company, hereinafter referred to as the Company, as the Successor to The Hartford Electric Light Company and Local 457 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter referred to as the Union, in respect to the bargaining unit certified by the National Labor Relations Board on April 2, 1959, in case number 1-RC-5240, and which is described under Article I below and hereafter referred to as the "Middletown Bargaining Unit."

ARTICLE I
Middletown
General

Section 1. The Company recognizes the Union as the exclusive collective bargaining representative of those employees who were on the eligibility list for voting in the NLRB election in case number 1-RC-5240 and any employee hired or permanently transferred to replace any such employee and any additional personnel covered by the provisions of Section 2 hereof.

Section 2. If (a) additional personnel are hired for, or Company personnel are transferred permanently to, classifications included in the bargaining unit description in case number 1-RC-5240 or classifications added to the coverage of this Agreement, and (b) such personnel are assigned to the same reporting headquarters as any employee on said eligibility list or a reporting headquarters within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, Connecticut, they shall become members of the bargaining unit and shall be added to the group referred to in Section 1 hereof, as of their date of hire, if newly hired, or

as of their date of transfer, if permanently transferred. Nothing in this Article shall be deemed to require the hiring or transfer of personnel.

Section 3. An employee covered by Section 1 above who is permanently transferred to any reporting headquarters of the Company which was not the reporting headquarters of any of the employees on said eligibility list or to any position not included in the classifications set forth in Article V of this Agreement, shall cease to be a member of the bargaining unit as of the date of such transfer, but such employee shall retain seniority rights in the event of layoff for one year as provided in Section 4 of Article V. It is understood that the designation of a new or different reporting headquarters within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, for any of the employees on said eligibility list shall not be deemed a reporting headquarters which was not the headquarters of any of the employees on said eligibility list.

Section 4. By way of example as to the application of this Article, employees now or hereafter covered by Section 1 hereof who are permanently transferred to any service center located outside the above-mentioned towns will cease to be members of the bargaining unit in accordance with Section 3 hereof. Similarly, a meter shop repairman now covered by Section 1 hereof who is permanently transferred to the Company's meter shop in Hartford where it is contemplated to centralize meter repair work, will cease to be a member of the bargaining unit. There shall be no personnel added to the bargaining unit in connection with either such change in the Company's operations. By way of further example in the event of a change in the reporting headquarters in Middletown, from one location to another within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, the employees permanently transferred from their present reporting headquarters in Middletown to such new reporting headquarters will not result in such employees ceasing to be members of the bargaining unit.

Section 5. In the event of any dispute between the parties as to whether an individual is a member of the bargaining unit or not, such dispute shall be handled under the grievance procedure of this Agreement, except that if the grievance shall not have been satisfactorily disposed of after the meeting with the Grievance Committee under Section 4 of Article IV of this Agreement, instead of proceeding to arbitration as therein provided, the dispute shall be resolved by joint submission of the bargaining unit issue to the National Labor Relations Board through the filing of a Motion for Clarification on the Certification.

ARTICLE I
Simsbury

The Company recognizes Local 420 as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees who were on the eligibility list for voting in the NLRB election in case number 34-RC-1465, 34-RC-1486 and 34-RC-1561, and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Hartford and Windsor

The Company recognizes Local 457 as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees who were on the eligibility list for voting in the NLRB election in case number

34-RC-1485 and 34-RC-1560, and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Madison
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Madison Area Work Center and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Torrington
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Torrington Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Falls Village
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Falls Village Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
East Hampton
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the East Hampton Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Tolland
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Tolland Unit and any employee hired or permanently transferred to

replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Danielson
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Danielson Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Cheshire
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Cheshire Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Newtown
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Newtown Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Waterbury
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Waterbury Area Work Center and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Greenwich
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Greenwich Unit and any employee hired or permanently transferred

to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Norwalk
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Norwalk Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Eastern Projects
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Eastern Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Central Projects
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Central Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Western Projects
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Western Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Berlin Construction/ G.O.
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Berlin Construction/ G.O. Unit and any employee hired or

permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Technical Units

Recognition

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all field technicians and test technicians employed by the Employer at its Mystic, Willimantic, East Hampton, Madison, Niantic, New London, Enfield, Tolland and Danielson, Connecticut offices, but excluding all other employees, senior technicians, office clericals, professionals, confidential employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Cases Numbered 1-RC-14,849, dated January 21, 1977 and 1-RC-14,733 dated November 12, 1976.

(b) The Company recognizes Local 457 - IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all Test Specialists A and Test Specialists B, and Technicians in the Central Region Test Department, and all Test Specialists A and Test Specialists B, Test Engineers and Test Engineer Technologists in the Eastern Region Test Department, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of representatives of the National Labor Relations Board in cases numbered 34-RC-1553 dated April 15, 1998 (Central Region Test Department), and 34-RC-1655 dated December 9, 1998 (Eastern Region Test Department).

(c) The Company recognizes Local 420 - IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all New Service Consultants and Technicians employed by the employer at its Simsbury, Stamford, Torrington, Waterbury, Newtown, Greenwich, New Milford, and Norwalk facilities, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1589 dated July 10, 1998.

(d) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all New Service Technicians employed by the employer at its Cheshire and Hartford facilities, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number (Cheshire) 34-RC-1803 dated April 21, 2000 and case number (Hartford) 34-RC-1792 dated February 18, 2000.

(e) The Company recognizes Local 420 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions for all full-time and part-time Project Test Specialists, Regional Test Specialists A and Regional Test Specialists B employed by the Employer (CL&P) in the Test Departments at the Employer's Waterbury, Connecticut and Norwalk, Connecticut facilities, but excluding all other employees, office clerical employees, and guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1987 dated November 13, 2002.

ARTICLE I
Administrative Support Units

Recognition

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all office clerical employees, including operating clerical employees, customer field representatives, order dispatchers, clerks, cashiers, storekeepers, telephone operators, typists, business office representatives, customer service center representatives, senior customer service center representatives, and stenographers employed by the Employer at its Enfield, Tolland and Danielson, Connecticut offices, excluding all other employees, confidential employees, professional employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Case Number 1-RC-14,670, dated November 12, 1976.

1.(b) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all employees, including senior representative-records, district business services-representative A, representative A-records, and representative B-records employed by the employer at its Cheshire Connecticut facility; but excluding secretary A, and all other employees, and guards, professional employees, supervisors and confidential employees as described in the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 34-RC-1819 dated June 19, 2000.

1.(c.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Administrative Support Group employees employed by the Employer at its Torrington, Connecticut facility; but excluding all other employees, planners, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 34-RC-2271 dated June 27, 2008.

1.(d.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its 49 Randolph Road,

Middletown, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2287 dated October 31, 2008.

1.(e.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its 135 New Road, Madison, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2288 dated October 31, 2008.

1.(f.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Newtown and New Milford, Connecticut facilities; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2331 dated October 2, 2009.

1.(g.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Stamford, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2338 dated October 30, 2009.

1.(h.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Hartford, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2439 dated August 26, 2011.

1.(i.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its New London, Connecticut facility; but excluding all other employees, and guards, professional employees and

supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-112609 dated November 13, 2013.

1.(j.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Simsbury, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-115491 dated December 11, 2013.

1.(k.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Waterbury, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-114044 dated November 14, 2013.

1.(l.) **The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Norwalk, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Stipulation of Representation dated October 11, 2016 (case number 01-RC-185500).**

Definition of an employee

1. The word "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired on a full-time or part-time basis for continuing nontemporary work in an established job classification.

2. A temporary employee is one hired for a special project of limited duration not to exceed twelve (12) months, unless a longer period is agreed to by the Company and the Union. Employees changed from temporary to regular employee status shall have their Teal Book Seniority count from the first date of their most recent employment as a temporary employee. Any time served as a temporary employee shall be considered as a part of the probationary time required.

ARTICLE I
Engineering Designer and Distribution Design Engineer Units

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time senior circuit owners, circuit owners and large and complex construction engineers, senior engineers, assistant engineers, associate engineers, engineering technologists, associate engineering technologists, senior engineering technologists, engineering specialists, and senior field technicians, employed by Connecticut Light & Power Company throughout the State of Connecticut, excluding guards, clerical and confidential employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-112451 dated December 13, 2013.

ARTICLE IA
General

Section 1. The Union agrees that its members who are employees of the Company will individually and collectively perform efficient work and service, and that they will avoid and discourage waste of materials, time and manpower, and that they will use their influence and best efforts to protect the property of the Company and its interests and to prevent loss of tools and materials, and that they will cooperate with the Company in promoting and advancing the welfare of the Company and the service at all times.

Section 2. Employees who were members of the Union in Stamford on June 21, 1968, in New London on May 22, 1968, in Torrington and Middletown on July 1, 1976, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

(a) Employees hired or transferred into the Bargaining Unit in Stamford after June 21, 1968, in New London after May 22, 1968, in Torrington and Middletown after July 1, 1976 will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

(b) Stamford employees on June 21, 1968, New London employees on May 22, 1968 or Torrington and Middletown employees on July 1, 1976 who were not members of the Union in their respective areas are exempt from the provisions of Article II, Section 3 above.

(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of required initiation fees and periodic dues, the employee shall be exempt from the provisions of Article II, Section 3 above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Article II, Section 3. Should the Union fail to solicit the membership of an employee within the time period prescribed in Article II, Section 3, that employee shall be exempt from the provisions of Article II,

Section 3 until the first day of the calendar month within which the employee's membership is first solicited by the Union.

(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged. If during the two week period the employee complies with the Union membership provisions of this Article, the Company will not be obliged to discharge the employee.

(e) If a dispute arises under Article II, Section 3 hereof concerning the discharge of an employee, the Director-Labor Relations and the Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Article II, Section 3 hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 3. Each new employee shall upon the commencement of employment be given a copy of the collective bargaining Agreement, informed that the Company has recognized the local Union as the exclusive bargaining representative of all employees in the bargaining unit, and introduced to the Union steward or other Union official employed in the same department or unit.

ARTICLE II
Recognition And Union Membership

Section 1. Recognition of Union

1. (a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

1. (b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1. (c) Each Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director - Labor Relations.

Section 2. Exclusive Bargaining Agent for New Job Classifications

If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

Section 3. Union Membership Requirements

The following provisions will apply to employees in job classifications covered by this Agreement:

3. (a) Employees who are members of the Union or its predecessor Union on June 1, 2009, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3. (b) Employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later. Employees hired for temporary summer assignment are excluded from this requirement for an additional sixty-day period in that summer and in any subsequent summers of temporary employment from their date of employment.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

3.(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Director-Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 4. Union Dues and Initiation Fees

4.(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A" the Company will make a single deduction for the required initiation fee and in addition will deduct required monthly Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix **"**B**"** attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, the employee's authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which the employee's transfer is effective.

4.(c) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Union's COPE fund. Such deductions shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

Section 5. Nondiscrimination Clause

It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE III
The Functions Of Management

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE IV
Grievances

Section 1. Weingarten

Employees have the right to have a union representative present during any investigatory interview/meeting which the employee reasonably believes may result in disciplinary action.

Section 2. Open-Door Policy

Management will discuss problems or potential problems with Business and Assistant Business Managers. In a letter to the Local Union the Company stated it has always believed in an "open-door" policy regarding its treatment of employee problems and contemplates no change in that policy. Under such a policy, an employee or an employee's representative in the person of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

Section 3. Introduction to Grievance Procedure

Any complaint made by an employee to the employee's immediate Supervisor concerning the employee's wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local concerned, an employee from within the Local area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with the employee in Step One, or for a Business Manager or the employee's designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or the employee's designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Section 4. Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the immediate Supervisor as promptly as possible following the incident which caused it. The immediate Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Section 5. Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or the employee's designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager

concerned or the employee's designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

The Company will furnish written answers to the Union for grievances which are concluded with adjustment in Step Two. When grievances are concluded in Step Two without adjustment, the Union will so-notify the Company in writing.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Section 6. Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director - Labor Relations. The latter shall refer the grievance to a joint committee consisting of:

(A) three representatives appointed by the Company, and
(B) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or the employee's designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

6.(a) **Designee to Appear for the International Representative** - An International Representative may designate an alternate representative to appear for the employee in Step Three grievance meetings with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and the Director of Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director - Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

6.(b) **Notifications Required When Grievances are Concluded** - The Company will furnish written answers to the Union for grievances which are concluded with

adjustment in Step Three. When grievances are concluded in Step Three without adjustment, the Union will so-notify the Company in writing.

6.(c) **Filing of a Union or Company Grievance** - At this Step in the grievance procedure, a "Union Grievance" or a "Company Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a "Company Grievance" is initiated, it shall be forwarded by the Director - Labor Relations to the Business Manager of the Local Union concerned and the International Representative who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

Section 7. Time Off For Grievance

Employees will be allowed necessary time off without loss of pay for attending scheduled grievance discussions with the Company at the second or third step. In addition to the time allowed above, the Assistant Business Manager or, in the employee's absence, the employee's designated representative, will, upon specific request, be allowed necessary time off to assemble data for scheduled grievance meetings.

Additional time off without pay will be allowed to not more than two representatives each from the **Torrington Unit, Stamford Unit, New London Unit, Falls Village Unit, Simsbury Unit, Hartford Unit, Middletown Unit, Madison, Torrington Blue, East Hampton, Tolland, Danielson, Cheshire, Newtown, Waterbury, Greenwich, Norwalk, Berlin, Eastern Projects, Central Projects, Western Projects, General Operations, Transmission Harbor Avenue, Transmission Mattatuck Heights, Transmission Sequin Drive** and two additional representative at large (upon written request by the Union) for the time required to attend state, regional, and national labor conventions.

Section 8. Grievance Committee/ Major Policy Changes

The Company and Union shall have the right to use Section 3 of this Article of the grievance procedure including arbitration, to settle any alleged violation or dispute over the interpretation or application of any provision of this Agreement. In such case, if the matter in question is one of major policy and Companywide application, and if the provisions in question are identical in all Agreements, the Grievance Committee may, by mutual consent, be increased to eight persons representing the Union and eight persons representing the Company. This clause shall not be used to circumvent the grievance procedure as provided in Section 1 hereof, which must be followed in any matter which involves individual employees.

Section 9. Failure To Pursue Or Respond

Any grievance not presented or followed up through the grievance procedure above outlined shall be deemed waived. If at any step in the grievance procedure the Company fails

to give its answer within the prescribed time, the grievance will automatically proceed to the next step unless the time is extended by mutual consent.

Section 10. Precedent Setting

Where either party so states in writing in the disposition of a matter not submitted to arbitration under the grievance procedure, the acceptance of the action or disposition shall not be binding on either party as a precedent for the future on the same or related matters.

Section 11. Agreements Concerning Grievance

In the event any Agreement affecting the interpretation or application of this Agreement is reached with any local Union, a copy of such Agreement shall be sent immediately to the Business Manager of those local Unions not participating therein. In the event the Business Manager of such local Union informs the Company in writing within one month that such disposition or Agreement is not acceptable to the employee's local Union, such Agreement shall not be binding on that local Union. This does not apply to awards made as a result of arbitration which shall be binding on all local Unions.

Section 12. Processing of Discharge Grievance

The Company agrees to expedite the processing of grievances involving discharge as rapidly as possible.

Any employee who has been disciplined or discharged and who is subsequently exonerated, shall be reinstated without prejudice or loss of seniority and compensated for any loss in wages, unless the Grievance Committee or the Arbitrator determine otherwise.

Section 13. Grievance Procedure for Berlin Construction Department

Due to work assignments of employees at remote locations, there could be a delay of several days before a grievance could be presented to the supervisor. Supervisors are requested to make arrangements for prompt attention to any grievance, and Union representatives will advise bargaining-unit employees to telephone to request a meeting with the immediate supervisor when they have a grievance.

Section 14. Discipline or Discharge

14.(a) The Company shall, on the same day on which it occurs, orally advise the local Union concerned of any suspension or discharge, and if requested by the Union, the matter shall on the same day, be discussed by the proper Management representative and the Business Manager and/or Assistant Business Manager or designated representative of the local Union concerned. The Company shall advise the Union in writing of any disciplinary action or discharge, which shall only be for just cause, within three (3) working days of its occurrence, specifying the reason therefore. The Company and Union shall designate representatives in each Division who will represent them at each step of the grievance procedure, and both the Company and the Union shall have a person available within the time limits provided for steps 1 and 2 of the grievance procedure.

14.(b) The Union shall have the right to question the propriety of any such disciplinary action or discharge through the grievance procedure herein outlined, including arbitration, but any such grievance shall be filed within fifteen days after receipt by the Union of notification of the Company's action.

Section 15. Submission of Grievance; Selection of Arbitrator

If a grievance is not settled in Step Three of Article IV, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article IV, Step Three, submit the grievance to an impartial arbitrator for final settlement. The arbitrator selection process will be as follows: The local union(s) will submit to the Company on each arbitration case a list of eight (8) arbitrators, of which at least four (4) are members of the American Arbitration Association, the remainder being independent arbitrators. If agreement is not reached on this list of arbitrators, then the Company will submit to the Union a list of eight (8) arbitrators, of which at least four (4) are members of the American Arbitration Association, the remainder being independent arbitrators. In the event that the Company and the Union cannot agree upon a mutually satisfactory arbitrator by use of the above process within the limits specified in Article IV, Step Three, either the Union or the Company may within the next ten calendar days request the State Board of Mediation and Arbitration of the State of Connecticut to arbitrate the grievance. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement.

Section 16. Payment Of Expenses For Arbitration

It is understood that for the term of this Agreement, where the original position of the Union is upheld by the Arbitrator, the Company will pay such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

In any other case such fees will be shared equally by the Company and the Union. In all cases, any costs incurred by either party in its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

Section 17. Role of Arbitrator

The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining.

Section 18. Agreement Changes Nonarbitrable

It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
Seniority

Introduction

Seniority which employees accumulate is of two types:

(a) Total length of continuous time served with Local 420/ 457 legacy CL&P employees shall be known as "Teal Book Seniority."

(b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority."

(c) In addition to Union seniority, an employee accrues other types of service with the Company such as credited service and service recognition as described below:

i. Credited service date is used for pension and severance calculations as well as the three year vesting period for employees on K-Vantage.

ii. Service recognition is used for vacation and sick time eligibility as well as an employee's service anniversary date.

Generally, unless there is a break in service with the Company, an employee's credited service date and service recognition date would be the same.

Definition of an Employee

The term "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired for full-time employment on continuing nontemporary work in an established job classification. During the first six months of employment each such employee will be on a probationary or trial basis. Nonregular employees are employees hired for temporary work whose term of employment will not exceed three months in any twelve month period and whose employment does not affect the advancement of or result in the layoff of a regular employee.

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Teal Book Seniority shall prevail and when both Classification Seniority and Teal Book Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date. The application of seniority as herein provided shall not be applied so as to conflict with any established seniority relationships existing prior to June 1, 1963.

New employees, other than temporary employees, shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during the employee's probationary period as defined above shall become a regular employee at the end of the probationary period and the employee's seniority shall start from the date of hiring. Employees hired on a temporary basis for special projects that require not more than twelve months to complete shall acquire no seniority status during such employment. If a temporary employee is

retained as a regular employee, the employee's Teal Book Seniority shall start from the date of hiring and the employee's Classification Seniority shall start on the date the employee became a regular employee. Temporary employees must comply with Article II, Section 3. A regular employee shall lose the employee's seniority status if the employee resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4 of this Article. Where used in this Article the words "local" and "locality" describe designated areas of Company operations for which the immediate responsibility is directly assigned to an individual Manager or other in charge. Appendix **"**C**"** attached hereto shows a list of designated areas of Company operations which define "Local" seniority areas for application of the provisions of this Article.

Section 1. Promotion

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on a local departmental basis. Exceptions to such preference may be made only in (1) temporary situations where assigning a more senior employee would involve short notice change of a normal work schedule or unreasonably interfere with the conduct of a particular job assignment or (2) when a senior employee either has qualified previously for promotion or has demonstrated the employee's inability to do so and has been advised accordingly by the Company.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on a local or departmental basis. If this employee is qualified as evidenced by the employee's skill, efficiency, knowledge, ability and acceptable performance in training, the employee will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on a local or departmental basis. When no employee on a local or departmental basis is qualified, Classification Seniority will be applied secondly on a district basis, thirdly on a regional basis and fourthly on a Companywide basis.

1.(c) Vacancies in the bargaining unit, other than Helper or equivalent job classifications or classifications covered by the Time- Merit Progression Program which are to be filled by promotion will be filled within two weeks from the date of the vacancy excepting in situations when the employee who is to fill a vacancy is temporarily absent from work or requires additional time to complete necessary training. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

1.(d) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager of each Local Union. Each bulletin board posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on

behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not the employee's application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(d) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Teal Book Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

1.(e) Regular Employees who have been transferred or reassigned prior to June 1, 1979 under Sections 2.(a) or Sections 3, 3.(a) or 3.(b) or rehired under the provisions of 4.(b) of this Article will be considered as having greater Teal Book seniority within the employee's former local seniority area for purposes of Section 1.(d).

If more than one such Employee applies for the same job posting, greater Teal Book seniority will be the determining factor. Such Employee(s) will receive this consideration only if the Employee(s) notes on the job posting application that the employee is applying under this Section of Article V. Further, the Employee(s) affected will be allowed this seniority consideration only until the employee has been selected for one job opening under these provisions. An employee selected for a job posting under this Section 1.(e) will have the employee's rate established in accordance with Section 2.(d) of this Article.

Applicants who are selected for job postings to classifications covered by Time Merit Progression Programs under this Section will be considered for reinstatement rights under the provisions of Section 3.(e) or 4.(a) of this Article for a period of up to two (2) years from the date of transfer.

1.(f)(1) **Understanding Concerning Article V, Section 1.(d)** - When an employee with one year or more of satisfactory Company service is selected to fill a posted job opening, the employee will be transferred into the new position at the second rate step. If the employee has 18 months or more of satisfactory Company service, the employee will start at the third rate step.

If additional training is required, the employee may remain at the step the employee started the employee's new position at up to one year or eighteen months whichever the case may be.

If prior work experiences were directly related to the new duties, the employee may be accelerated through the pay rate steps.

1.(f)(2) Employees accepted for a job posting back to their former Local Seniority Area under Article V, Section 1(e) who have previously been transferred or reassigned under Sections 2(a), 3, 3(a) or 3(b) of Article V, will have their rates established in accordance with Article V, Section 2(d). Application of Article V, Section 2(d) under this Section 2, will be applied only to the initial job posting for which the employee was accepted back to the employee's

former Local Seniority Area and also only to employees who at the time of transfer or reassignment were not offered an option to remain in their Local.

Section 2. Reassignment, Layoff and Demotion

If at any time Company operations require a reduction of the existing working forces, employees in the localities or departments affected will be subject to reassignment in the order of least Teal Book Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of this Section 2.(a), may at the employee's option and to the extent the employee's Teal Book Seniority exceeds that of other employees,

(1) either displace the employee having least Teal Book Seniority in the same job classification within the district or region, or
(2) displace the employee having least Teal Book Seniority in the same job classification within the Company, or
(3) displace the employee having least Teal Book Seniority in a lower job classification within the employee's normal sequence of job progression within the locality, or
(4) displace the employee having least Teal Book Seniority within the locality.

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1) or (3), then the employee may

(5) displace the employee having least Teal Book Seniority in a lower job classification within the employee's normal sequence of job progression within the District, within the Region or within the Company, or
(6) displace the employee having least Teal Book Seniority firstly, within the District and secondly, within the Region.

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1), (2), (3), (4), (5) or (6), then

(7) the employee may displace one of the five employees having least Teal Book Seniority within the Company.

2.(b) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2(a) of this Article who has insufficient Teal Book Seniority to entitle the employee to reassignment or in lieu of displacing another employee, may elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Prior to being presented with the employee's options, an employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2.(a),

of this Article may at the employee's option, after giving the Company at least one weeks' notification, elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

2.(c) In the event an employee subject to reassignment does not have sufficient Teal Book Seniority to entitle the employee to job placement, the employee may be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4.(b) of this Article. Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached the employee‘s fifty-fifth birthday may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(d) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Sections 2 of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee‘s new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than the employee‘s present hourly rate a special basic rate of pay will be established for the employee in the following manner:

A. For an employee with less than five years of continuous service:

(1) If the employee‘s present rate is greater than the maximum rate of the employee‘s new classification, the employee will be paid the maximum rate of the new classification.

(2) If the employee‘s present rate is less than the maximum rate of the employee‘s new classification, the employee will retain the employee‘s present rate in the new classification until the employee is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If the employee's present rate is greater than the maximum rate of the employee's new classification, twenty-five percent of the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(4) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If the employee's present rate is greater than the maximum rate of the employee's new classification, fifty percent of the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(6) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds the employee's special rate.

2.(e) If it is definitely established that a regular employee is physically incapable of performing the duties of the employee's assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Teal Book Seniority of all employees affected, reassign such employee to an available job for which the employee is qualified at a rate which will result in a minimum reduction from the employee's former rate.

2.(f) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at the employee's own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of the employee's assignment, the employee's Classification Seniority for the purposes of promotion will retrogress in reverse sequence of classification progression. An employee who is demoted under item number (4), above, will retain the employee's Classification Seniority in the employee's former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than

covered by Section 1.(d) of this Article shall make written request to the Manager concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

Section 3. Transfer

When it is necessary for the Company to transfer an employee from one locality, or department to another under circumstances other than those outlined in Sections 2., 3.(a) or 3.(b) of this Article, the Company shall offer the transfer to qualified employees in descending order of Classification Seniority in the job classification affected in the locality or department from which the transfer is to be made provided first that Section 1.(b) is complied with on a local or departmental basis.

3.(a) If at any time there is an excess number of employees in a job classification which is to be retained in a locality or district and concurrently there is a vacancy in the same job classification in another locality the Company may, rather than apply Section 2 of this Article, transfer a qualified employee from the locality where there is an excess to the locality where the vacancy exists provided first that Section 1.(b) of this Article is complied with on a local or departmental basis. Under these circumstances the Company shall offer the transfer to qualified employees in descending order of Teal Book seniority in the job classification affected, from the locality where the excess number exists to the locality where the vacancy exists. If no employee accepts the transfer, the least senior of the employees affected, will be subject to provision (2) of Section 2.(a) of this Article except that when the transfer is from one region to another the employee may displace the employee having least Teal Book Seniority in the same job classification within the region where the employee is employed. Any employee displaced from the same job classification may accept transfer to where the vacancy exists or exercise provision (2) of Section 2.(a) or elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article. Any employee displaced by the application of provision (2) of Section 2.(a) will, if qualified, be required either to accept the promotional transfer or to be laid off with recall privileges as outlined under Section 4.(b). If an employee displaced by this procedure is not qualified for promotional transfer the employee will be subject to provision (3) of Section 2.(a).

3.(b) If at any time Company operations require permanent elimination of a job classification or permanent reduction of the number of employees or both in a locality, under conditions not provided for under Sections 3. or 3.(a) of this Article, and requirement to fill existing or contemplated vacancies elsewhere can reasonably be coordinated with the elimination or reduction, the employees where the job elimination or reduction is to be made will be offered opportunities, consistent with their respective qualifications and seniority, either to remain in their present locality in job classifications remaining available there or to be reassigned to fill available vacancies elsewhere. Under these circumstances offers for available jobs will be made in descending order of Teal Book Seniority to (1) accept promotional transfer, or (2) remain in the present locality, or (3) accept reassignment to a different job classification and locality, or (4) in lieu of applying provisions (1), (2) or (3) of this Section 3.(b) be laid off with recall privileges as outlined under Section 4.(b) of this Article. If the application of provisions (1), (2) or (3) above would result in less favorable job placement for an employee than reassignment under Section 2.(a), then Section 2.(a) will be applicable for that employee. For the purpose of coordinating the permanent elimination of a job classification or the permanent

reduction of the number of employees in a locality with requirement to fill existing or contemplated vacancies elsewhere the provisions of Sections 1.(b) and 1.(c) of this Article will not be applicable and the Company will give written notice of intent to the Business Manager of the Local Union concerned.

3.(c) If an employee is reassigned under provisions (2) or (3) of Section 3.(b) of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification. When by application of provisions (2) or (3) of Section 3.(b) an employee with five or more years of Teal Book Seniority is reassigned to a job classification with a lower hourly rate of pay than the employee's former hourly rate a special basic rate of pay will be established for the employee by application of the formula set forth in Article V, Section 12.(a) of this Agreement. Should such an employee subsequently be promoted to a job classification with a higher hourly rate of pay the employee's basic rate will be the starting rate for the higher job classification or the special basic rate as determined under Article V, Section 12.(a), whichever is higher. When an employee with less than five years of Teal Book Seniority is reassigned to a job classification with a lower hourly rate of pay by application of provisions (2) or (3) of Section 3.(b) the employee will be paid the maximum hourly rate for the lower job classification.

3.(d) In situations when the application of the seniority principles of this Article either involve groups of employees or involve two or more separate localities, plants or departments, the Company may, at its discretion, satisfy its obligation to contact affected employees by giving written notice. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the localities where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(e) When, for reasons other than the employee's own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) or Sections 3., 3.(a) or 3.(b) the employee will retain the employee's Classification Seniority in the employee's former location and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within the employee's normal sequence of progression, the employee's Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another locality, or is transferred to another locality for the mutual convenience of the employee and the Company, and no change in job classification is involved, the employee's Classification Seniority in the employee's former and new locations will be accumulative.

Employees reassigned since January 1, 1978 to another classification by the application of Section 2.(a) of this Article and who are later reinstated to their former classification, will have their Classification Seniority adjusted for a period up to the employee's recall rights had the employee elected layoff to reflect continuous former Classification Seniority.

3.(f) When an employee is transferred or reassigned from one locality, plant or department to another at the employee's own request, the employee's Classification Seniority in the employee's new assignment will begin on the effective date of the transfer and the employee will forfeit the employee's Classification Seniority in all job classifications the employee has held prior to the transfer.

[1]3.(g) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Teal Book Seniority for the purposes of this Article and the employee's Classification Seniority will be determined in accordance with the provisions of this Article. Effective June 1, 1975, Teal Book Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

Section 4. Reinstatement and Recall

4.(a) Should opportunity for reinstatement to a higher job classification occur after an employee has been transferred or reassigned to a lower job classification for reasons other than the employee's own request or after demotion because of physical inability to perform the duties of the employee's assignment in accordance with provision (4) in Section 2.(f) of this Article, the employee involved will be reinstated in the higher job classification provided the employee is then able and willing to perform its duties. If more than one employee is involved, reinstatement to the higher job classification will be offered in reverse order to the previous reassignments.

4.(b) Employees with three or more years of continuous service who are laid off will be entitled to recall for a period of three years from the date of layoff. Employees laid off with less than three years but more than six months of continuous service will be entitled to recall for a period of one year from date of layoff. Employees with recall rights will be considered as regular bargaining unit employees for purposes of Section 1(e) of this article.

A certified letter to the Employees' last known address with a copy of the job posting and a reassignment application will be considered proper notification for purposes of this section. The completed reassignment application must be returned to the Company by certified mail within (10) calendar days from the date of the Company's mailing of the posting. In the event an employee is recalled the employee must be available, able, qualified to work and return to work within two weeks.

Laid off employees who are reemployed within their recall period will maintain continuous Teal Book and Classification Seniority status during the period of layoff for the purpose of this Article and the starting rate of pay will be established according to the provisions of Section 2.(d) of this Article.

4.(c) **Vacation and Sick Leave Payment Entitlement Upon Recall from Layoff** - Employees who are recalled, for other than temporary assignments, under Section 4(b) shall not have their eligibility interrupted for purposes of vacation and sick leave payment entitlement. The application of this topic will be effective retroactive to August 1, 1975.

[1] November 22, 2004

Section 5. Adjustment of Classification Seniority

If a qualified employee is bypassed for a promotion in normal sequence to a higher job classification because of absence due to illness at the time the promotion is made and the employee is subsequently promoted to that higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed. If an employee is bypassed for promotion under these circumstances, the Company will advise the Business Manager of the Local Union concerned.

5.(a) In order to prevent an employee from being bypassed in the employee's normal sequence of promotion on or after June 1, 1972 within the locality or department by (1) the lateral transferring of an employee from another seniority area; (2) an employee being accepted for a job posting at other than the starting rate; or (3) by the hiring of an employee at other than the starting rate or starting classification within the promotional sequence; an employee will retain the same Classification Seniority date the employee is assigned at the helper or starting classification within the sequence up through attaining journeyman (effective September 6, 1992, up through Troubleshooter where applicable), but not including the Lead or Chief Classifications. This will also apply to employees presently classified at the starting classification within the promotional sequence on June 1, 1972.

Employees who were classified journeyman prior to June 1, 1972 will have the number "2" immediately preceding their classification seniority date and will show primary seniority except for those employees who have been assigned the number "1" immediately preceding their classification seniority date as referred to in Section 9 (c) of this Article.

Section 6. Troubleshooter Assignments

6.(a) Vacancies in the Troubleshooter classification will be offered to the qualified lineman on a senior to junior classification seniority basis. Classified as a lineman for at least one year will be considered as qualified for promotion and upgrading to the Troubleshooter classification.

6.(b)Junior qualified Line Mechanic will be required to accept unfilled vacancies in the Troubleshooter classification.

6.(c) Troubleshooter can voluntarily elect to be reclassified to a lineman after one year in the Troubleshooter classification without loss of seniority.

6.(d) The Troubleshooter reclassified to lineman will not be required to accept promotion to a Troubleshooter for a period of one year.

6.(e) Employees classified as Troubleshooter on September 6, 1992, will be considered as having greater seniority than employees classified as lineman on that date.

6.(f) For the purpose of this Article, Section 2(a) only, Troubleshooter and Line Mechanic will be considered as the same classification.

Section 7. Employees in Military Service

The Company will reinstate without loss of Teal Book Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Teal Book Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Section 8. Adjustment of Veteran's Seniority

8.(a) If a regular employee is bypassed for a promotion in the employee's normal sequence of job progression because of a military leave of absence and the employee is subsequently promoted to the higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed.

8.(b) A returning veteran will be given credit for time in service plus Company service prior to entering service to determine the employee's rate step. One year of continuous Company and military service will entitle the employee to return at the 2nd rate step and 18 months will entitle the employee to 3rd rate step. Eighteen months is the maximum credit allowed. This does not apply to any veterans returning prior to June 1, 1973.

Section 9. Seniority Lists

9.(a) The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on a local, district or department basis.

9.(b) Effective with the June 1, 1963 Agreement, the wage band identification letters "A", "B" or "C", which appeared under the "Rate Per Hour" column of Appendix "A" in preceding Agreements between the parties, were made a part of the respective job classifications for which they previously identified the wage bands. The respective job classifications thereby became either two or three separate job classifications.

When seniority lists were prepared under Section 9.(a) above, job classifications which included the letters "A", or "B" or "C" were established in separate groupings and the Classification Seniority dates of the employees in the separate groupings were retained as they existed immediately preceding the June 1, 1963 Agreement. In some localities this reflected earlier Classification Seniority dates for certain employees in "B" or "C" job classifications than for other employees in higher job classifications within the same normal sequences of promotion. Each employee in the former category will, if promoted in normal sequence to the first available vacancy in the higher job classification, retain the employee's Classification Seniority date for relative position in the higher job classification.

If, under the above-described conditions, a senior employee is not promoted to the first vacancy available, but is promoted to a subsequent vacancy, the Classification Seniority date for that employee will be the effective date of such promotion unless modified by Section 5. or Section 8.(a) of this Article.

9.(c) In order to maintain related classification seniority established under the former classifications Lineman "A" and "B", Electrician "A" and "B" and Splicer "A" and "B", the number "1" immediately preceding the classification date of the new classification of Lineman, Electrician and Splicer will show primary seniority and will be assigned to employees classified Lineman "A", Electrician "A" and Splicer "A" as of May 28, 1966.

For purposes of Section 9.(b) the reclassification from Lineman "B", Electrician "B" and Splicer "B" to Lineman, Electrician and Splicer will be considered a promotion. Employees entitled to retain classification seniority under this Section will be shown in the primary group.

9.(d) Not later than August 1 of each year, the Company shall furnish the Union with an up-to-date District and departmental seniority list for the bargaining unit together with the classification and rate of pay and address of each employee on such list.

Section 10. Assignment of Job Classifications

Each employee will be assigned a job classification, the duties of which the employee is competent to perform and which generally reflects the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack or while the employee is being trained to better fit himself for advancement in grade as vacancies occur.

Section 11. Performing Duties of Higher Job Classifications

[2] [3]11.(a) An employee performing the duties of a higher job classification than the employee's own within the bargaining unit on a Shift, Automotive Equipment Mechanic (Berlin, Waterbury), (Bristol, Greenwich, Mystic, Oxford, Waterbury, Winsted), Construction Equipment Operator (Berlin Construction), Instrument Mechanic (Berlin), shall be paid the minimum rate of the higher job classification for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Stockhandlers performing the duties of Tractor Trailer Driver shall be uprated by one rate progression step (provided such rate does not exceed the maximum rate for Tractor Trailer Driver) for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Temporary upgrades to Chief or Lead will be at the maximum rate. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who

[2] June 27, 1962
[3] September 14, 1982

are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

11.(b) **Upgrading of and to Automotive Equipment Mechanic** - When assigned to perform the duties of Chief Garage Mechanic, the Automotive Equipment Mechanic will be upgraded to the maximum pay rate of the Chief Garage Mechanic's job classification.

When upgraded to perform the duties of Automotive Equipment Mechanic, a Garage Mechanic will be upgraded to the maximum pay rate of the Automotive Equipment Mechanic's job classification.

11.(c) Provided a qualified supervisor is not present to direct the work forces in the Berlin Construction Department, the Company will assign a Chief or upgrade a journeyman to the maximum Chief rate of the employee's classification for all hours so-assigned on that day provided the assignment is for one or more hours under the following conditions:

(1) When the work crew consists of three or more bargaining-unit employees and they are assigned to perform work on a specific job assignment, as a work group;

(2) If the work content of the job assignment remains the same and the crew size is reduced from four or five to three.

Upgrading, under this section, will normally be on a classification seniority basis by job location assignment and in the classification that reflects the type of work being performed.

11.(d) When a Berlin Construction crew or crews of six or more employees per crew are assigned to perform work without a supervisor present, the Company will designate a Chief to direct the work forces and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's s basic straight-time hourly rate, or in the absence of a Chief the Company will designate a journeyman to direct the work forces and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the maximum Chief rate of the employee's classification, for all hours so-assigned on that day provided the assignment is for one or more hours.

Upgrading, under this section, will normally be on a classification seniority basis by job location assignment and in the classification that reflects the type of work being performed.

11.(e) If during a Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the maximum Chief rate in addition to one dollar and seventy five ($1.75) cents per hour for all hours so-assigned on one day provided the assignment is for one or more hours on that day. Upgrading under these sections will normally be based on classification seniority basis by job location assignment and in classifications that reflect the type of work being performed.

11.(f) When crews headed by Chiefs are combined, and in the absence of a Supervisor, a single Chief is assigned to direct the work performance of the crews the senior Chief will be upgraded to Supervisor, and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. Upgrading under these sections will normally be based on classification seniority basis by job location assignment and in classifications that reflect the type of work being performed.

11.(g) If during a Supervisor's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Supervisor, the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

11.(h) If during an Area Stockhandler's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Area Stockhandler, the employee will be paid the maximum rate of the Area Stockhandler classification for all hours so assigned on one day, provided the employee works one or more hours in that classification on that day.

11.(i) Meter Readers-AMR Drivers may be temporarily assigned to perform the duties of a collector, as required. If this assignment exceeds a continuous period of one hour, then the employee is entitled for all hours so assigned on one day to be paid at the top of the rate of the collector's rate progression.

11.(j) **Crew Size - Track Machines** - When track machines (digger or bucket) are to be utilized, for work in a District or System Project area, two bargaining unit employees from Transmission (GO) will be utilized.

11.(k) **The Effects on Employees Hired as Transmission Line Mechanic Helper Classification** - All employees who are hired or post for job openings into the Transmission Line mechanic Helper classification after June 1, 1989, will be retained in that classification until the employee's completion of the Transmission Line Mechanic Time Merit Progression program.

Section 12. Retrogression; Wage Rate

If it is definitely established (1) that a regular employee is incapable of performing the duties of the employee's job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of the employee's job classification because of a disability or infirmity arising from natural causes and the employee is assigned to a lower job classification within the employee's ability to perform, a special basic rate of pay will be established for the employee as follows:

12.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which the employee is reassigned by the product of five percent times the employee's years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification. For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

12.(b) Should such an employee later qualify for and be promoted to a higher job classification, the employee's basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

12.(c) The above Sections 12.(a) and 12.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 12 on or after June 1, 1973.

[4] [5] [6] [7]**Section 13. Job Classification Change Notices to Union**

In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager of the Local Union concerned as promptly as possible.

13.(a) If an employee is retrogressed, it will be communicated in writing to the Business Manager of the Local Union having jurisdiction over the location involved.

13.(b) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

Section 14. Time-Merit Progression Programs and Job Specifications

A list of Time-Merit Progression Programs and Job Specifications that are currently in effect are included in Appendix D, TOPIC: Time-Merit Progression Programs in Effect and TOPIC: Job Specifications.

[4] July 1, 1969 #4
[5] July 1, 1973 #2
[6] Topic: New Hires (B)
[7] Topic: Meter Service Installers

ARTICLE VI
Hours of Work, Rates of Pay and Overtime

Section 1. The minimum wage rate for each job classification shall be in accordance with a schedule entitled "Schedule of Regular Hourly Rates" appended hereto and to be signed by both parties to this Agreement.

This rate schedule shall not be construed so as to require a cut in the existing hourly wage of any employee now paid in excess of the schedule.

[8]**Section 2.**

(a) For the purpose of computing overtime, the workweek shall start at 12:01 a.m. Sunday and end at 12 midnight the following Saturday.

(b) For the purpose of this Agreement, employees are composed of shift, day and scheduled workers. (1) A shift employee is defined as one who works at a seven-day operation or service, on a rotating or shift schedule. (2) A day worker is one whose basic work week is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for 8 hours a day or ten (10) hours; if applicable. (3) A scheduled worker is an employee, other than a shift worker or day worker, who works according to a schedule of hours at different times of the day or night and/or on different days of the week including Saturdays and Sundays.

If the Company changes or modifies working schedules in a department, plant or district of the Company, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

(c) **Establishing New Schedules** - The establishing of any new schedule for scheduled employees shall be discussed with the appropriate Local Business Manager in advance of making such schedule effective.

(d) **Saturday Work** - Saturday Work requirements will be minimized. The Company will continue its efforts to reduce the number of employees who are required to work on Saturday as a part of their normal work schedules.

(e) It will be within the discretion of the supervisor to excuse an employee from overtime for good cause where such overtime is not due to an emergency, is not a special job, and does not involve work at the end of a day's shift.

[9] [10]**Section 3. Computing Overtime**

All hours worked in excess of eight or ten hours in one day of twenty-four, except for shift employees as scheduled, or forty hours in one workweek or on an employee's regularly scheduled day off shall be paid for at the overtime rate of one and one-half times the regular

[8] Topic: J schedules- Meter Service
[9] July 1, 1966 B.2.

rate. Employees with Sunday as a regularly scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other regularly scheduled day off in that calendar week. Employees regularly scheduled to work on Sunday in any calendar week shall receive time and one-half for work on the first regularly scheduled day off and double time for work on the second regularly scheduled day off in that calendar week. Overtime rates shall not be applied more than once to any particular hour of work, nor shall they apply to scheduled changes of shift.

Section 4. Planned Overtime

4.(a) Planned overtime shall be defined as overtime work for which at least seventy-two hours advance notice has been given and will be assigned among employees as equally as possible. Records of overtime hours and "on-call" hours shall be posted on the Company bulletin boards each month and a copy given to the Union. In selecting employees for assignment to planned overtime, the Company will excuse employees who do not want the assignment provided the required number of qualified employees are available. Where additional help is needed beyond the number desiring the overtime assignment, additional assignments will be made among qualified employees in inverse order of the amount of overtime worked. Non-regular employees shall not be used unless regular employees are not available. Among employees in a given classification, those who have more than six months of service will be given preference for planned overtime assignments over those who are still on a probationary basis. Except in the case of the unforeseen absence of another employee if an employee is required to work overtime on a scheduled day off, or on an observed holiday, with less than seventy-two hours' notice, the employee shall be paid travel time as defined in Section 8 of this Article VI. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

4.(b) Where an employee first reports for planned overtime on a scheduled day off, or on an observed holiday, the employee shall receive a minimum of four hours work or pay or, if the work exceeds four continuous hours, a minimum of eight hours work or pay at the applicable overtime rate. For each time thereafter that the employee reports for planned overtime work on that same day, the employee shall receive a minimum of three hours' work or pay at the applicable overtime rate. Employees, at the time they are notified of the assignment shall be informed as to the estimated duration of the work. When an employee is advised on less than 15 hrs notice not to report for such prearranged overtime, the employee will be paid for 2 hrs at the employee's straight time rate except that when the prearranged overtime immediately precedes or follows the employees normal schedule hours and would amount to less than 2 hrs, the employee will be paid at the employee's basic straight time rate for the actual amount of prearranged overtime. In any case where an employee is given an opportunity to work planned overtime on the employee's scheduled day off in accordance with the full minimum provided under this paragraph, but is excused at the employee's own request from working that full minimum, the employee will be paid only for actual hours worked.

Section 5. Equitable Distribution of Overtime

Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis. Overtime lists will be furnished to the Business Manager on a monthly basis.

[11]**Section 6. Rest Time**

6.(a) Except in case of emergency or the case of unforeseen absence of other employees, employees shall not be required to work more than twelve hours in any one twenty-four hour period. If an employee is required to work beyond sixteen hours in any twenty-four hour period, the employee will be paid at double the employee's straight time rate for those hours worked beyond sixteen. An employee required to work more than sixteen hours during any twenty-four hour period shall, once released, be allowed a period of eight hours off before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby. If an employee is required to work outside of the employee's normal schedule for more than one hour (more than two hours with advanced notice) during the eight-hour period**, 10 hour period for 10 hour workers, 12 hour period for 12 hour workers,** immediately preceding the starting time of the employee's next normal schedule, the employee will, whenever possible be allowed rest time during that normal schedule without loss of normal wages. If an employee is called out without advance notice to work more than one hour (including travel time) during the eight hour period**, 10 hour period for 10 hour workers, 12 hour period for 12 hour workers,** immediately preceding the starting time of the employee's next normal schedule, the employee will, where service requirements permit, be allowed equivalent rest time during the employee's basic scheduled hours on that day without loss of normal wages, except that eight hours rest time will be provided if an employee is required to work six consecutive hours [for employees working a four day, 10 hour regular work week schedule, 10 hours rest time will be allowed if required to work 8 consecutive hours. **For employees working a 12 hour shift, 12 hours rest time will be allowed if required to work 10 consecutive hours**]. The above does not apply to "call-outs" occurring one hour before the start of the employee's regular schedule. The rest time provided in the above two paragraphs will be scheduled by the supervisor. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight-hour period except that eight hours rest time will be provided if an employee is required to work six consecutive hours. Time allowed off for meals will be counted in determining "more than one hour" (more than two hours for prearranged overtime) for the purpose of this Section. When service requirements will not permit scheduling such time off, the equivalent hours will be paid for at two times the regular rate instead of straight time. Similarly, an employee called out without advance notice to work more than one hour (more than two hours with advanced notice), including travel time during the eight-hour period immediately preceding the starting time of a planned overtime assignment on the employee's scheduled day off, said employee will, when service requirements permit, be allowed equivalent rest time at straight time rates during such planned overtime assignment hours-the maximum hours so paid being either the announced minimum hours guaranteed or the average hours actually worked on the assignment by other employees of the same classification, whichever is greater, except that eight hours rest time will be provided if an employee is required to work six consecutive hours. The above does not apply to "call-outs" occurring one hour before the start of the employee's regular schedule. The rest time provided for above will be scheduled by the supervisor. When service requirements will not permit scheduling such time off, the equivalent hours will be paid for at straight time rates in addition to the applicable overtime rate.

6.(b) **Payment For Rest Time Worked On A Holiday.** Employees who are eligible for rest time and are required to work through their rest time on a Company recognized holiday that they were scheduled to work, will receive double and one half times the employee's straight time rate for the actual rest time hours worked.

[11] July 22, 1976 #2

Section 7. Work Beyond 16 Hours

If an employee is required to work beyond sixteen consecutive hours, the employee will be paid at double the employee's straight time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off, for meals will be counted in determining sixteen consecutive hours for the purpose of this Section.

[12]**Section 8. Call Out**

An employee is considered to be called out (1) when the employee is called in when not on duty and without advance notice, to report immediately for overtime work or, (2) when the employee is given advance notice to report for overtime work on a regularly scheduled working day when the overtime work is prior to or after and not continuous with the employee's regular scheduled working hours. Employees called in for work outside their regular working hours shall be paid time and one-half. Such pay shall be computed from the time the employee reports to work to the time of completion of the employee's work and their return to designated headquarters, to which time shall be added one-half hour for travel to work and one-half hour for travel from work. Time off shall not be considered as repayment for such work done. An employee called in for work under the terms of this paragraph will receive a minimum of two hours' pay including the above travel time at time and one-half for each time the employee is called away from their home, except that if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid the overtime rate only for actual time worked and the half hour travel time to work. In the case of an employee who receives a call between the hours of midnight and 6 a.m., or between 8:00 a.m. and 2:00 p.m. for permanent 2nd shift garage mechanics, to report immediately, the minimum shall be three hours instead of the two hours referred to in the previous sentence, and the same conditions will apply. An employee will be considered on Company time while traveling directly to work after being called out, but paid no more than the amount specified herein.

When normal means of transportation are not available to an employee required to work overtime without advance notice, the Company will provide transportation to the employee's home.

[13] [14] [15] [16]**Section 9. On Call**

Employees may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24 hour periods. Employees, except Troubleshooters, who are assigned by the Company to be on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24 hour period (or less than a 24 hour period) that they are required to be on call as follows:

(i) If the majority of the 24 hour on-call period (or less than a 24 hour assignment) is served during a weekday (Monday through Friday), employees will receive 1.5 hours at basic straight-time rates;

[12] Topic: Storm Assignment
[13] July 1, 1966 B.1.
[14] July 1, 1966 B.3.
[15] November 22, 2004
[16] November 3, 2010

(ii) If the majority of the 24 hour on-call period, (or less than a 24 hour assignment) is served during a holiday, weekend (Saturday or Sunday), or the employee's scheduled day off (only for employees working a shift or special schedule), employees will receive 3 hours at basic straight-time rates. With the exception of weekend on-call periods containing Company-recognized holidays, employees will receive no more than two 3 hour payments and one 1.5 hour payment for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday.).

Time worked under Sections 9 and 12 will be computed from the time of receipt of each call out, and unless the time extends into the employee's scheduled work time, until return to place of receipt of the call out.

One on–call payment will be made for each 24-hour period regardless whether such 24-hour period extends over two calendar days. With the exception of seven day on-call weeks containing company recognized holidays, or weeks containing an employee's scheduled day off (only for employees working a shift or special schedule), employees will receive no more than five payments of 1.5 hours and two payments of 3 hours for an on-call assignment of seven consecutive 24-hour periods (e.g., 3 p.m. Tuesday until 7 a.m. Tuesday) even though such period might extend over eight calendar days.

In addition, the employee will receive pay, when appropriate, in accordance with Section 8 of this Article VI. Where employees have been placed "on-call," they shall be called before or concurrently with other employees in case of emergency work which they are qualified to do.

An employee not scheduled for "on-call" who is given advance notice to report for overtime work on a regularly scheduled working day when the overtime work is prior to or after and not continuous with the employee's regular scheduled working hours, shall be paid for being "on-call" in accordance with Section 9 of this Article.

Employees not regularly assigned to "on-call" who are required to hold themselves available so that they may be contacted within one-half hour in anticipation of an emergency or to return to work following the completion of their regular shift shall be paid in the same manner as a person assigned to "on-call" for the day on which such an assignment is made and paid under Section 9.

[17] [18]**Section 10. Excused From On Call**

Such employees shall upon request be excused only from the established annual rotational scheduled "on-call"/Shift assignment for a period of not less than twelve months provided the employee has reached 45 years of age, has greater departmental seniority than other employees who make the same request, and the granting and/or continued compliance with the request does not subject the remaining employees on the employee's particular "on-call" schedule to a normal "on-call" schedule assignment frequency greater than one out of four. Nothing contained in this Article shall restrict the Company's right to assign any employee

[17] Topic: New Hires (A)
[18] October 23, 2012 & August 29, 2005

(whether or not excused from participating in the annual on-call schedule) to be on call for unscheduled emergency situations, such as the forecast of a storm. Any employee so excused will be excluded from the provisions of Article VI, Section 5. However, the Company will attempt to equalize scheduled overtime to the extent possible without keeping dual overtime records.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purposes of planned overtime, the administrative 2000 hours figure will be disregarded.

The Company will utilize the following process to assign personnel to unscheduled on-call:

(i) The Company will ask for volunteers, including employees who have requested to be excused from on-call assignment of this Article by overtime standing in accordance with Article VI section 5.

(ii) If there is an insufficient number of volunteers to meet on call staffing needs the company will first assign employees who have not requested to be excused for on call assignment of this Article, by overtime standing in accordance with Article VI section 5.

(iii) If steps 1 and 2 above do not provide a sufficient number of volunteers or assigned personnel to meet on call staffing needs the company will assign employees who have requested to be excused from on call assignment of this Article by Classification Seniority.

(iv) The Company may, upon the conditions of the work, assign personnel who are available at the facility including employees who have requested to be excused from on call assignment of this Article to stand call until steps 1-3 can be satisfied. The Company will attempt to find replacements for the excused employees who have been assigned. If a sufficient number of volunteers and assigned personnel are available to meet on-call staffing needs, the employees who have requested to be excused from on call assignment may be excused by Classification Seniority.

Section 11. Trouble Call

11.(a) The Company and Union agree to continue their cooperative efforts to enhance customer service by improving response time during customer outages. In keeping with this mutual goal, the parties agree to the formation of an A list of employees who wish to be designated to take trouble calls.

11.(b) All employees in the following classifications will be eligible to participate in the A response list:

Chief Line Mechanic,	Chief Electrician	Chief Splicer
Lead Line Mechanic	Electrician	Splicer
Troubleshooter	Lead Electrician	Lead Splicer
Line Mechanic		

11.(c) The Company seeks 100% participation of all eligible employees, but requires 25% within each of the ten (10) participating classifications. If the required participation is not obtained on a voluntary basis, assignment to the A list will be made on a junior to senior basis. Employees not participating in the A list may elect to participate on a weekly basis.

11.(d) Overtime Rotation - A separate overtime rotation list will be maintained for A list participants. Prearranged overtime will be distributed from a combined list.

11.(e) Employees who have removed themselves from the scheduled call rotation under this Article will have 2000 hours added to their overtime hours on the overtime list.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purposes of planned overtime, the administrative 2000 hours figure will be disregarded.

Section 12. Troubleshooters Assigned to Call

Troubleshooters who are assigned by the Company to take trouble calls outside their normal schedule hours will be so-assigned for either (1) eight hours immediately preceding, or (2) eight hours immediately following, or (3) a total not in excess of eight hours both immediately preceding and immediately following their normal schedule hours each day they work. Troubleshooters will be paid for one hour at basic straight-time rate for each eight hours they are assigned to trouble call duty except that, when assigned on a recognized holiday they will be paid for two hours at basic straight-time rate for each eight hours so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m.

Section 13. Assignment of Vehicles for Call

13.(a) Employees, except troubleshooters, who are assigned by the Company to take trouble calls outside their normal schedule will, whenever practical, be assigned a Company motor vehicle for all hours assigned to call, provided that there are no conflicts with local zoning regulations.

13.(b) When an employee is assigned to call as a member of a crew, one member of the crew complement will be assigned a motor vehicle under the provisions outlined above.

13.(c) This provision will also apply to troubleshooters where arrangements suitable to the Company can be made to return the vehicle to a suitable location following the call assignment. Troubleshooters who use their personally owned vehicle, while responding to trouble calls during the hours of call assignment, will be paid mileage in accordance with Article XII, Section 4.

13.(d) The Company agrees that it will give consideration to valid reasons of an employee who requests that the employee be excused from taking an assigned Company vehicle home during hours of call.

Section 14. Paging Device for Use During Call Assignments

When an employee is assigned to call, they will be provided with a paging device ("beeper"), when practicable, as an alternate means of contact during the normal call schedule. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order as indicated by the testing procedure or to provide other means to be contacted as is presently practiced.

[19]**Section 15. Meals And Meal Allowances**

After an employee has had one and one-half hours of overtime work which is continuous with the employee's regular scheduled working hours and which forces the employee to miss their regular meal hour (other than breakfast as provided for below), or after five hours of overtime work since being called out, and after each additional five hours of overtime work, the Company will either provide a meal for the employee or pay the employee $10.00 on account of such meal.

An allowance of $20.00 shall be made for evening meals only (4:00 p.m. to 12 midnight). The eight hour period following completion of the normal work schedule is applicable for shift workers. A meal allowance shall be given to shift employees who are required to report for work starting one hour or more before their next normal schedule starting time without having been given twelve hours advance notice.

An allowance of $10.00 shall be made for breakfast in any case where an employee is required to report for work on the day shift one hour or more before the employee's usual starting time, even though prior notice had been given of such work. Meals eaten on the job to avoid interruption of work during such overtime or emergency will be eaten on Company time. As far as operating requirements permit, each such employee shall be allowed reasonable time off to eat such meal, except for the special case of the breakfast meal provided for above. Such reasonable time off up to three-quarters of an hour shall be included in the hours of overtime work. An employee entitled to a meal and/or time off under this Section shall, if the overtime assignment continues, become entitled to additional meals and/or time off therefore at five-hour intervals. Although exact scheduling of meals will depend on requirements of the job, it is intended that an employee be allowed to eat a meal within a reasonable time after the employee becomes entitled to it under this Section. However, if the employee is not given time off but works through to complete the job, the employee will be paid three-quarters of an hour for each meal for which the employee qualified. An employee called out for one and one-half hours or more but less than five hours of actual overtime work, who thereby misses a regular meal hour, will be provided with a meal or paid for the meal at the rate of $10.00 for breakfast, lunch, and $20.00 for evening meals only (4:00 p.m. to 12 midnight), and in which case there would be a time allowance for eating. On a day when an employee is not scheduled to work, the "regular meal hour" for the purpose of this Section will include any part of the one hour period beginning at 7:00 a.m., 12:00 noon, and 5:00 p.m. For prearranged work, the meal allowances would be

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the same as on a regular workday. An employee on the day shift who is called to come immediately to work one hour or more in advance of the employee's regular starting time and who is not released for at least half an hour prior to starting the employee's day's work will be provided with a breakfast or paid $10.00 for purchase of same and, if the employee does not have the opportunity to provide the employee's own lunch in these circumstances, the employee will be provided with a lunch or paid $10.00 for the purchase of same.

In the event a shift employee is called back with less than eight hours' notice to work a second full shift within a twenty-four hour period or is assigned with less than four hours' notice to work a full shift on the employee's day off, the employee shall receive two meal allowances for the shift.

Except where the Company has scheduled an employee for a straight eight (8)-hour day**,** normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch periods should be kept at a minimum. When the work requirements make it necessary to postpone a lunch period for an hour or more, the practice will be to pay the employee time and one-half for the lunch period so that the employee will be considered to be on continuous duty from the start to the finish of the workday, eating when the employee can find the opportunity without any stated meal period. Employees scheduled for a straight eight (8)-hour day will not have a lunch period designated but will be expected to eat on the fly.

Section 16. Schedules of Normal Work Coverage

The Company will prepare and post on bulletin boards schedules of normal work coverage for the employees in various departments, plants and districts of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than ten hours per day or forty hours per week. Employees may be required to work a straight eight (8) hour schedule without a designated lunch period. The work week shall consist of four or five consecutive days except for shift or scheduled workers. All hours worked in excess of eight or ten hours per day or the basic forty hours per week, or outside of the employee's normal schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided.

Section 17. No Duplication of Rates

When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

Section 18. Schedules of Shift Employees, Shift Premium and Sunday Premium

18.(a) The schedules of normal work coverage for employees who are assigned as shift or scheduled workers are made to meet the continuous nature of the Company's operations. It is the purpose of the Company to arrange such schedules to conform with the wishes of 60% or more of the employees involved, provided the shifts are adequately covered without unnecessary overtime payments. The job classifications of employees who normally are assigned as shift or scheduled workers are identified by the prefix "S" in the Schedule of Job Classifications and Basic Straight-Time Hourly Rates Appendix "A" of this Agreement.

18.(b) Upon request from shift or scheduled workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage within a work week provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 19 of this Article shall not be applicable. No other such exchanges of scheduled hours of normal work coverage will be permitted, except for employees on a Tuesday through Saturday schedule.

18.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of two dollars and fifty cents ($2.50) per hour will be added to the employee's basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 6:00 p.m. **An employee regularly assigned to a shift schedule will receive shift adder for all paid time off.**

18.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift or scheduled workers. This Section will not be applicable to time worked at double straight-time rates under the provisions of Section 20 of this Article.

Section 19. Change In Normal Work Schedules

The work and "on-call" schedules in effect for the different departments at the time of the execution of this Agreement will be furnished to the Union by the Company.

19.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article.

19.(b) When an employee's normal work schedule is changed with less than seventy-two hours advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and one-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous normal schedule without forty-eight hours advance notice after serving a relief coverage assignment as described herein.

19.(c) When operating or maintenance requirements make it necessary to change the normal work schedule of a day work employee, (other than a shift or scheduled worker), to an afternoon or night normal schedule, for other than relief assignments to normal schedules of shift or scheduled workers, the employee will be paid at one and one-half times the employee's straight-time hourly rate for all time worked on the afternoon or night normal schedule which was not normal work time on the employee's daytime schedule provided the period of assignment is for three or less consecutive workdays. When the period of assignment

is more than three consecutive workdays, the change of normal work schedule will be made in accordance with 19.(b) above. This Section will not be used to change the normal work schedules of day work employees from daytime to afternoon or night normal schedules except when the work to be done is necessitated by operating or maintenance requirements which must be continued on at least a two-shift basis or when it cannot be performed during daytime normal schedule hours. A day work employee may be returned to a daytime normal work schedule without seventy-two hours advance notice.

19.(d) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

Section 20. Sunday or Second Scheduled Day Off

20.(a) A Shift or scheduled worker will be paid double the straight-time rate for all hours worked on Sunday outside the employee's normal schedule.

20.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

ARTICLE VII
Vacations, Holidays and Leaves of Absences

[20] [21]**Section 1. Vacation Allowance**

a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

- For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.
- For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.
- For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.
- For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

[20] July 24, 1970 #1
[21] Topic: Vacations

Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

All vacations must be completed within the calendar year and are not cumulative. The Company must afford opportunity for the employee to take the employee's vacation within the calendar year. The period of continuous service, for vacation purposes only, is not interrupted by leave of absence or temporary layoff.

(b) An employee's vacation begins at the end of his/her last scheduled work day.

(c) The vacation allowance per week will be based on the number of hours in the scheduled workweek generally in effect throughout the Division at the time the employee takes the employee's vacation, with overtime rates applying to hours in excess of forty hours per week. For the term of this Agreement, the minimum vacation allowance per week will be forty hours' straight time pay unless some public authority orders a shorter workweek.

(d) Employees will be allowed one additional week of vacation following attainment of age 62. This one additional week of vacation sunsets at the end of the contract and will no longer be available.

Section 2. Employee Returns Before June 1

An employee who returns before June 1 of any calendar year from leave of absence or temporary layoff of more than six months' duration shall be entitled to the employee's full vacation for that calendar year. For any such employee returning after June 1, the vacation for that calendar year will be computed at one-tenth of the amount provided under Section 1 above for each month (including the month of the employee's return) remaining in the calendar year.

[22]**Section 3**. **Choice Of Vacation**

Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Teal Book Seniority on a local, plant or departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a) 1. above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods (5) for each additional week following attainment of age 62 and (6) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district, department and plant will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacation schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make the employee's selection within a reasonable period of time, the employee will forfeit the employee's turn until all other employees involved have made their selections. Should any employee fail to make the employee's selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period has been granted, it will not be interfered with except in emergencies.

[23]**Section 4**. **Vacation**

The vacation period shall be between January 1 and December 31. Each employee shall be permitted to take a vacation between May 1 and October 31, subject to the provisions of Section 3. An employee entitled to more than two weeks of vacation shall be permitted to take a two-week vacation between May 1 and October 31 and may take the employee's entire vacation during this period or outside this period, subject to the provisions of Section 3.

Section 5. **Discontinuation Of Employment**

Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee's employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee's total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee's full vacation or pay for that calendar year.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee's total vacation allowance for that calendar year which the employee has not already received. However, in the normal case, such employee will be required to schedule the employee's entire vacation prior to the employee's retirement date. An employee retiring on any February 1 who is entitled to more than four weeks of vacation will schedule such vacation during January of that year and in the latter part of December of the preceding year.

[22] Topic: Hartford/ Simsbury/ Falls Village
[23] November 3, 2010

Section 6. **Emergency Recall From Vacation**

An employee who has started the employee's vacation will not be required to return to work during the period of that vacation as scheduled. Any employee who is recalled to work any hours of the employee's regular basic schedule during a week the employee is on vacation shall be paid at two times the employee's regular rate for such work and, in addition, shall receive as soon as practicable thereafter, at the employee's option, either equivalent time off with pay or pay at straight time rates for those hours worked which are within the employee's regular forty-hour basic schedule. Hours worked outside of an employee's usual eight working hours on one of the employee's basic five workdays shall be paid at double time and such hours shall be counted as hours worked for the purpose of equalizing overtime.

[24]**Section 7**. **Holidays (effective January 1, 2017), Time Off Before Christmas**

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern.

Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday.

Whenever any such holiday(s) occur upon Saturday, the preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If Christmas day falls on a weekend day or a Monday, the 4 hours will be allowed in a manner consistent with the rest of the company.

If it is determined by the Company that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

Section 8. **Holiday Pay**

Pay for the holidays listed in this Article will be as follows:

(a) If the holiday is observed on a day when the employee would ordinarily work and if the employee's services are not required, the employee will receive eight hours' pay and the day off.

[24] July 3, 1963 4(b)

(b) If the holiday is observed on an employee's day off or during the employee's vacation, the employee shall receive an additional day off sometime during the calendar year on a day mutually agreeable to the Company and the employee.

(c) If an employee is required to work on a holiday, the employee will receive the eight hours' pay or day off provided under (a) or (b) plus time and one-half for all hours worked within the employee's usual eight working hours and double time for all other hours actually worked or the minimum provided under Article VI, whichever is greater.

(d) The pay provided in this Section 8 shall be in lieu of all other pay for work on holidays. Hours worked on a holiday which are outside of an employee's usual eight working hours shall be counted as hours worked for purpose of equalizing overtime.

Section 9. Shift Adder For Second Shift

A permanent second shift employee, e.g., Garage Mechanic, will be paid holiday and vacation pay at the rate which includes the shift adder.

Section 10. Sick Leave

Continuation of Pay

Incumbent employees as of December 31, 2016 will keep their sick time eligibility in accordance with the following:

Continuous Service – Weeks of Full Pay

From 6 months to 5 years - Up to 6 weeks

For 5 years to 10 years – Up to 10 weeks

For 10 years and upward – Up to 1 week for each year of continuous service

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

The Company will notify the Local Union one week prior to the expiration of an employee's sick-leave payments.

Effective September 1, 1963, the Company amended its sick-leave wage payment policy for bargaining-unit employees to suspend the waiting period of one scheduled work day without pay.

Employees hired on January 1, 2017 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first six weeks of short term disability will be paid at 100% of base pay
- Up to 19 additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)

All Engineering Designers, Senior Engineering Designers, Distribution Design Engineers and Senior Distribution Design Engineers have the same sick leave wage payment benefits listed above as employees hired on or after January 1, 2017.

Section 11. Absence Due to Death in Family.

11.(a) Time off without loss of pay shall be granted to employees in the event of death in the family or step-family as follows: Where the deceased was the father, mother, brother, sister, wife, child, grandparent, or grandchild of the employee, the employee shall be given time off between the death and burial up to a maximum of four calendar days and including the entire calendar day on which the funeral occurs, together with the midnight shift of the next calendar morning, so that the employee may make arrangements for the funeral and attend the services. Where the deceased was the father-in-law or the mother-in-law of the employee, the above maximum time off shall be two calendar days. In case such relative's death and burial takes place at a distant location and the employee does not attend, one day off will be allowed. In case of the death of brother-in-law, sister-in-law, aunt, or uncle, or in case of the death of any relative who is a member of the employee's household, the employee will be allowed one day off to attend the funeral. An employee seeking leave must notify the employee's supervisor of such death and request such leave, which shall be granted unless an emergency exists at the time requiring the employee's services.

Where the supervisor is satisfied that additional time off is needed by the employee to attend the funeral and to make arrangements for which the employee has responsibility, the supervisor may, at the employer's discretion, increase the maximum time allowances specified above to five or three calendar days, respectively.

11.(b) If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first three months of the following calendar year. The immediate

family is defined to include the spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandmother or grandfather, grandchildren, sister, brother, step-relative, or one who is considered a member of the family and living in the employee's home through a tie of obligation or friendship.

Section 12. Jury Duty Wage Payments.

The Company will facilitate wage differential payments to employees on jury duty.

Section 13. Military Leave.

The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The service record for those who are granted a military leave of absence will continue without interruption.

13.(a) **Short-Term Leave of Absence for National Guard and Active Reserve**

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence and must give a copy of the "Ordered Tour of Duty" as soon as possible to his or her supervisor so that arrangements can be made for work assignments in the employee's absence.

Any regular employee who has completed the probationary period, or any temporary employee, will be compensated for the difference between his or her base wages and military pay for a maximum of ten working days per Federal fiscal year (October 1 through September 30 of the next calendar year) if the military pay (taxable income on military pay voucher) is less than the employee's base wages. Payment procedures are as follows:

When an employee is on short-term leave, the weekly or biweekly time report is coded 084 for a maximum of ten working days per Federal fiscal year so that normal base wages can be paid.

Upon return from leave, the employee must submit a military pay voucher or its equivalent to his or her supervisor detailing the amount of payment received from the Government for the tour of duty. The employee's supervisor will attach the voucher to a memorandum addressed to the NUSCO Payroll Department requesting that the proper amounts be deducted from the employee's following pay check.

Company Benefit Plans will remain in force during short-term military leave of absence. When an employee active in the National Guard or Reserves is called for emergency duties, compensation for such a call will be considered at that time.

[25]13.(b) **Long-Term Leave of Absence for Active Duty**

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment

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and Reemployment Rights Act, 38 U.S.C. §§4301-4333. He/she must give a copy of the orders to his or her supervisor immediately. Employees on military leave for active duty may continue their health care benefits under COBRA, and for an additional six-month period subsequent to the 18-month COBRA period. Employees participating in the Retirement Plan will continue participation. Information on benefits will be provided to employees by Human Resources when HR is notified of the leave.

Upon return from military service, the employee will be reinstated, to the extent required by law, provided the employee: makes application for reinstatement within the required time following release from active duty; is still physically qualified or is able to become re-qualified with reasonable efforts; and if drafted, produces a certificate of satisfactory completion of training and service. An employee who enlisted must produce documentation of honorable discharge to qualify for reinstatement. For temporary employees, is released from military service prior to the end date of his or her temporary assignment or, for bargaining unit employees, prior to being released from the assignment.

In the event the military leave continues for greater than 91 days, the Company will provide a job of like status and pay if an employee's former job is not available.

Section 14. Personal Time

The Company and Union agree that NUP 13 – Personal time, will be extended to the classifications covered in this agreement. The parties also agree that the Company may change the policy / practice outlined in this NUP without negotiation. **Effective January 1, 2017 personal time is eliminated.**

Section 15. Leave of Absence: Union Representative

Upon written request from the Union, the Company will arrange for a leave of absence for up to four employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during the employee's leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such manner as may be mutually agreed upon by the Company and the Union.

ARTICLE VIII
Safety Provisions

Section 1. Policy Statement

It is agreed that the Company and the Union will work together on a continuing program of safety measures for the protection of the employees, the public, of Company property and of its service to customers.

Section 2. Employees; Judgment, Skill and Ability

In job assignments and in assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally

reflected by their job classifications and normal assignments, to safely perform the work to be done.

Section 3. Safety Manual

The Company will issue a copy of its "Employee Safety & Health Handbook" to each employee covered by this Agreement. Any changes in the rules in the " Employee Safety & Health Handbook" shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

Section 4. Company/Union Safety Meetings

Representatives of the Company and two representatives of the Union from each Division and the Local Business Managers shall meet in February and September to discuss safety. Any conclusions reached by this committee will be followed up promptly by the Safety Section and the results will be communicated to the Business Manager and Assistant Business Manager concerned within thirty days. Within five days following any meeting of this joint committee, any Union representative may submit to the President the employee's own report on any safety matters which this representative presented for discussion at the meeting but which did not result in a committee recommendation.

The Union shall be allowed one representative on each divisional or district safety committee.

[26]**Section 5. Company/Union Safety Responsibilities**

The Union agrees to use its best efforts to see that its members employed by the Company shall read and comply with the safety regulations made by the Company, and that its members will wear and use the protective devices and apparel to be provided in accordance with the standard practice of the Company for the protection of employees from injury. The Company agrees to use its best efforts to see that persons who supervise employees read and comply with the safety regulations. The Company agrees also to use its best efforts to see that contractors engaged in work included in bargaining unit classifications observe the Company's safety regulations or equivalent. Safety is a joint responsibility of supervisors and employees. The primary function of a Supervisor is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to danger when working aloft, on live wires, or in other situations of potential hazard and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in manual work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

Section 6. Protective Equipment Furnished by Company

6.(a) Protective equipment such as safety belts, rubber gloves with protectors and welder's equipment will be furnished by the Company. The Company will furnish coveralls or shirt and pants for painting of a nature where normal painting practices fail to prevent for all

[26] July 24, 1970 #2

practical purposes destruction of the employee's clothing such as painting towers, gas holders or chain link fences. Employees whose duties include handling of acid or assignment to areas where acid producing conditions exist will be provided protective clothing when engaged in this type of work. Where required on the job the Company also will furnish for the use of employees, boots, raincoats, rainhats, heat-protective gloves, working gloves and other protective items which it has customarily furnished in the past. In addition, plastic raincoats will be furnished to collectors, rubbers and gloves to collectors and Meter Readers-AMR Drivers. Protective equipment furnished by the Company shall not be used by employees for purposes other than Company work. Such equipment shall normally be stored on Company property or in other locations authorized by the Company where it will be readily available for use when required. Each employee to whom the foregoing equipment is issued will be expected to exercise reasonable care in its use and to guard it against unnecessary damage or loss.

Replacement of clothing unavoidably destroyed due to abnormal working conditions.

6.(b) The Company shall provide and own all tools used by a gang or crew such as picks, shovels, crowbars, chain hoists and the like as required. The Company also shall provide and own uncommon and infrequently used equipment and tools such as those of larger size than ordinary hand tools or any special tools required for special purposes including body belts with essential accessories and climbers with straps and pads for linemen and other employees as required. In addition, the Company shall provide those hand-tool items which are consumed in use such as files, bits, drills, hacksaw blades and the like.

6.(c) It shall be the responsibility of both the Company and the employees to maintain their respectively owned tools and equipment in good condition at all times and make replacements promptly when required for the safety of employees. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

[27]**Section 7. Live Line Practices**

7.(a) Work assignment of employees classified as Line Helpers

When a line helper is in the first three rate steps, the employee may be assigned to perform work on energized circuits of not higher than secondary voltage. When a line helper has attained the fourth rate step, the employee may be assigned, under close supervision, to apply protective equipment on primary conductors necessary to perform work safely on energized conductors not in excess of 600 volts. When a line helper has attained the fifth rate step, the employee may be assigned to perform simple work on poles involving energized primary circuits provided a Lineman is in the work area.

7.(b) Energized primary work at two working levels or cutting in or out slack

Live-wire work involving either transferring of primary wires on poles or cutting in or out slack, or handling energized wire at two working levels shall be carried on by two Linemen or a Lineman and an eligible Line Helper in the sixth, seventh, or eighth rate step, except that the sixth-step helper will not be required to perform the work of cutting in or out of slack on energized wires unless under close supervision.

[27] July 15, 1971 #5

The following is our understanding of operating practices to be observed under paragraph B.

1. For the purposes of this paragraph, the following definitions shall apply:

a. Straight-Line Pole

A pole in line where the energized primary wires are carried on pin-type insulators and the angle of pull is not more than 18 feet (20 degrees).

b. Corner Pole or Angle Pole

A pole located at an angle in excess of the above or where the energized primary wires are carried on disc insulators or the equivalent.

c. Junction Pole

A pole where the energized primary wires extend in three or more directions from the pole, or where the energized wires extend in two directions from the pole and are supported on crossarms attached to the pole at two different levels.

2. The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out in accordance with the number of qualified line department personnel described in the attached Live-Wire chart. The chart will be interpreted within the following scope:

a. Where the required numbers are two (2) or four (4), one-half (½) of the assigned number must be Linemen or Chief Linemen or a combination of both. The remainder may include Line Helper(s) in the sixth, seventh, or eighth rate steps.

b. Where the required number is three (3), two (2) must be Linemen or Chief Linemen or a combination of both, the remainder may be a Line Helper in the sixth, seventh, or eighth rate step.

3. The cutting in or cutting out of slack in energized primary wires shall be carried out by two Linemen or one Lineman and a Line Helper in the seventh or eighth rate step.

4. It is understood that in the event the transferring of energized wires from one pole to another also involves the cutting in or cutting out of slack or the installation of energized primary taps, or both, the provisions of 3. of this letter shall not require Linemen in addition to those provided for in the chart.

5. The Company may assign more than the specified number of employees to carry out any of the above jobs for expediting the work or for other purposes and the Union agrees that such use of extra employees shall not be considered as establishing a precedent.

6. The installation of energized primary taps on junction poles, and elsewhere where it is current standard practice, shall be carried out by two Linemen or one Lineman and one Line Helper in the sixth, seventh, or eighth rate step.

7. During 1976 contract negotiations discussions of the Company proposals for modifications of the June 18, 1975 live-wire practices letter, the Company explained that it was not its intent to change its method of assigning three-person crews as a result of the redesigning of the required number of personnel with respect to the live-wire practices, as described in the Letter of Understanding and attached chart.

On limited occasions, a line crew consisting of two qualified line department personnel could be assigned to perform jobs listed as 1 through 3 under the heading Personnel Lifting Devices of the live-wire practices letter interpretation chart, where the jobs could be performed without the use of a lifting tong in conjunction with a holding stick.

However, it is recognized that some line functions, other than the assignments listed in the live-wire practices chart, are now performed by and will continue to be performed by a two-person line crew.

LIVE-WIRE CHART

The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out by:

Type of Pole	Change in Level of Primary Wires	Horizontal Distance Between Pole Surfaces at Level of Primary Wire on Old Pole	No Arerial Device	Personnel Lifting Device	Personnel - Lifting Device & Material Handling or Device or Aerial Derrick	Material Handling or Aerial Derrick
1/				2/	2/	2/
1 Straight Line	No more than 5 ft.	Not more than 18 in.	2	2	2	2
2 Straight Line	No more than 5 ft.	More than 18 in.	3	2	2	2
3 Straight Line	More than 5 ft.	Any distance	3	2	2	2
4 Corner	Not more than 5 ft.	Not more than 18 in.	3	2	2	2
5 Corner	Not more than 5 ft.	More than 18 in.	3	3	2	3
6 Corner	More than 5 ft.	Not more than 18 in.	3	3	2	3
7 Corner	More than 5 ft.	More than 18 in.	4	3	3	3
8 Junction	Not more than 5 ft.	Not more than 18 in.	3	2	2	3
9 Junction	Not more than 5 ft.	More than 18 in.	3	3	3	3
10 Junction	More than 5 ft. but not more than 6 ft.	Not more than 18 in.	3	3	3	3
11 Junction	More than 5 ft. but not more than 6 ft.	More than 18 in.	4	3	3	4
12 Junction	More than 6 ft.	Any distance	4	4	4	4

1/ As defined in Section 7. paragraph (b).
2/ Applicable when personnel lifting devices that can be controlled from the device's work position, or aerial derricks, are used and can be positioned so that both poles can be worked from the same truck position.

Section 8. Company/Union Understanding

Through a memorandum and meetings, supervision will be advised of the Company's intent and understandings with the Union with regard to the following:

A. Reasonable assignments during inclement weather, making particular mention of extremes of heat and cold. The Company agrees to instruct its supervisors to make reasonable assignments in all Departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

B. Inexperienced probationary Line Mechanics limited to simpler work in which they are fully qualified when assigned to two-person line crew and truck.

C. Importance of staying within the limitation provided in the Agreement on work done by supervisors.

D. Assistance will be provided, when requested by employees assigned to service customers, under conditions which present special problems or hazards.

E. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

F. Replacement of clothing unavoidably destroyed due to abnormal working conditions.

[28] [29]**Section 9. Inclement Weather**

9.(a) Except in emergency, no employee shall be required to do outdoor work when weather conditions might make such work unsafe.

9.(b) It will be the policy of the Company to give reasonable consideration to limiting the outside work of Meter Readers-AMR Drivers, when extreme weather conditions exist, providing the nature of the work will permit postponement.

9.(c) Meters installed on the outside of buildings or structures will not be tested in place during rainy or snowy weather unless the meterman is sheltered from rain or snow during the testing operation.

Section 10. Hazardous Tasks

No employee shall be required to perform any hazardous task, with which the employee is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

[28] July 1, 1966 B.5.
[29] July 15, 1971 #3

Section 11. Regular On Call Requirements

A Line Mechanic shall not be placed on the regular "on-call" schedule unless the employee shall have had at least six months of service in such classification.

Section 12. Work Assignment Disputes

Where a disputed work assignment clearly involves a violation of the safety rules and such abnormal hazard as to affect a person's life, such work shall not be completed until the dispute is resolved or a temporary solution is reached by the Company and the local Union concerned. This shall not apply to any established practices. This paragraph shall not be so construed as to excuse an employee from performing any established duties of the employee's job classification unless the employee is not familiar with them.

Section 13. Practices and Procedures for Rubber Gloving Energized Conductors above 600v up to three-phase 23kv MGY

1. All standard safety rules in effect shall be followed.

2. Practices and procedures set forth below shall be strictly adhered to.

3. Rubber Gloving energized conductors more than 600 volts up to 23kv MGY will be done by minimum two qualified person crew.

4. No work will be permitted on energized conductors from a pole position (line mechanic spurred into pole or standing on pole steps or other permanent pole attachments).

5. Class 2 (20 kV) gloves and properly tested sleeves shall be used for all pole work while rubber gloving high-voltage energized conductors up to and including the three-phase 23 kV MGY class. A ground-to-ground rubber glove rule shall be enforced for all voltages. Gloves shall be air inflated for testing in the morning and after lunch and at any other time deemed necessary.

6. Employees using bucket trucks shall follow all rules and procedures governing the use of bucket trucks. The insulation portion of the bucket truck shall be inspected and cleaned as necessary before work.

7. a. All energized or grounded parts such as secondaries, neutral conductors, guy wires, telephone wires, cables or CATV cables within reaching distance of the employee shall be covered with approved protective equipment. Company-owned wires and equipment may be floated clear of the pole when practical if work is being done on or near energized conductors. If the neutral conductor is moved, the continuity of all earth grounds including guy grounds shall be maintained.

b. All energized conductors or equipment within reaching distance shall be covered with approved protective equipment, except that portion which is actually being worked on. No handline shall be permitted near an unprotected area.

c. When work is performed on an energized primary conductor, all other conductors, neutrals, grounds, and potential grounds, including crossarms and any

portion of the pole within reaching distance, shall be covered with approved protective equipment.

8. When an energized primary conductor is placed on the crossarm, bracket or against the pole, it shall first be covered with a line hose, and in addition, the crossarm, bracket or pole shall be covered with a rubber blanket or other approved insulation.

9. Work being performed on energized conductors by workers in buckets, and/or by workers working at the same pole or structure, shall be confined to only one phase of any circuit at a time.

10. Work not directly related to rubber glove procedures shall not be performed on the same pole or structure. Tools and materials shall not be handed to or from the pole to a person in a bucket while a Line Mechanic is spurred to the pole or not otherwise isolated from the ground.

11. All jumpers and rubber protective equipment, including gloves, sleeves, blankets, hoods, and line hose shall be inspected before each use and shall be turned in for testing and/or washing in accordance with a Company schedule, or sooner if there is any indication that the equipment may be defective.

12. Bucket trucks shall be tested every six months and at any other time there are indications of damage or electrical leakage.

13. When wet conditions exist, hot sticks will be used or the lines will be deenergized.

Section 14. Safety Shoes

Effective January 17, 2013, the Company will provide up to $250 annual allowance to Operating Department employees towards the purchase of one or more pair(s) of safety footwear that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in ASTM F2413-05 (M 1175/C75/Mt75) EH Rated Safety (steel toe or composite) footwear. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to $250 per year. Ordering safety shoes through the Company stock rooms has been discontinued.

[30] [31] [32]**Section 15. Safety Eyeglasses**

The Company will pay the full cost of lenses, frame and carrying case of clear and/or tinted prescription safety eyeglasses**,** for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years for the term of the agreement. Employees who opt for safety glasses with Photochromatic (photogray) or progressive lenses will not receive a second pair of clear or tinted safety glasses. The Company will pay for the cost of Photochromatic (photogray) or progressive lenses. The Company will provide for the replacement of safety eyeglasses when

[30] July 1, 1969 #3
[31] July 18, 1975 #3 & #4
[32] August 21, 1995

damaged on the job. Replacement will be limited to lenses only if the lenses are damaged or obscured.

The employee will provide the Company with a current (not over two years old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

When obtaining prescription safety glasses under the Company's current plan with the American Optical Company (or other company approved vendor) employees will pay any costs for eye examinations which are not covered by their chosen medical or vision plan.

The Company will reimburse the employee for all fitting fees.

Section 16. Emergency Equipment on Vehicles

Gas masks, fire extinguishers and first-aid kits will be standard equipment on all trucks where conditions require.

Section 17. Rubber Protective Equipment

Protective rubber gloves and similar equipment are to be maintained in a safe working condition or replaced as frequently as required or when so-requested by employees.

Section 18. Bucket Trucks for Call Person

It is not intended to be normal practice to assign articulating boom bucket trucks for use by employees on-call when working alone at night.

Extendible (telescopic or similar equipment) boom bucket trucks may be assigned to employees on-call when working alone at night.

Section 19. Testing Articulating Boom Bucket Trucks

Two bargaining unit employees will be utilized when testing articulating boom bucket trucks.

Section 20. Assignment for Patrolling Rights of Way

When necessary to patrol lines on foot through rights-of-way at night or during severe weather conditions, employees will be assigned in pairs.

Section 21. Personnel Assignment for Pole-Mounted Transformers

It shall be standard practice to assign suitably qualified bargaining-unit line personnel as follows to install or remove a pole-mounted distribution transformer.

21.(a) During the hours of darkness, three qualified bargaining unit Line personnel may be utilized when high intensity lighting and when material handling bucket trucks of the type that enables the operator to be in the work area or line derrick trucks suitably rated for the load being handled are provided. Additional Line personnel will be made available when the type of

equipment indicated in this Section is not available or when required or requested by the person in charge in order to perform the work safely.

21.(b) Employees assigned shall be suitably qualified bargaining unit Line department personnel. However, under emergency conditions, when the required number of Line department personnel cannot be located or are otherwise unavailable to perform the work, other employees, including wage hour or supervisory, may be assigned to assist available Line department personnel.

Section 22. Personal Security

To enhance personal safety, employees will avoid entering a high-risk area to perform their assigned duties if it appears that their personal safety, or the safety of their personal or company property, may be endangered. Personnel should report such conditions immediately to their supervisor.

District management will request local law enforcement agencies to accompany employees performing an assignment in a high-risk area when the employee has identified the area as imminently dangerous.

Section 23. Fire Retardant Clothing (Effective January 1, 2013)

Increase F.R. allowance to $1,000.00 for a new hire in the first year and $650.00 per year thereafter and for all other incumbents.

ARTICLE IX
General Provisions

Section 1. Bulletin Board for Union Use

1.(a) The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.(a).

1.(b) If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

1.(c) When information pertaining to Company-Union business is to be disseminated to the employees, announcement shall be posted on the official bulletin boards in the department or departments affected, and duplicates submitted to the Business Manager and Assistant Business Manager.

[33] [34]**Section 2. Supervisors Performing Work**

(a) Supervisors shall not act in other than a supervisory capacity while they are actively supervising three or more men working on the same shift with them. They shall in no case act in other than a supervisory capacity for more than twenty percent of the time.

(b) A supervisor is not relieved from the employee's responsibility to protect life and property, nor from giving occasional or emergency assistance.

(c) A supervisor called out in an emergency shall not perform regular work other than shall be immediately required to protect life and property. If any additional regular work is required, the foreman or supervisor shall call out bargaining unit personnel to perform the required work.

Section 3. Contract Work

(a) The Company agrees that it will not have work done by contract which is usually done by employees where such contracts will be accompanied by a layoff or reduction of hours in the working schedule or where men capable of doing the work are on layoff, have recall rights, and are readily available. Where contractors employing I.B.E.W. members are readily available and qualified to perform such work, they will be given any contract involving live wire work, to the extent permitted by law, and, all things being equal, will be given preference for other work usually done by employees, to the extent permitted by law.

(b) **When Contracting Out is Not Allowed**

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

[35](c) **Use of Contractors – District and Division Managers will advise Union of use of Contractors upon request**

Upon requests made at reasonable intervals by Local Union Business Managers to the Company's Division or District Managers, the Company will advise the Union of tree trimming, major plant maintenance, substation construction and electric line construction contractors working on the Company's facilities and the estimated duration of such work.

Section 4. Definition Of Emergency

An emergency, as referred to in this Agreement, is any unforeseen circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operation.

Section 5. Wages While Negotiating

During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than twenty-four employee representatives of the

[33] July 3, 1963 #4(C)
[34] July 24, 1970 #3
[35] July 1, 1960 #2

Union for time lost from their normal work schedules while attending meetings with Company representatives. If any of these Union representatives is a shift or scheduled worker and the employee's schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, the employee will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

[36]Section 6. Work Outside of Company Area

It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement except that when emergency assistance to other utility companies is involved, Section 2 of Article XII shall not be applicable. All hours for travel time or work time paid at a straight- time rate under the terms of this Agreement will be paid at double straight-time rates, when employees are assigned to work in locations or upon facilities other than those owned or operated by Eversource Energy.

Section 7. Relative Policy

It is understood and agreed that notwithstanding the provisions of the collective bargaining agreement between the parties, relatives of employees will not be hired, transferred or promoted into situations where the possibility of favoritism or conflicts of interest might exist. These restrictions also apply to a relative who is working on Company property through a contractor or vendor agency. A relative of an employee will not be hired, transferred or promoted into the same department unless the employee reports to a different supervisor. Additionally, a relative of an employee will not be hired, transferred or promoted into a position in which the relative would be in the employee's direct chain of command (no matter how far removed geographically).

Relatives (including Step-relatives) are defined as:

Father	Wife	Uncle
Mother	Father-in-Law	Aunt
Son	Mother-in-Law	Nephew
Daughter	Son-in-Law	Niece
Brother	Daughter-in-Law	Grandfather
Sister	Brother-in-Law	Grandmother
Husband	Sister-in-Law	Grandchild

If any liability is incurred as a result of discrimination charges that directly result from this Relative Policy, the Company will assume said liability.

[36] Topic: Storm Assignment

ARTICLE X
Strikes and Lockouts

Section 1. The Company agrees that there shall be no lockout and the Union agrees that there shall be no strike or stoppage of work during the period of this Contract. The Company agrees that no action will be taken against the Union as an organization, or its officers while acting as such, for any damage which may be sustained as a result of any strike or stoppage of work not countenanced or authorized by the Union.

ARTICLE XI
Employee Benefits

Section 1.

1.(a) The Company agrees to continue in effect for the period of this Agreement the benefits and eligibility requirements which apply to employees and their dependents where applicable under its current Group Life Insurance Plan, and Health Insurance Plan and the current Northeast Utilities Retirement Plan as amended. January 1, 2008, for employees hired prior to January 1, 2010, and to offer the K-Vantage Benefit to employees hired after December 31, 2009. K-Vantage will also be available to employees hired prior to January 1, 2010, who choose K-Vantage before January 1, 2010 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. Employees originally hired into NU System Companies other than NStar who transfer into the union after January 1, 2010 will retain the same retirement benefit plan elections (under the NUSCO Retirement Plan or K-Vantage) they have immediately prior to the transfer, and will not be given an opportunity to make a new election for either plan. Employees transferred into the union from NStar will be treated as new hires as of their transfer date and will participate in K-Vantage. Previous vesting service from NStar will be recognized for vesting of K-Vantage benefits.

1.(b) Should the Company make any major changes which affect privileges or benefits to employees under any major policy, plan, or program not specifically covered by this Agreement but affecting employees hereunder, the Company shall, if it recognizes such change as significant, notify the Union in writing of such proposed change and the effective date thereof and the Union may, if it so desires, request in writing at any time within thirty days after notice of such change, that a meeting be arranged to discuss the effect of such change on employees and the Company will promptly arrange such a meeting. If notice of such change has not been given, the Company will arrange a meeting for discussing it promptly on request of the Union.

1.(c) It is understood and agreed by the Union and the Company that continuation of benefits provided under the Plans shall, of necessity, be contingent upon the rules and regulations applicable thereto and that the Company and its Plan Carriers will have authority to administer the Plans in accordance with such rules and regulations. Any change in a policy or practice covered by this Section which is not specifically mentioned in this Agreement or any question concerning the Company's application of such policies and practices of the Pension Plan, Group Life Insurance Plan or Health Insurance Plan shall not be subject to grievance procedure or arbitration.

Section 2. Company-Sustained Injury; Total Incapacity

If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents the employee from doing any work and which is compensable under the Worker’s Compensation laws of the State of

Connecticut, the employee shall be paid the differential between the employee's normal basic after-tax wages and Worker's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

Section 3. Employee Benefits – Increase Accidental Death Benefits

3.(a) **Notification to Union** - It is the Company's intention to continue its past practices with respect to employee benefits. Should the Company contemplate any diminution of employee benefits affecting bargaining-unit employees, the matter will be discussed with the Union in advance of the change.

3.(b) **Accidental Death Provision** - In the event any bargaining-unit employee dies as a result of a job-connected injury and benefit is payable under the accidental death provisions of Group Policy No. GC-323337, the Company will provide an additional benefit equal to the amount payable under such accidental death provisions. These benefits are in addition to life insurance coverage provided under Group Policy No. GL-323337.

Section 4. Dutch Point Credit Union

The Company will provide payroll deduction for employees desiring membership in the Dutch Point Credit Union**.**

ARTICLE XII
Expense Allowance

Section 1. Travel Time and Transportation

When required to work distant from their base area, employees will be paid expense and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

Section 2. Expense Plans Outside Base Area

Except when Section 1. or Section 3. of this Article is applicable, an employee required to make the employee’s own arrangements to report at a job location including all training assignments outside the employee’s base area (except satellite/line shops or when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; $28.32 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $50.18 per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; $57.39 per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; $64.82 per day. When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate per mile for each mile beyond ninety miles.

2.(a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less, $24.34 per day.

Plan F - If the distance one way is over thirty miles; $33.41 per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of the employee's base area on one day the employee will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from the employee's base area headquarters. In addition, the employee will be paid mileage at the current Eversource mileage rate per mile one way for the actual distance traveled between the job locations involved on that day. This Section 2.(c) will not be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

2.(d) As part of the 2009 contract negotiations, the company and union agreed that the mileage reimbursement rate for the CL&P Blue Book and Green Book union agreements will be paid at the current Company mileage rate (i.e., the same rate as non-union employees). This rate will be paid to employees who are authorized to use their personal vehicles while on company time, unless the mileage is otherwise addressed as part of the established contractual expense plans.

It is understood by all parties that the company may change the mileage rate at its sole discretion without notice to, or negotiation with, the union. Changes or modifications to the rate will also not be subject to the grievance and arbitration procedure.

Section 3. Berlin Construction, Work in Central Division

An employee of the Berlin Construction Department assigned to Waterbury who is required to report for work on the job within the towns of Middlebury, Naugatuck, Prospect, Thomaston, Watertown, Wolcott, or Waterbury will be paid mileage at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article.

An employee of the Berlin Construction Department assigned to Newington who is required to report for work on the job within the towns of Berlin, Farmington, Hartford, New Britain, Rocky Hill, West Hartford, Wethersfield, or Newington will be paid mileage at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article.

[37]Section 4. Mileage Allowance for Personal Vehicle

An employee authorized to make occasional use of the employee's personally owned vehicle for Company business during working hours and for which the employee is not being paid a travel expense allowance under other provisions of this Article will be paid for such use at the current Eversource mileage rate per mile. Employees will be paid a daily mileage allowance of at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article if the distance one way to the job location is ten miles or less from the home base or satellite.

Section 5. Company Furnished Meals or Lodgings

During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 5. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VI, Section 15 concerning time off for meals furnished under this Section 5).

Section 6. Transfer Expense Allowance

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the employee's former reporting base and the new reporting base and will be paid mileage at the current Eversource mileage rate per mile.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides the employee's own transportation to travel to and/or from the employee's new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 6.(a) the Company may either provide the employee with transportation or require the employee to live in the employee's new base area and make arrangements for the employee's meals and lodgings at Company expense.

[37] Letter- mileage

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 6 will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

Section 7. Review of Expense Allowances

When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred. When an employee is assigned to work in another District, arrangements will be made either directly with the employee or through the employee's supervisor to meet the employee's reasonable expenses and the Business Manager and/or Assistant Business Manager will be advised.

Section 8. Change in Current Practices or Privilege

If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

[38]**Section 9. Tool Allowance**

The Company will provide an annual tool upgrade allowance of up to **$375.00** per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

Any new or replacement tools required by the Company for performance of any job will be furnished by the Company except that the employee will be responsible for any tools lost or damaged through the employee's own negligence.

Effective June 1, 1986 new hires and transferees to the Garage Mechanic Classification shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

[39]**Section 10. Commercial Driver's License**

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs Include:

[38] Topic: Replacement of employee's tools when stolen
[39] Topic: Commercial Driver's License

(a) endorsements
(b) various test fees
(c) issuance of permit

In addition, the Company will pay the cost difference between the employee's license fee and the license fee of the job-required CDL.

Section 11. Storm Assignment Or Other Emergency Situation

If an employee is assigned to an out of district storm assignment or other emergency situation that may require an overnight stay, and the assignment is made during the employee's regular work hours, the Company will provide ½ hour early dismissal, without loss of wages. In the event that the employee was not provided ½ hour early dismissal, the Company will provide a one-time $25.00 payment to the employee for that overnight storm or emergency event.

ARTICLE XIII
Compliance With Law

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article IV.

ARTICLE XIV
Letters of Understanding

Incorporated herein and made a part hereof by reference are confirming letters of understanding from the Company to the Union which pertain to:

1. **System Projects** – System Projects which is dated March 16, 1998. This letter can be found in Appendix D.

ARTICLE XV
Duration

This Agreement constitutes the entire Agreement of the parties except such amendments or supplementary Agreements as are reduced to writing and signed by the parties hereto.

This Agreement supersedes all previous agreements and shall continue in force from the first day of June 1, 2016 until June 1, 2019 and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to June 1, 2019 or June 1st of any year thereafter.

If either party desires to amend this Agreement on June 1, 2019 anniversary date or on June 1st of any year thereafter, a list of all proposed changes shall be submitted to the other party in writing prior to March 1st of the year involved. The party receiving the proposed changes shall have until March 10th to submit additional proposed changes to the other party. The Company and the Union agree to meet promptly thereafter in the period between the 90th and 61st day prior to the anniversary date of the Agreement to discuss the proposed changes and endeavor to reach an understanding on them. If all proposed changes are not thus disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or (2) either party prior to May 1st of that year may serve notice of cancellation of the Agreement if such action is deemed desirable. If all proposed changes are disposed of in a mutually satisfactory manner, the amendments mutually agreed upon shall take effect on the following June 1st, unless the parties agree upon a different effective date.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Director-Labor Relations
The Connecticut Light and Power Company
P.O. Box 270, Hartford, Connecticut 06141-0270

or

Recording Secretary
Local Union No. 420
550 Wolcott Street
Waterbury, Connecticut 06705

and

Recording Secretary
Local Union No. 457
2590 Berlin Turnpike, Suite 1
Berlin, Connecticut 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

_____ Date_____
Joseph A. Malcarne
Business Manager, Local 420

_____ Date_____
John Fernandes
Business Manager, Local 457

FOR THE COMPANY:

_____ Date_____
Joseph C. Picone
Manager- Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

_____ Date_____
Lonnie R. Stephenson
International President

[40]ARTICLE XVI
Contract Period and Renewal

(a) This Agreement shall be effective from the first day of June 2016 and shall remain in full force and effect until the first day of June 2019 and from year to year thereafter unless changed in a manner later provided.

(b) Either party desiring to cancel the Agreement or to make changes in it must notify the other in writing at least sixty (60) days prior to the expiration date of the Agreement or any extension thereof.

[40] Topic: Ground Rules

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2016

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective May 29, 2016

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$38.47	$39.25
S	Automotive Body Mechanic	Berlin	z	$40.62	$42.73
S	Automotive Equip. Mechanic	Berlin	+	$40.62	$42.73
	Building Maintenance Worker	As Assigned	+	$24.16	$39.57
	Building Maintenance Mechanic	As Assigned	x	$39.53	$44.09
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$40.18	$44.72
	Building Maintenance Mechanic Helper	As Assigned	x	$25.00	$35.98
	Carpenter	As Assigned	x	$41.04	$44.35
	Carpenter Helper	As Assigned	+	$25.00	$38.47
	Chief Building Maintenance Mechanic	Berlin		$45.33	$47.10
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$45.97	$47.73
	Chief Carpenter	As Assigned	*	$45.33	$47.07
	Chief Construction Equipment Operator	As Assigned	*	$45.33	$47.07
	Chief Construction Mechanic	As Assigned	*	$45.33	$47.07
	Chief Electrician	As Assigned	*	$45.33	$47.48
	Chief Equipment Tester	As Assigned	*	$42.80	$44.28
S	Chief Garage Mechanic	As Assigned	z	$42.68	$45.33
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$49.31	$49.70
	(Non Rubber Gloving)	As Assigned	*	$48.21	$48.62
	Chief Mechanic	As Assigned		$45.33	$47.07
	Chief Meter-Service Mechanic Electric	As Assigned	*	$43.20	$44.68
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$44.41	$45.92
	Chief of Party	Berlin	y	$40.70	$45.33
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$46.95	$47.60
	Chief Stockhandler	As Assigned	*	$39.58	$39.96
S	Chief Stockhandler	Berlin Central Warehouse	*	$39.40	$39.96
	Chief Transmission Line Mechanic	As Assigned	*	$47.70	$48.90
	Chief Utility Worker	As Assigned		$39.40	$41.39
	Collector	As Assigned	+	$24.69	$35.96
	Construction Equip. Operator	As Assigned	+	$24.12	$44.09
	Construction Mechanic	As Assigned	*	$39.53	$44.09
	Construction Mechanic Helper	As Assigned		$25.00	$35.98
	Construction Welder	As Assigned	y	$38.47	$44.35
	Distribution Equipment Operator	As Assigned		$27.28	$38.41
	Electrician	As Assigned	+	$40.60	$44.09
	Electrician Helper	As Assigned	+	$25.05	$38.41

	Equipment Tester	As Assigned	*	$34.88	$41.22
	Equipment Test Helper	As Assigned	+	$24.12	$30.52
S	Express Driver	As Assigned	+	$24.12	$32.17
S	Garage Mechanic	As Assigned	*	$24.88	$40.80
S	Guard	As Assigned	+	$30.14	$31.73
	Ground Worker	As Assigned	+	$24.12	$34.80
	Instrument Mechanic	Berlin	y	$35.24	$37.77
S	Janitor	As Assigned	+	$24.12	$31.73
	Janitor- Service Buildings	As Assigned		$24.12	$30.32
	Laborer	As Assigned	+	$24.12	$33.30
	Lead Carpenter	As Assigned		-	$45.32
	Lead Construction Equipment Operator	As Assigned		-	$45.11
	Lead Construction Mechanic	As Assigned		-	$45.11
	Lead Construction Welder	As Assigned		-	$45.32
	Lead Electrician	As Assigned		-	$45.11
	Lead Equipment Tester	As Assigned		-	$42.25
S	Lead Garage Mechanic	As Assigned		-	$41.57
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$46.12	$46.65
	(Non Rubber Gloving)	As Assigned		$45.02	$45.41
	Lead Mechanic (Berlin)	Berlin		-	$45.11
	Lead Splicer/ Lead Cable Splicer	As Assigned		-	$45.11
	Lead Transmission Line Mechanic	As Assigned		-	$47.10
	Lead Utility Worker	Berlin		$36.16	$38.57
	Line Mechanic (Rubber Gloving)	As Assigned	x	$41.60	$45.41
	(Non Rubber Gloving)	As Assigned	x	$40.56	$44.34
	Line Helper	As Assigned	+	$25.00	$38.03
	Maintenance Worker- Buildings	As Assigned		$32.30	$32.67
	Maintenance Worker A- Buildings	As Assigned		$34.75	$35.11
	Mason	As Assigned	y	$38.47	$44.19
	Mechanic	As Assigned		$39.53	$44.09
	Mechanic Helper	As Assigned	y	$25.00	$35.98
	Mechanic Building Maintenance	Waterbury	x	$40.15	$43.31
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$24.12	$33.30
	Meter Reader-AMR Driver	As Assigned	+	$24.12	$28.03
	Meter Service Installer	As Assigned	y	$24.12	$37.32
	Meter Service Mechanic - Electric	As Assigned	y	$24.12	$41.67
	Meter Specialist - Electric Meter Lab	As Assigned	*	$30.14	$47.60
	Painter	Berlin	*	$37.77	$39.92
S	Parts Handler - Garage	Berlin	+	$24.12	$38.47
	Parts Handler - Garage	Waterbury	+	$24.12	$38.47
	Response Specialist - Electrician	As Assigned		-	$50.32
	Response Specialist – Line	As Assigned		-	$52.53
	Splicer/ Cable Splicer	As Assigned	x	$26.10	$44.09
	Stockhandler	As Assigned	+	$24.12	$37.58
S	Stockhandler	Berlin Central Warehouse	+	$24.12	$37.58
	Store Worker	As Assigned		-	$37.58
	Streetlight Mechanic	As Assigned	+	$24.12	$34.80
	Survey Party Assistant	Berlin	+	$23.67	$33.30
	Tester - Electric Meter Laboratory	Newington	y	$34.88	$41.22
	Tester - Electric Meter Laboratory Helper	Newington	+	$24.12	$30.52

S	Tractor Trailer Driver	Berlin	+	$24.12	$37.58
	Transmission Line Mechanic	As Assigned	x	$41.61	$45.99
	Transmission Line Mechanic Helper	As Assigned	+	$25.00	$38.83
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$46.51
S	(Non Rubber Gloving)	As Assigned		-	$44.75
	URD Equipment Operator	As Assigned	+	$24.12	$38.78
	Utility Worker A	As Assigned	*	$35.96	$37.49
	Utility Worker	As Assigned	+	$24.12	$37.21

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee’s basic straight time rate in addition to the employee’s basic straight time rate.

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2016

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2017

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$39.62	$40.43
S	Automotive Body Mechanic	Berlin	z	$41.84	$44.01
S	Automotive Equip. Mechanic	Berlin	+	$41.84	$44.01
	Building Maintenance Worker	As Assigned	+	$24.88	$40.76
	Building Maintenance Mechanic	As Assigned	x	$40.72	$45.41
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$41.39	$46.06
	Building Maintenance Mechanic Helper	As Assigned	x	$25.75	$37.06
	Carpenter	As Assigned	x	$42.27	$45.68
	Carpenter Helper	As Assigned	+	$25.75	$39.62
	Chief Building Maintenance Mechanic	Berlin		$46.69	$48.51
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$47.35	$49.16
	Chief Carpenter	As Assigned	*	$46.69	$48.48
	Chief Construction Equipment Operator	As Assigned	*	$46.69	$48.48
	Chief Construction Mechanic	As Assigned	*	$46.69	$48.48
	Chief Electrician	As Assigned	*	$46.69	$48.90
	Chief Equipment Tester	As Assigned	*	$44.08	$45.61
S	Chief Garage Mechanic	As Assigned	z	$43.96	$46.69
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$50.79	$51.19
	(Non Rubber Gloving)	As Assigned	*	$49.66	$50.08
	Chief Mechanic	As Assigned		$46.69	$48.48
	Chief Meter-Service Mechanic Electric	As Assigned	*	$44.50	$46.02
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$45.74	$47.30
	Chief of Party	Berlin	y	$41.92	$46.69
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$48.36	$49.03
	Chief Stockhandler	As Assigned	*	$40.77	$41.16
S	Chief Stockhandler	Berlin Central Warehouse	*	$40.58	$41.16
	Chief Transmission Line Mechanic	As Assigned	*	$49.13	$50.37
	Chief Utility Worker	As Assigned		$40.58	$42.63
	Collector	As Assigned	+	$25.43	$37.04
	Construction Equip. Operator	As Assigned	+	$24.84	$45.41
	Construction Mechanic	As Assigned	*	$40.72	$45.41
	Construction Mechanic Helper	As Assigned		$25.75	$37.06
	Construction Welder	As Assigned	y	$39.62	$45.68
	Distribution Equipment Operator	As Assigned		$28.10	$39.56
	Electrician	As Assigned	+	$41.82	$45.41
	Electrician Helper	As Assigned	+	$25.80	$39.56

	Equipment Tester	As Assigned	*	$35.93	$42.46
	Equipment Test Helper	As Assigned	+	$24.84	$31.44
S	Express Driver	As Assigned	+	$24.84	$33.14
S	Garage Mechanic	As Assigned	*	$25.63	$42.02
S	Guard	As Assigned	+	$31.04	$32.68
	Ground Worker	As Assigned	+	$24.84	$35.84
	Instrument Mechanic	Berlin	y	$36.30	$38.90
S	Janitor	As Assigned	+	$24.84	$32.68
	Janitor- Service Buildings	As Assigned		$24.84	$31.23
	Laborer	As Assigned	+	$24.84	$34.30
	Lead Carpenter	As Assigned		-	$46.68
	Lead Construction Equipment Operator	As Assigned		-	$46.46
	Lead Construction Mechanic	As Assigned		-	$46.46
	Lead Construction Welder	As Assigned		-	$46.68
	Lead Electrician	As Assigned		-	$46.46
	Lead Equipment Tester	As Assigned		-	$43.52
S	Lead Garage Mechanic	As Assigned		-	$42.82
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$47.50	$48.05
	(Non Rubber Gloving)	As Assigned		$46.37	$46.77
	Lead Mechanic (Berlin)	Berlin		-	$46.46
	Lead Splicer/ Lead Cable Splicer	As Assigned		-	$46.46
	Lead Transmission Line Mechanic	As Assigned		-	$48.51
	Lead Utility Worker	Berlin		$37.24	$39.73
	Line Mechanic (Rubber Gloving)	As Assigned	x	$42.85	$46.77
	(Non Rubber Gloving)	As Assigned	x	$41.78	$45.67
	Line Helper	As Assigned	+	$25.75	$39.17
	Maintenance Worker- Buildings	As Assigned		$33.27	$33.65
	Maintenance Worker A- Buildings	As Assigned		$35.79	$36.16
	Mason	As Assigned	y	$39.62	$45.52
	Mechanic	As Assigned		$40.72	$45.41
	Mechanic Helper	As Assigned	y	$25.75	$37.06
	Mechanic Building Maintenance	Waterbury	x	$41.35	$44.61
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$24.84	$34.30
	Meter Reader-AMR Driver	As Assigned	+	$24.84	$28.87
	Meter Service Installer	As Assigned	y	$24.84	$38.44
	Meter Service Mechanic - Electric	As Assigned	y	$24.84	$42.92
	Meter Specialist - Electric Meter Lab	As Assigned	*	$31.04	$49.03
	Painter	Berlin	*	$38.90	$41.12
S	Parts Handler - Garage	Berlin	+	$24.84	$39.62
	Parts Handler - Garage	Waterbury	+	$24.84	$39.62
	Response Specialist - Electrician	As Assigned		-	$51.83
	Response Specialist – Line	As Assigned		-	$54.11
	Splicer/ Cable Splicer	As Assigned	x	$26.88	$45.41
	Stockhandler	As Assigned	+	$24.84	$38.71
S	Stockhandler	Berlin Central Warehouse	+	$24.84	$38.71
	Store Worker	As Assigned		-	$38.71
	Streetlight Mechanic	As Assigned	+	$24.84	$35.84
	Survey Party Assistant	Berlin	+	$24.38	$34.30
	Tester - Electric Meter Laboratory	Newington	y	$35.93	$42.46
	Tester - Electric Meter Laboratory Helper	Newington	+	$24.84	$31.44

S	Tractor Trailer Driver	Berlin	+	$24.84	$38.71
	Transmission Line Mechanic	As Assigned	x	$42.86	$47.37
	Transmission Line Mechanic Helper	As Assigned	+	$25.75	$39.99
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$47.91
S	(Non Rubber Gloving)	As Assigned		-	$46.09
	URD Equipment Operator	As Assigned	+	$24.84	$39.94
	Utility Worker A	As Assigned	*	$37.04	$38.61
	Utility Worker	As Assigned	+	$24.84	$38.33

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee’s basic straight time rate in addition to the employee’s basic straight time rate.

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2016

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2018

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	Area Stockhandler	As Assigned	*	$40.81	$41.64
S	Automotive Body Mechanic	Berlin	z	$43.10	$45.33
S	Automotive Equip. Mechanic	Berlin	+	$43.10	$45.33
	Building Maintenance Worker	As Assigned	+	$25.63	$41.98
	Building Maintenance Mechanic	As Assigned	x	$41.94	$46.77
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$42.63	$47.44
	Building Maintenance Mechanic Helper	As Assigned	x	$26.52	$38.17
	Carpenter	As Assigned	x	$43.54	$47.05
	Carpenter Helper	As Assigned	+	$26.52	$40.81
	Chief Building Maintenance Mechanic	Berlin		$48.09	$49.97
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$48.77	$50.63
	Chief Carpenter	As Assigned	*	$48.09	$49.93
	Chief Construction Equipment Operator	As Assigned	*	$48.09	$49.93
	Chief Construction Mechanic	As Assigned	*	$48.09	$49.93
	Chief Electrician	As Assigned	*	$48.09	$50.37
	Chief Equipment Tester	As Assigned	*	$45.40	$46.98
S	Chief Garage Mechanic	As Assigned	z	$45.28	$48.09
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$52.31	$52.73
	(Non Rubber Gloving)	As Assigned	*	$51.15	$51.58
	Chief Mechanic	As Assigned		$48.09	$49.93
	Chief Meter-Service Mechanic Electric	As Assigned	*	$45.84	$47.40
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$47.11	$48.72
	Chief of Party	Berlin	y	$43.18	$48.09
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$49.81	$50.50
	Chief Stockhandler	As Assigned	*	$41.99	$42.39
S	Chief Stockhandler	Berlin Central Warehouse	*	$41.80	$42.39
	Chief Transmission Line Mechanic	As Assigned	*	$50.60	$51.88
	Chief Utility Worker	As Assigned		$41.80	$43.91
	Collector	As Assigned	+	$26.19	$38.15
	Construction Equip. Operator	As Assigned	+	$25.59	$46.77
	Construction Mechanic	As Assigned	*	$41.94	$46.77
	Construction Mechanic Helper	As Assigned		$26.52	$38.17
	Construction Welder	As Assigned	y	$40.81	$47.05
	Distribution Equipment Operator	As Assigned		$28.94	$40.75
	Electrician	As Assigned	+	$43.07	$46.77
	Electrician Helper	As Assigned	+	$26.57	$40.75

	Equipment Tester	As Assigned	*	$37.01	$43.73
	Equipment Test Helper	As Assigned	+	$25.59	$32.38
S	Express Driver	As Assigned	+	$25.59	$34.13
S	Garage Mechanic	As Assigned	*	$26.40	$43.28
S	Guard	As Assigned	+	$31.97	$33.66
	Ground Worker	As Assigned	+	$25.59	$36.92
	Instrument Mechanic	Berlin	y	$37.39	$40.07
S	Janitor	As Assigned	+	$25.59	$33.66
	Janitor- Service Buildings	As Assigned		$25.59	$32.17
	Laborer	As Assigned	+	$25.59	$35.33
	Lead Carpenter	As Assigned		-	$48.08
	Lead Construction Equipment Operator	As Assigned		-	$47.85
	Lead Construction Mechanic	As Assigned		-	$47.85
	Lead Construction Welder	As Assigned		-	$48.08
	Lead Electrician	As Assigned		-	$47.85
	Lead Equipment Tester	As Assigned		-	$44.83
S	Lead Garage Mechanic	As Assigned		-	$44.10
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$48.93	$49.49
	(Non Rubber Gloving)	As Assigned		$47.76	$48.17
	Lead Mechanic (Berlin)	Berlin		-	$47.85
	Lead Splicer/ Lead Cable Splicer	As Assigned		-	$47.85
	Lead Transmission Line Mechanic	As Assigned		-	$49.97
	Lead Utility Worker	Berlin		$38.36	$40.92
	Line Mechanic (Rubber Gloving)	As Assigned	x	$44.14	$48.17
	(Non Rubber Gloving)	As Assigned	x	$43.03	$47.04
	Line Helper	As Assigned	+	$26.52	$40.35
	Maintenance Worker- Buildings	As Assigned		$34.27	$34.66
	Maintenance Worker A- Buildings	As Assigned		$36.86	$37.24
	Mason	As Assigned	y	$40.81	$46.89
	Mechanic	As Assigned		$41.94	$46.77
	Mechanic Helper	As Assigned	y	$26.52	$38.17
	Mechanic Building Maintenance	Waterbury	x	$42.59	$45.95
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$25.59	$35.33
	Meter Reader-AMR Driver	As Assigned	+	$25.59	$29.74
	Meter Service Installer	As Assigned	y	$25.59	$39.59
	Meter Service Mechanic - Electric	As Assigned	y	$25.59	$44.21
	Meter Specialist - Electric Meter Lab	As Assigned	*	$31.97	$50.50
	Painter	Berlin	*	$40.07	$42.35
S	Parts Handler - Garage	Berlin	+	$25.59	$40.81
	Parts Handler - Garage	Waterbury	+	$25.59	$40.81
	Response Specialist - Electrician	As Assigned		-	$53.38
	Response Specialist - Line	As Assigned		-	$55.73
	Splicer/ Cable Splicer	As Assigned	x	$27.69	$46.77
	Stockhandler	As Assigned	+	$25.59	$39.87
S	Stockhandler	Berlin Central Warehouse	+	$25.59	$39.87
	Store Worker	As Assigned		-	$39.87
	Streetlight Mechanic	As Assigned	+	$25.59	$36.92
	Survey Party Assistant	Berlin	+	$25.11	$35.33
	Tester - Electric Meter Laboratory	Newington	y	$37.01	$43.73
	Tester - Electric Meter Laboratory Helper	Newington	+	$25.59	$32.38

S	Tractor Trailer Driver	Berlin	+	$25.59	$39.87
	Transmission Line Mechanic	As Assigned	x	$44.15	$48.79
	Transmission Line Mechanic Helper	As Assigned	+	$26.52	$41.19
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$49.35
S	(Non Rubber Gloving)	As Assigned		-	$47.47
	URD Equipment Operator	As Assigned	+	$25.59	$41.14
	Utility Worker A	As Assigned	*	$38.15	$39.77
	Utility Worker	As Assigned	+	$25.59	$39.48

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee’s basic straight time rate in addition to the employee’s basic straight time rate.

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE MAY 29, 2016

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$25.00	$27.12	$28.54	$29.95	$31.72	$33.30	$35.98			
Building Maintenance Worker	$24.16	$27.27	$30.32	$33.43	$37.37	$39.57				
Carpenter Helper	$25.00	$27.12	$28.54	$29.95	$31.72	$33.30	$38.47			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$44.41	$45.16	$45.92							
Chief of Party	$40.70	$41.80	$44.57	$45.33						
Collector	$24.69	$26.99	$28.59	$30.07	$32.12	$35.96				
Construction Equipment Operator	$24.12	$27.27	$30.37	$33.43	$37.49	$40.42	$44.09			
Construction Mechanic Helper	$25.00	$27.12	$28.54	$29.95	$31.72	$33.30	$35.98			
Construction Welder	$38.47	$39.53	$41.51	$44.35						
Distribution Equipment Operator	$27.28	$29.59	$31.83	$34.02	$36.23	$38.41				
Electrician Helper	$25.05	$27.34	$29.37	$32.05	$33.30	$34.40	$35.98	$38.41		
Equipment Test Helper	$24.12	$26.10	$27.36	$28.76	$30.52					

Equipment Tester	$34.88	$35.80	$37.32	$38.11	$41.22					
Express Driver	$24.12	$26.47	$28.03	$29.47	$32.17					
Garage Mechanic	$24.88	$27.12	$28.54	$29.96	$31.72	$33.97	$36.98	$38.96	$40.80	
Ground Worker	$24.12	$26.47	$28.03	$29.47	$31.44	$34.80				
Instrument Mechanic	$35.24	$35.89	$36.52	$37.22	$37.77					
Janitor	$24.12	$26.47	$28.03	$29.47	$31.73					
Laborer	$24.12	$26.47	$28.03	$29.47	$30.89	$32.88	$33.30			
Line Helper	$25.00	$27.12	$28.54	$30.95	$32.64	$34.80	$36.38	$38.03		
Mason	$38.47	$39.53	$40.73	$44.19						
Mechanic A (Incumbent)	$39.28	$40.61	$42.10	$44.18						
Mechanic Helper	$25.00	$27.12	$28.54	$29.95	$31.72	$33.30	$35.98			
Meter Reader-AMR Driver	$24.12	$26.47	$28.03							
Meter Reader-AMR Driver (Incumbent only)	$24.12	$26.47	$28.03	$29.47	$31.44	$33.30				
Meter Service Installer	$24.12	$26.10	$27.49	$28.76	$30.53	$34.88	$35.94	$37.32		
Meter Service Mechanic - Electric	$24.12	$26.10	$27.49	$28.76	$30.53	$34.88	$35.94	$37.32	$38.27	$41.67
Meter Specialist - Electric Meter Lab	$30.14	$32.65	$35.17	$37.70	$40.21	$42.71	$45.23	$47.60		
Parts Handler - Garage	$24.12	$26.47	$28.03	$29.47	$32.24	$34.02	$35.05	$37.58	$38.47	

Splicer/ Cable Splicer	$26.10	$28.03	$29.91	$32.14	$33.30	$34.60	$35.98	$38.41	$40.19	$44.09
Stockhandler	$24.12	$26.54	$28.03	$29.47	$32.24	$34.02	$35.05	$37.58		
Store Worker	$24.12	$26.54	$28.03	$29.47	$32.24	$34.02	$35.05	$37.58		
Streetlight Mechanic	$24.12	$26.47	$28.03	$29.47	$31.44	$34.80				
Survey Party Assistant	$23.67	$24.96	$26.51	$27.84	$29.18	$30.76	$33.30			
Tester - Electric Meter Laboratory	$34.88	$35.80	$37.32	$38.11	$41.22					
Tester - Electric Meter Laboratory Helper	$24.12	$26.10	$27.36	$28.76	$30.52					
Tractor Trailer Driver	$24.12	$27.27	$30.37	$33.43	$37.58					
Transmission Line Mechanic Helper	$25.00	$27.35	$30.17	$33.08	$35.96	$38.83				
URD Equipment Operator	$24.12	$26.47	$28.03	$29.47	$31.44	$34.80	$36.70	$38.78		
Utility Worker	$24.79	$27.28	$29.72	$32.24	$34.70	$37.21				

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2017

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$25.75	$27.93	$29.40	$30.85	$32.67	$34.30	$37.06			
Building Maintenance Worker	$24.88	$28.09	$31.23	$34.43	$38.49	$40.76				
Carpenter Helper	$25.75	$27.93	$29.40	$30.85	$32.67	$34.30	$39.62			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$45.74	$46.51	$47.30							
Chief of Party	$41.92	$43.05	$45.91	$46.69						
Collector	$25.43	$27.80	$29.45	$30.97	$33.08	$37.04				
Construction Equipment Operator	$24.84	$28.09	$31.28	$34.43	$38.61	$41.63	$45.41			
Construction Mechanic Helper	$25.75	$27.93	$29.40	$30.85	$32.67	$34.30	$37.06			
Construction Welder	$39.62	$40.72	$42.76	$45.68						
Distribution Equipment Operator	$28.10	$30.48	$32.78	$35.04	$37.32	$39.56				
Electrician Helper	$25.80	$28.16	$30.25	$33.01	$34.30	$35.43	$37.05	$39.56		
Equipment Test Helper	$24.84	$26.88	$28.18	$29.62	$31.44					
Equipment Tester	$35.93	$36.87	$38.44	$39.25	$42.46					
Express Driver	$24.84	$27.26	$28.87	$30.35	$33.14					
Garage Mechanic	$25.63	$27.93	$29.40	$30.86	$32.67	$34.99	$38.09	$40.13	$42.02	

Ground Worker	$24.84	$27.26	$28.87	$30.35	$32.38	$35.84				
Instrument Mechanic	$36.30	$36.97	$37.62	$38.34	$38.90					
Janitor	$24.84	$27.26	$28.87	$30.35	$32.68					
Laborer	$24.84	$27.26	$28.87	$30.35	$31.82	$33.87	$34.30			
Line Helper	$25.75	$27.93	$29.40	$31.88	$33.62	$35.84	$37.47	$39.17		
Mason	$39.62	$40.72	$41.95	$45.52						
Mechanic A (Incumbent)	$40.46	$41.83	$43.36	$45.51						
Mechanic Helper	$25.75	$27.93	$29.40	$30.85	$32.67	$34.30	$37.06			
Meter Reader-AMR Driver	$24.84	$27.26	$28.87							
Meter Reader-AMR Driver (Incumbent only)	$24.84	$27.26	$28.87	$30.35	$32.38	$34.30				
Meter Service Installer	$24.84	$26.88	$28.31	$29.62	$31.45	$35.93	$37.02	$38.44		
Meter Service Mechanic - Electric	$24.84	$26.88	$28.31	$29.62	$31.45	$35.93	$37.02	$38.44	$39.42	$42.92
Meter Specialist - Electric Meter Lab	$31.04	$33.63	$36.23	$38.83	$41.42	$43.99	$46.59	$49.03		
Parts Handler - Garage	$24.84	$27.26	$28.87	$30.35	$33.21	$35.04	$36.10	$38.71	$39.62	
Splicer/ Cable Splicer	$26.88	$28.87	$30.81	$33.10	$34.30	$35.64	$37.06	$39.56	$41.40	$45.41
Stockhandler	$24.84	$28.31	$31.78	$35.25	$38.71					
Store Worker	$24.84	$27.34	$28.87	$30.35	$33.21	$35.04	$36.10	$38.71		
Streetlight Mechanic	$24.84	$27.26	$28.87	$30.35	$32.38	$35.84				
Survey Party Assistant	$24.38	$25.71	$27.31	$28.68	$30.06	$31.68	$34.30			

Tester - Electric Meter Laboratory	$35.93	$36.87	$38.44	$39.25	$42.46			
Tester - Electric Meter Laboratory Helper	$24.84	$26.88	$28.18	$29.62	$31.44			
Tractor Trailer Driver	$24.84	$28.09	$31.28	$34.43	$38.71			
Transmission Line Mechanic Helper	$25.75	$28.17	$31.08	$34.07	$37.04	$39.99		
URD Equipment Operator	$24.84	$27.26	$28.87	$30.35	$32.38	$35.84	$37.80	$39.94
Utility Worker	$25.53	$28.10	$30.61	$33.21	$35.74	$38.33		

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2018

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$26.52	$28.77	$30.28	$31.78	$33.65	$35.33	$38.17			
Building Maintenance Worker	$25.63	$28.93	$32.17	$35.46	$39.64	$41.98				
Carpenter Helper	$26.52	$28.77	$30.28	$31.78	$33.65	$35.33	$40.81			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$47.11	$47.91	$48.72							
Chief of Party	$43.18	$44.34	$47.29	$48.09						
Collector	$26.19	$28.63	$30.33	$31.90	$34.07	$38.15				
Construction Equipment Operator	$25.59	$28.93	$32.22	$35.46	$39.77	$42.88	$46.77			
Construction Mechanic Helper	$26.52	$28.77	$30.28	$31.78	$33.65	$35.33	$38.17			
Construction Welder	$40.81	$41.94	$44.04	$47.05						
Distribution Equipment Operator	$28.94	$31.39	$33.76	$36.09	$38.44	$40.75				
Electrician Helper	$26.57	$29.00	$31.16	$34.00	$35.33	$36.49	$38.16	$40.75		
Equipment Test Helper	$25.59	$27.69	$29.03	$30.51	$32.38					

Equipment Tester	$37.01	$37.98	$39.59	$40.43	$43.73					
Express Driver	$25.59	$28.08	$29.74	$31.26	$34.13					
Garage Mechanic	$26.40	$28.77	$30.28	$31.79	$33.65	$36.04	$39.23	$41.33	$43.28	
Ground Worker	$25.59	$28.08	$29.74	$31.26	$33.35	$36.92				
Instrument Mechanic	$37.39	$38.08	$38.75	$39.49	$40.07					
Janitor	$25.59	$28.08	$29.74	$31.26	$33.66					
Laborer	$25.59	$28.08	$29.74	$31.26	$32.77	$34.89	$35.33			
Line Helper	$26.52	$28.77	$30.28	$32.84	$34.63	$36.92	$38.59	$40.35		
Mason	$40.81	$41.94	$43.21	$46.89						
Mechanic A (Incumbent)	$41.67	$43.08	$44.66	$46.88						
Mechanic Helper	$26.52	$28.77	$30.28	$31.78	$33.65	$35.33	$38.17			
Meter Reader-AMR Driver	$25.59	$28.08	$29.74							
Meter Reader-AMR Driver (Incumbent only)	$25.59	$28.08	$29.74	$31.26	$33.35	$35.33				
Meter Service Installer	$25.59	$27.69	$29.16	$30.51	$32.39	$37.01	$38.13	$39.59		
Meter Service Mechanic - Electric	$25.59	$27.69	$29.16	$30.51	$32.39	$37.01	$38.13	$39.59	$40.60	$44.21
Meter Specialist - Electric Meter Lab	$31.97	$34.64	$37.32	$39.99	$42.66	$45.31	$47.99	$50.50		
Parts Handler - Garage	$25.59	$28.08	$29.74	$31.26	$34.21	$36.09	$37.18	$39.87	$40.81	

Splicer/ Cable Splicer	$27.69	$29.74	$31.73	$34.09	$35.33	$36.71	$38.17	$40.75	$42.64	$46.77
Stockhandler	$25.59	$29.16	$32.73	$36.30	$39.87					
Store Worker	$25.59	$28.16	$29.74	$31.26	$34.21	$36.09	$37.18	$39.87		
Streetlight Mechanic	$25.59	$28.08	$29.74	$31.26	$33.35	$36.92				
Survey Party Assistant	$25.11	$26.48	$28.13	$29.54	$30.96	$32.63	$35.33			
Tester - Electric Meter Laboratory	$37.01	$37.98	$39.59	$40.43	$43.73					
Tester - Electric Meter Laboratory Helper	$25.59	$27.69	$29.03	$30.51	$32.38					
Tractor Trailer Driver	$25.59	$28.93	$32.22	$35.46	$39.87					
Transmission Line Mechanic Helper	$26.52	$29.02	$32.01	$35.09	$38.15	$41.19				
URD Equipment Operator	$25.59	$28.08	$29.74	$31.26	$33.35	$36.92	$38.93	$41.14		
Utility Worker	$26.30	$28.94	$31.53	$34.21	$36.81	$39.48				

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE MAY 29, 2016

	1	2	3	4	5	6
Admin Support C	17.02	17.52	18.06	18.59	19.15	19.72
Admin Support B	19.93	20.53	21.15	21.78	22.43	23.10
Admin Support A	23.69	25.46	26.00	26.52	27.25	28.10
Senior Division Admin Support	29.64	30.11	30.57	31.03	31.53	32.45

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE MAY 29, 2016

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	27.35	29.02	30.66	32.31	33.95	35.60	37.24	38.93	41.25	42.69	43.40

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE MAY 29, 2016	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	45.61	47.15	48.62	50.14	51.63

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE MAY 29, 2016	1	2	3	4
TEST ASSISTANT	32.26	34.53	36.77	39.02
TEST SPECIALIST	42.02	44.08	45.97	47.87
PROJECT TEST SPECIALIST	49.90	51.90		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2017

	1	2	3	4	5	6
Admin Support C	17.53	18.05	18.60	19.15	19.72	20.31
Admin Support B	20.53	21.15	21.78	22.43	23.10	23.79
Admin Support A	24.40	26.22	26.78	27.32	28.07	28.94
Senior Division Admin Support	30.53	31.01	31.49	31.96	32.48	33.42

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2017

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	28.17	29.89	31.58	33.28	34.97	36.67	38.36	40.10	42.49	43.97	44.70

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2017

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	46.98	48.56	50.08	51.64	53.18

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2017

	1	2	3	4
TEST ASSISTANT	33.23	35.57	37.87	40.19
TEST SPECIALIST	43.28	45.40	47.35	49.31
PROJECT TEST SPECIALIST	51.40	53.46		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2018

	1	2	3	4	5	6
Admin Support C	18.06	18.59	19.16	19.72	20.31	20.92
Admin Support B	21.15	21.78	22.43	23.10	23.79	24.50
Admin Support A	25.13	27.01	27.58	28.14	28.91	29.81
Senior Division Admin Support	31.45	31.94	32.43	32.92	33.45	34.42

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2018

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	29.02	30.79	32.53	34.28	36.02	37.77	39.51	41.30	43.76	45.29	46.04

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2018	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	48.39	50.02	51.58	53.19	54.78

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2018	1	2	3	4
TEST ASSISTANT	34.23	36.64	39.01	41.40
TEST SPECIALIST	44.58	46.76	48.77	50.79
PROJECT TEST SPECIALIST	52.94	55.06		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE UPON RATIFICATION*

	1	2	3	4
ENGINEERING DESIGNER I	31.25	32.50	33.80	35.15
ENGINEERING DESIGNER II	36.56	38.02	39.54	41.12
ENGINEERING DESIGNER III	42.56	44.05	45.59	47.12

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2017*

	1	2	3	4
ENGINEERING DESIGNER I	32.19	33.48	34.81	36.20
ENGINEERING DESIGNER II	37.66	39.16	40.73	42.35
ENGINEERING DESIGNER III	43.84	45.37	46.96	48.53

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2018*

	1	2	3	4
ENGINEERING DESIGNER I	33.15	34.48	35.86	37.29
ENGINEERING DESIGNER II	38.79	40.34	41.95	43.62
ENGINEERING DESIGNER III	45.15	46.73	48.37	49.99

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

APPENDIX B

THE CONNECTICUT LIGHT AND POWER COMPANY
TECHNICIAN JOB CLASSIFICATIONS

NON-EXEMPT	JOB CLASSIFICATION
	Test Assistant
	Test Assistant Transmission
	Test Specialist
	Project Test Specialist
	Test Specialist – Transmission
	Project Test Specialist – Transmission
	Electric Service Designer
	Electric Service Designer Specialist
	Junior Technician*
	Field Technician C*
	Regional Test Technician C*
	Regional Test Technician B*
	Field Technician B*
	Field Technician A*
	Regional Test Technician A*
	Test Specialist B*
	Test Specialist A*

EXEMPT	JOB CLASSIFICATION
F	Engineer - Eastern Region Test Unit, Central Regional Test Unit, South Windsor Test Unit, Western Region Transmission Test Unit, Western Region Distribution Test Unit
	Engineering Technologist - Eastern Region Test Unit, Central Regional Test Unit, Eastern Region Transmission Test Unit, Western Region Transmission Test Unit, Western Region Distribution Test Unit

***** Listed only for NLRB 34-RC-1553 dated April 15, 1998 (Central Region Test Department), and 34-RC-1655 dated December 9, 1998 (Eastern Region Test Department).

** Listed only for NLRB 34-RC-1589 dated July 10, 1998.

THE CONNECTICUT LIGHT AND POWER COMPANY
ADMINSTRATIVE SUPPORT
JOB CLASSIFICATIONS

JOB CLASSIFICATION

s	Junior Clerk
	Junior Clerk-Typist
	Junior Clerk-Stenographer
	Text Processor C
s	Clerk
	Division Administrative Representative C
	Clerk-Typist
	Cashier
	Clerk-Stenographer
s	Customer Service Center Representative C
	Text Processor B
	Meter Service Clerk B
	Division Administrative Representative B
	Telephone Operator
s	Customer Service Center Representative B
	Secretary B
	Text Processor A
	Meter Service Clerk A
	Customer Accounts Clerk
	Special Accounts Clerk
	Secretary A
	Division Administrative Representative A
s	Customer Service Center Representative A

JOB CLASSIFICATION

	Meter and Service Dispatcher
	Chief Operating Records Clerk
	Customer Field Representative
	Senior Division Administrative Representative
	Storekeeper
s	Senior Customer Service Center Representative

s - subject to shift assignment

DUES INITIATION CARD

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a four (4) week per month basis-Local 420 and a weekly basis-Local 457. Deductions will be made only when authorized on the forms provided, the text of which is as follows:

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.
OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

APPENDIX "C"
"LOCAL SENIORITY AREAS"

Region, Plant or Department	District	"Local" Seniority Area Designation; Office, Service Building or Plant 1/
Eastern	Willimantic	Willimantic 2/
"	"	East Hampton 2/
"	"	Mystic 2/
"	Middletown	Middletown
"	New London	New London
"	Shoreline	Madison
"	Eastern Test	Tolland Test, Hartford Test, Madison Test, Massirio Drive
"	---	System Projects East
Northern	Enfield	Enfield
"	"	Tolland
"	Hartford	Hartford
"	Windsor	Windsor
"	Danielson	Danielson
Southern	Newtown	Newtown
"	New Milford	New Milford
"	Norwalk	Norwalk- Wilton
"	Greenwich	Greenwich
"	Stamford	Stamford
"		Harbor Avenue Transmission Electricians/ Norwalk
"	Norwalk	Norwalk Test
Western	Cheshire	Cheshire- Bristol
"	Simsbury	Simsbury
"	New Britain	New Britain
"	---	System Projects Central
"	Torrington	Torrington
"	Falls Village	Falls Village
"	Waterbury	Waterbury- Oxford
"	Waterbury	Waterbury – Test (Railroad Hill)
"	---	System Projects West
"		Mattatuck Heights Transmission Electricians/ Waterbury
Berlin Construction	---	3333
Berlin	---	Central Warehouse, Test, General Services, Transportation, Survey Department, CMS
"		Sequin Drive Transmission Electricians/ Glastonbury

1/ Including various points in immediate vicinity such as attended substations, small power plants, etc.

2/ For purpose of "Promotion" only; Willimantic, East Hampton and Mystic combined shall be considered as one "Local" Seniority area.

PROVISIONS PERTAINING EXCLUSIVELY TO TEST/TECH EMPLOYEES (FORMERLY TECHNICAL CONTRACT)

WAGES

1.(a) Appendix “A” attached hereto and made a part hereof lists the job classifications covered by this agreement for non-exempt individuals. Appendix “A” shows the basic straight-time hourly rates of pay applicable to each job classification effective as of **May 29, 2016, June 1, 2017 and June 1, 2018,** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

1.(b) Effective **May 29, 2016, June 1, 2017 and June 1, 2018,** each exempt individual's current salary will be adjusted based on their latest performance rating as follows:

Performance Rating	**Percent Ranges**
Top Achiever	0% - 8%
High Contributor	0% - 6%
Successful Contributor or Developing	0% - 6%
Improvement Needed to be a Successful Contributor	0%
Did Not Meet Performance Expectations	0%

When to pay lump sum:

Performance	**Relationship to Band Max**
Top Achiever	100% or greater
High Contributor	97.5% or greater
Successful Contributor or Developing	95% or greater
Improvement Needed to be a Successful Contributor	No lump sum or pay increase

Did Not Meet Performance Expectations	No lump sum or pay increase

1.(c) The Company will determine an individual's salary adjustment amount based on the pay increase percent ranges of Section 1.(a) and 1.(b).

2. All employees will be reviewed annually on the effective date of wages as to their progress within the rate range of the job based on their most recent performance review.

3. The Company's determination on such reviews shall not be subject to grievance or arbitration.

4. The job classifications within the respective wage rates shall be as provided in Appendix "B".

OVERTIME – FOR TEST ONLY

a. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Overtime distribution for Lead Test Advisor assigned to a project is described in section 11.b. below. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis. Overtime lists will be furnished to the Business Manager on a monthly basis.

b. Lead Test Advisor Project Overtime Distribution

1. Insofar as necessary for a project where periods of extended overtime is involved; job classifications in the area in which the work is to be performed and the overtime list will be used in the selection of the lead test advisor for a project.

2. The lead test advisor shall be afforded all overtime hours associated with the project. The lead test advisor’s overtime hours will be evaluated every 2 months to maintain equitable distribution of overtime in accordance with Article 11, Section a.

3. In the event the lead test advisor assigned to the project is unavailable to work overtime and there is a second qualified test person assigned to the project, this person will be afforded the first right to assume the lead test advisor position for a limited time.

CALLOUT

Travel Time

Employees utilizing company supplied transportation, who have completed their scheduled workday and are called out without advanced notice will be paid at the rate applicable and equal to the time spent en route to and from work location.

LEAVES OF ABSENCE

1. The Company, at its discretion, may grant leaves of absence for personal reasons.

2. Requests for leaves of absence, including any extensions, must be submitted in writing as far in advance of the requested period of absence as is possible, shall designate the period of the leave and its purpose.

3. Written requests for leaves of absence shall be considered on a case-by-case basis.

4. Leaves of absence that are granted by the Company will be in writing, shall designate the period of the leave and its purpose.

5. An employee's seniority shall cease and such employee will be terminated as an employee if such employee fails to return to work upon termination of the leave of absence.

TOPIC: EXEMPT PAY PROVISIONS

Central Region Distribution Test Unit
Eastern Region Distribution Test Unit
Western Region Transmission Test Unit
Western Region Distribution Test Unit
Eastern Region Transmission Test Unit

These pay provisions apply to all union employees covered by this contract who are designated "exempt" under the Fair Labor Standards Act (FLSA). These pay provisions supersede all other pay provisions of this contract.

Work Day - Work Week

Exempt employees are paid an annual salary (paid biweekly) and are expected to work those hours necessary to complete the assignments of their job. Exempt employees are not normally compensated for working hours in excess of the normal scheduled work day or work week. The normal scheduled work week shall be five (5) days, Monday through Friday.

Salary

The negotiated Time Merit Progression with rates of pay shall be provided in Appendix A.

The job Classifications shall be provided in Appendix B.

All exempt employees will have their performance reviewed annually. Their progress within the range of the job will be based on their most recent performance review. The Company's determination on such reviews shall not be subject to grievance or arbitration.

An exempt employee whose current base salary is at or above the going rate of their salary grade, will receive any pay increase as a lump sum amount.

An exempt employee whose current base salary is below the going rate of their salary grade will receive a salary adjustment up to a maximum of the going rate, and any amount of the increase that would be over the going rate will be paid as a lump sum amount.

Overtime

Exempt employees will be paid an annual salary (paid biweekly). This salary will cover the regular work schedule and a reasonable amount of hours outside of the regular schedule. The normal work schedule will consist of five days.

When exempt employees are assigned to work outside their regular work schedule or on Saturdays, Sundays, or holidays, it will normally be without additional salary, unless it is authorized overtime and a four-hour weekly corridor will be applied, or during an emergency. During an emergency, exempt employees will be paid in accordance with Company policy for exempt pay during Storm Restoration (See Storm Restoration Guide below).

Exempt employees are not subject to the pay provisions of this contract concerning overtime pay (Article 11), callout pay (Article 12), rest time pay (Article 13), meal time pay (Article 14-paragraph 2), or jury duty (Article 20). Exempt employees not serving an on-call rotation assignment are not normally eligible for on-call pay. (See Storm Restoration Guide below.)

Records of distribution of overtime work for exempt employees will be made available to designated union representatives upon request and also posted on a weekly basis.

Storm Restoration

When assigned for storm restoration to other utility companies outside of the State of Connecticut, which are not within the NU System, an exempt employee will receive compensation at approximately two times salary, paid biweekly.

During storms within the NU System, an exempt employee will receive a special overtime rate in accordance with the NU System Emergency Restoration Guide.

NU System Emergency Restoration Guide

Exempt employees are expected to participate in NU System Emergency Restoration as needed. A System emergency is one created by natural or technological disasters that interrupt electric service to NU customers.

Exempt employees assigned to NU System Emergency Restoration duty will be paid a flat rate per hour for each hour worked: 1) over and above their regular work schedule, or 2) after the first eight hours worked each day (time code 232). During such Storm Restoration Assignments, exempt employees are paid from first hour worked over and above their regular work schedule. Exempt employees are not paid for travel time to their assigned emergency location.

Qualified on-call supervisors (normally serve an on-call rotation assignment) who are assigned to the supervision of line/electrical craft workers during Emergency Storm Restoration will be paid at

an overtime rate of 1.4 times their hourly flat rate for all hours worked 1) outside their regular work schedule, or 2) after the first eight hours worked each day (time code 208). Such an on-call supervisor, if placed on-call, is required to remain fit for duty, near the reporting area, and to be continuously available for duty as assigned.

Exempt employees will be reimbursed for personal vehicle use during NU System Emergency Restoration at the standard flat rate per mile in accordance with Article 14-paragraph 4. Out-of-pocket meal expenses, when accompanied by a receipt, will be reimbursed for the reasonable cost of such meal.

TOPIC: UPGRADING – PROJECT TEST SPECIALIST / TEST SPECIALIST 3 or 4

Central Region Distribution Test Unit
Eastern Region Distribution Test Unit
Western Region Transmission Test Unit
Western Region Distribution Test Unit
Eastern Region Transmission Test Unit

In the absence of a supervisor for an extended period of time (e.g., vacation, illness), when a Project Test Specialist / Test Specialist 3 or 4 is specifically assigned supervisory responsibilities, the employee will be upgraded and will be paid two dollars and fifty cents ($2.50) per hour in addition to their basic straight-time hourly rate for all hours so-assigned.

Upgrade to supervisor will normally be offered on a senior to junior departmental seniority basis.

When a Project Test Specialist is assigned to a major/complex project (as defined below) ** to temporarily provide Lead Advisory direction in their specific area of expertise, the employee at the job location/satellite will be upgraded and will be paid two dollars ($2.00) per hour in addition to their basic straight-time hourly rate for all hours so-assigned.

When a Test Specialist 3 or 4 is assigned to a project to temporarily provide Lead Advisory direction in their specific area of expertise, the employee at the job location/satellite will be upgraded and will be paid two dollars ($2.00) per hour in addition to their basic straight-time hourly rate for all hours so-assigned. Test Specialists 3 or 4 cannot be forced to take an upgrade.

Upgrade to Lead Test Advisor will normally be offered on a senior to junior departmental seniority basis or by Article 11.b (Lead Test Advisor Project Overtime Distribution) where extended overtime is involved.

**The definition of eligible jobs which qualify for Lead Advisory upgrade is shown by the following examples:

Examples of prior major/complex jobs are:

Branford Substation Conversion Project (Ref. 1997 work)
AMTRAC (Ref. 1999 work)
Simsbury Substation (Ref. 1998/1999 work)
Williams Street Substation (Ref. 1999 work)
Cheshire Industrial Park (Ref. RSAM Project 1997/1998)
23kV conversion - Cheshire/Madison (Ref. 1997/ 1998 work)
Stepstone Substation (2008)
Rood Avenue Substation (2009)

Bloomfield Substation Breaker and Relay Refurbishment (2010)
Southington 345.115 Autotransformer LTC Control (2012)
Westside Substation Project (2010)
Boehringer/Ingelhiem VISTA gear with SEL protective relays (2011)
Middlesex Hospital Co-Gen (2012)

Major/complex job assignments typically include several of the following elements:

Advance job planning
Major/complex equipment installation
Major/complex field reengineering/redesign
Coordination of multiple work group disciplines
Coordination of work schedules for multiple work entities, i.e., contractors, customers.
Potential for major customer exposure

Examples of jobs that do not qualify for upgrade include:

Doble Testing
Battery Testing
Cable Testing
Recloser Testing
Timer Testing
Bucket Truck Testing
Distribution Relay Testing
Transmission Relay testing
Insulation Testing
Ground Testing
Cable Fault location
Radio/TV interference
Troubleshooting equipment failures
Power Quality investigations
Stray Voltage investigations
Records management

Jobs which would normally not qualify for upgrade, but depending on the complexity and size of a specific job, would be evaluated by the supervisor on a case-by-case basis:

Mobil Transformer Installation
Commission Auto Loop System
Substation/Distribution Disturbance Analysis
Commissioning NUGs/Cogens

TOPIC: PROJECT TEST SPECIALIST UPGRADE

MEMORANDUM OF UNDERSTANDING

Project Test Specialist/Test Specialist 3 or 4 Upgrade

One test person Project Test Specialist/Test Specialist 3 or 4) per construction project will receive a double upgrade for providing technical support to contractors for complex substation construction electrical wiring projects where the scope of the job includes:

- Sequencing of work, work plan development and job planning functions, and
- Leading the contractors with translating the schemes, wiring changes, device identification and functionality, and
- Providing technical direction although not supervisory direction for the job.

Note: the testing services for these construction projects would be provided by the Regional Test personnel.

/s/ Theresa Kmetetz, Assistant Business Manager 12/11/01
Local 457

/s/ Raymond C. DiCenso, Sr HR Consultant 12/10/01
Labor Relations

TOPIC: UPGRADE TO ELECTRIC SERVICE DESIGNER SPECIALIST

When a fully qualified top step Electric Service Designer is specifically assigned by his/her supervisor to perform work on a network system, primary metering or mentoring, the employee will be upgraded to the first step rate of the Electric Service Designer Specialist for those hours assigned to perform the upgraded work.

TOPIC: ON-CALL ASSIGNMENTS – ELECTRIC SERVICE DESIGNERS AND ELECTRIC SERVICE DESIGNER SPECIALISTS

The Company will extend the Teal Book on-call rate to Electric Service Designers and Electric Service Designer Specialists, who have agreed to be put on-call at the request of the Company. All of the provisions and requirements of on-call will apply to employees who have volunteered to be placed on-call.

Exempt Employees

Exempt employees whose job requirements include assignment to take trouble calls outside of normal scheduled hours will use on-call pay codes and will be paid in accordance with Company policy.

PROVISIONS PERTAINING EXCLUSIVELY TO ENGINEERING DESIGNERS AND DISTRIBUTION DESIGN ENGINEERS

Engineering Designers and Senior Engineering Designers

Engineering Designers and Senior Engineering Designers whose base rate is above the Engineering Designer III, Step 4 rate will receive the negotiated contractual wage increase in the form of a lump sum until the Engineering Designer III, Step 4 rate catches up to their respective

base rate. See Appendix A. In addition, Engineering Designers and Senior Engineering Designers will be eligible for overtime compensation in accordance with the contract.

Engineering Designers

Engineering Designers III will receive a $1.75 per hour upgrade to their base rate for those hours specifically assigned by his/her supervisor to:

- Act on behalf of Engineering Supervisor in his/her absence
- Act as team lead in project assignments in which multiple designers are needed
- Provide engineering training and technical leadership for more than one hour

Distribution Design and Senior Distribution Design Engineers

This group of employees will not be eligible for overtime or any other premium pay cited in Article VI and VII of the Teal contract.

The Pay for Performance methodology will remain in effect with respect to wage increases for this group. Effective June 1, 2017 and June 1, 2018, each exempt individual's current salary will be adjusted based on their latest performance rating as follows:

Performance Rating	**Percent Ranges***
Top Achiever	0% - 6%
High Contributor	0% - 5%
Successful Contributor or Developing	0% - 4%
Improvement Needed to be a Successful Contributor	0%
Did Not Meet Performance Expectations	0%

*If a merit increase budget is awarded, employees rated Successful Contributor, High Contributor or Top Achiever will receive a dollar amount increase in their base salary and/or lump sum.

APPENDIX "D"

TOPICS

TOPIC: Labor/Management Committee

The Company and Union agree to establish a joint labor/management committee to meet periodically (quarterly) during the term of the agreement to identify opportunities and develop plans to improve the quality and performance of our operations.

The Committee shall be composed of five bargaining unit employees and five management employees. The first meeting will be scheduled in September 2016 (or any other mutually agreed date).

The topics and issues to be addressed may include but not be limited to:

- "State of the Company" session including Business Plan and objectives
- Safety/Training
- Opportunities to partner on specific initiatives
- New technology (engineering)
- Employee engagement

Topic: Expanded Loading Duties for Stockhandlers

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

May 25, 2016

This confirms an agreement reached between The Connecticut Light & Power dba Eversource Energy and IBEW Locals 420 and 457 for the expanded loading duties for the Stockhandlers:

1. The Company will expand the current practice of loading by the Stockhandlers, to include material and equipment such as but not limited to, cable reels and transformers onto Company vehicles.
2. It is not the intent of the Company to remove loading duties from any classification that presently performs these duties, nor is it the intent to give any classification exclusivity to the duties associated with loading and unloading.
3. The Company will train Stockhandlers on equipment necessary to perform the expanded loading duties.
4. The Company may need to reassign Stockhandlers to schedules between the hours of 6:00 AM to 6:00 PM to perform the expanded loading duties.
5. The Company will agree to post and fill 5 Stockhandler positions, locations to be determined.
6. $1.00 adder to incumbent employee base rate that obtains and maintains CDL (B).
7. New hires must be able to obtain and maintain valid CDL (B).

Sincerely,

Manager, Labor Relations

Agreed:

Joe Malcarne
Business Manager, IBEW, Local 420

John Fernandes
Business Manager, IBEW, Local 457

TOPIC: Training of Cadets – It is not the intent to train Cadets for Supervisor positions or for the acquisition of manual skills.

Company Intent – It is the Company's intent to accomplish the training of Cadet Engineers without adversely affecting training or promotional opportunity for helpers and classified workers covered by the Union Agreement and the Company will not exclude helpers and classified workers from consideration for appointment to the position of Engineering Assistant in training. Cadet Engineers will not be assigned as substitutes for helpers or classified workers to avoid employing helpers and classified workers needed to meet the Company's work requirements. Engineering Assistants may be assigned to assist supervisors in the performance of their duties by preparing and transmitting work orders, inspecting work progress and such other specific tasks which they may, in the management's opinion, be capable of performing.

TOPIC: Vacations

(A) With reference to discussion of Article VII –Vacations, it is the Company's intention to continue to administer vacation policies in accordance with Employee Relations Instruction No. 9314 and 9904 as set forth in The Connecticut Light and Power Company Manual of Procedures. Should the Company contemplate any change in these instructions affecting bargaining-unit employees, the matter will be discussed with the union in advance of the change.

(B) Illness or Injury Immediately Preceding or During Scheduled Vacation.

(C) In the event that an employee becomes incapacitated immediately preceding or during the employee's scheduled vacation, due to illness or injury, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

(D) In determining whether the employee's vacation should be rescheduled due to illness or injury, occurring immediately preceding or during the employee's scheduled vacation, the Company may request from the employee verification from the attending physician.

(E) In the event vacation to be rescheduled under paragraph 3.(D) cannot be rescheduled during the current calendar year, it will be rescheduled (up to eighty hours), in accordance with Article VII, Section 3, within the following calendar year.

(F) When a former employee of the Company is re-employed and completes five years of continuous service, such prior service will be included in the employee's total length of service for the purpose of determining the amount of vacation eligibility, provided such prior service had been for a period of six months or more and other than on a temporary basis.

(G) Granting of credit for prior service for vacation eligibility will not change an employee's company or classification seniority date.

TOPIC: Replacement of Employee's Tools when Stolen and Garage Mechanic Tool Allowance. (Effective January 1, 2010)

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

The Company will provide an annual tool upgrade allowance of up to $250.00 per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

TOPIC: Subcommittee Agreements with Respect to Line-Tensioning Equipment and Progression Sequence of the Construction Equipment Operator Classification.

The parties agree that line-tensioning equipment that was being operated by construction equipment operators may be operated by any qualified employee(s).

TOPIC: Time-Merit Progression Programs in Effect

Letter of April 26, 1966
Line Helper to Lineman – (effective May 29, 1966, revised September 23, 1985, and January 6, 2005)
Electrician Helper to Electrician – (effective May 29, 1966, revised November 5, 1985 and March 19, 2008)
Splicer Helper to Splicer – (effective May 29, 1966, revised October 25, 1985, and March 19, 2008)

Letter of April 4, 1968
Mechanic Helper to Construction Mechanic – (effective April 1, 1968)
Mechanic Helper to Construction Mechanic (revised January 6, 1986)
Stockhandler – (effective January 5, 1969, revised June 1, 1986 and June 1, 2004)

Letter of January 14, 1970
Garage Mechanic Helper to Garage Mechanic – (effective January 4, 1970, revised November 14, 1985 and August 1, 2005)

Letter of June 3, 1993
Meter Service Mechanic/Installer (effective 1993, revised May 9, 2008)

TOPIC: Executive Instruction No. 18 – Uniforms: Customer Contact Personnel

Once a year the Company will arrange and pay for a complete overhaul and cleaning of all uniforms, at which time any replacements and repairs that may be necessary should be made. This overhaul and cleaning should be arranged for locally and performed without interfering with normal work assignments. In addition, the Company will provide for cleaning every two weeks.

TOPIC: Upgrading to Construction Eq. Op.

An employee upgraded to Construction Equipment Operator will be paid at the rate of $36.11 effective May 31, 2009; $37.19 effective May 30, 2010; $38.31 effective May 29, 2011.

TOPIC: Job Specifications

The following job specifications have been agreed on by the Company and the Union:

Automotive Equipment Mechanic (Berlin and Waterbury only)
Laborer
Building Maintenance Mechanic
Groundman
Survey Party Assistant (Berlin)
Instrument Mechanic (Berlin)
Chief of Party (Berlin) (Revised April 19, 1987)
Carpenter
URD Equipment Operator
Tester – Electric Meter Laboratory Helper – Tester – Electric Meter Laboratory Meter-Service Mechanic Helper – Electric – Meter-Service Mechanic – Electric (Revised June 1, 1989)
Meter Service Installer (Revised June 1, 1993)

TOPIC: Employee Progress Reports

In the future Employees will be furnished with a copy of their progress reports.

TOPIC: URD Construction Crew

URD Construction Crews will consist of one, two, three or more qualified personnel. The number of employees assigned will be dependent on the work to be done, and will be made from the Line, Splicer, or Electrical classifications. Additional Groundman, Line Electric or Splicer classified personnel will be supplied whenever required or requested by the person in charge in order to perform the work safely.

TOPIC: Installation of Submersible Transformers in Energized Silos

The scheduled installation or removal of submersible transformers in energized silos will be performed by URD crews equipped with corner-mounted derricks or other equipment assigned to the department involved.

TOPIC: Summer Employees Working Overtime

The Company will not assign temporary summer employees to prearranged overtime work on a day outside of their normal schedule when other employees capable of performing the work are available.

TOPIC: Berlin Construction, Jackson Street and 3333 Employees, Nuclear Plant Assignments

Berlin Construction employees from Jackson Street or 3333 who accept assignment to work nuclear plants, including radiation controlled areas, will be required to accept assignment for a period of not less than one year.

TOPIC: The Effect on Employees of the Establishment of Building 3333

1. It is anticipated that the Company would transfer the following classifications and numbers of employees to Newington Building 3333 during the term of the Agreement.

(1) Chief Construction Mechanic

(3) Construction Mechanics

(3) Carpenters

(2) Utility Workers

(8) Construction Equipment Operators

(2) Construction Welders

2. These transfers of Berlin Construction personnel would be offered on a volunteer basis. If the requirements above are not met on a volunteer basis in the time required, then such transfers will be required on a junior to senior basis in the classifications involved.

3. Additional required numbers of Berlin Construction employees will be reassigned to Newington Building 3333 on a volunteer basis. If the Company is unable to meet its requirements on this basis, then the Company and the Union will discuss the matter and attempt to work out a satisfactory solution. Should a satisfactory solution not be arrived at, the subject will be discussed during the next Company/Union Negotiations.

4. Present Berlin Construction employees headquartered at Jackson Street, Waterbury transferred under Paragraph 2 above, or who are reassigned to Newington Building 3333 either through voluntary action, in

response to job posting or transfer, will have their per diem base "grandfathered" for one year from the date of reassignment.

5. Present Berlin Construction employees reassigned from Jackson Street, Waterbury to Newington Building 3333 will be eligible for moving expenses for the period of one year from the date of their reassignment. Moving expenses include the following:

a. Packing of household furniture and personal effects.

b. Disconnection of major appliances.

c. $100.00 for incidental expenses.

d. Insurance coverage for the move. Employee may suggest mover. Company will engage the mover and make the arrangements with the mover.

6. If the Berlin Construction workload requires, the Company will post and hire into Building 3333.

7. The Company Proposal made on "mileage towns" dated August 9, 1977 is part of this Proposal. Any questions on distance from Newington Building 3333 to work locations will be worked out as they occur.

TOPIC: Seniority – Berlin Construction – Jackson Street (Waterbury)

Employees assigned to Jackson Street (Waterbury) as of August 1, 1982 and are reduced will have available, in addition to their options as stated in Article V, the option to displace the least senior employee within the employee's classification at 3333 or Myrock Avenue.

TOPIC: Berlin Construction

All employees hired into Berlin Construction after May 30, 1982 will be required to work at Connecticut Yankee and/or Millstone when so assigned.

TOPIC: J Schedules-Meter Service Department

J Schedules will not be utilized during the term of the Agreement in the Meter Service Department.

TOPIC: Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs Include:

a) endorsements
b) various test fees
c) issuance of permit

In addition, the Company will pay the cost difference of the employee's license fee and the license fee of the job-required CDL.

TOPIC: METER SERVICE INSTALLERS

Meter Service Installers will progress in their respective districts to Meter Service Mechanic without a job posting providing there is an approved vacancy to be filled and they have successfully passed the CAST test.

TOPIC: STORM ASSIGNMENT OR OTHER EMERGENCY SITUATION

If an employee is assigned to an out of district storm assignment or other emergency situation that may require an overnight stay, and the assignment is made during the employee's regular work hours, the Company will provide ½ hour early dismissal, without loss of wages. In the event that the employee was not provided ½ hour early dismissal, the Company will provide a one time $25.00 payment to the employee for that overnight storm or emergency event. (Code 029).

TOPIC: SYSTEM PROJECTS

The Company agrees to maintain the existence of a System Projects Group through the term of the Agreement.

TOPIC: GROUND RULES

The Company and Union agree to establish ground rules prior to future negotiations. In addition, the parties will start negotiations six months prior to the expiration date and conduct negotiations in such a manner that ensures conclusion by contract expiration.

TOPIC: PATH OF PROGRESSION (SILO SENIORITY)

This letter confirms our understanding reached concerning the merging of the Blue and Green Books. Seniority will be Grandfathered separately for the purpose of promotion only. Any vacancy to be filled by promotion from a former Green Book employee leaving will be offered to the senior qualified former Green Book

Employee. Any vacancy to be filled by promotion as a result of a former Blue Book employee leaving will be offered to the Senior Qualified Blue Book employee. Any vacancy to be filled by promotion that cannot be identified as a former Blue/Green position will be offered to the senior qualified employee.

In the event displaced employees from a district or locality that is closed are reassigned to more than one district such displaced employees shall retain their promotional sequence rights from their former district or locality (Blue or Green).

In the event a displaced employee has no promotional sequence in the district that he is reassigned to, the promotional sequence from his former district will apply for wage purposes only.

Retrogression drops in reverse sequence of classification progression.

Promotion to Teal means any promotion slots in at junior most position in said classification.

Promotional sequence will not apply to any District/ AWC not listed under this Topic.

All former Local 457 Blue/ Green locations, for example, are the former Green locations of Hartford, New London, Middletown and the former Blue locations of Tolland, Mystic, Madison, East Hampton, Danielson, Cheshire, and System Projects East and Central.

All former Local 420 Blue/ Green locations, for example, are the former Green locations of Stamford, Torrington, Falls Village, Simsbury and the former Blue locations of Greenwich, Newtown, Norwalk, Waterbury, New Milford, Waterbury/ Oxford, System Projects West, Torrington, Mattatuck Heights, Berlin Construction/ G.O, and Norwalk Transmission Electricians.

TOPIC: Hartford/ Simsbury/ Windsor/ Stamford Meter Readers- Green Vacation Choice Seniority

This letter confirms our understanding reached concerning the merger of the Blue and Green Books. Seniority for the purposes of selection of vacation periods will be grandfathered for existing employees in Hartford, Simsbury, Windsor and Stamford Meter Readers. Existing Hartford, Simsbury, Windsor and Stamford Meter Reading employees will be granted preference in selecting vacation periods in descending order of Teal Book seniority on a departmental basis as involved.

In the event of an employee transferring to Hartford, Simsbury, Windsor or Stamford Meter Reading their vacation preference will be based on Teal Book seniority.

In the event of an existing Hartford, Simsbury, Windsor or Stamford Meter Reader employee transferring to another district (other than Hartford, Simsbury, Windsor or Stamford Meter Reader), whether voluntary or displaced, their vacation preference will be based on Teal Book seniority in relation to other employees in their new district.

TOPIC: ADOPTION ASSISTANCE BENEFIT

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses employees actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave

Employees are eligible for company-paid adoption leave after completing three months of employment with Eversource. An employee's pay during the duration of his or her adoption leave will be based on his or her base pay in effect on the day the leave starts.

An employee must give his or her supervisor at least three months written notice of the date the leave will start and when the employee expects to return to work. If an employee is also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave

Adoption leave begins on the date the child is received into an employee's home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	**Maximum Amount of Leave***
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

TOPIC: ON CALL ASSIGNMENTS (ADMINISTRATIVE SUPPORT UNITS ONLY)

Employees who volunteer to be placed on-call at the request of the Company may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24 hour periods. Employees who volunteer and are assigned for

such on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24 hour period (or less than a 24 hour period) that they are on call as follows:

(i) if the majority of the 24 hour on-call period (or less than a 24 hour assignment) is served during a weekday (Monday through Friday), employees will receive 1.5 hours at basic straight time rates;

(ii) if the majority of the 24 hour on-call period (or less than a 24 hour assignment) is serviced during a holiday, weekend (Saturday or Sunday), or the employees day off (only for employees working a shift or special schedule), employees will receive 3 hours at basic straight time rates. With the exception of weekend on-call periods containing Company recognized holidays employees will receive no more than two 3 hour payments and one 1.5 hour payment for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday).

If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except that they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

Article V- Employee Option Sheet Example:

6/23/2016

ARTICLE V SECTION 3(b) TRANSFER

In accordance with Article V of the current Agreement, I, _____have been offered the following options: _____, and I elect option number _____.

1. Displace the employee having least Teal Book Seniority in my classification:

A. _____ District B. _____ Region

2. Displace the employee having least Teal Book Seniority in my classification:

_____ Company

3. Displace the employee having least Teal Book Seniority in a lower job classification within my normal sequence of job progression within the locality:

_____ Classification

4. If qualified, displace the employee having least Teal Book Seniority within the locality:

_____ Classification

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1) or (3) then the employee may:

5. Displace the employee having least Teal Book Seniority in a lower job classification within my normal sequence of job progression:

A. _____ Classification-District B. _____ Classification-Region C. _____ Classification-Company

6. If qualified, displace the employee having least Teal Book Seniority:

A. _____ District-Classification B. _____ Region-Classification

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1),(2), (3), (4), (5), or (6):

7. If qualified, displace one of the five employees having least Teal Book Seniority within the Company:

A. _____ Classification-Location B. _____ Classification-Location C. _____ Classification-Location
D. _____ Classification-Location E. _____ Classification-Location

8. If qualified, layoff with recall rights.

9. If qualified, layoff with severance pay without recall rights.

10. If qualified, displace least senior excess employee in the same job classification in the same locality.

11. Elect vacancy of _____ listed on back of option sheet.

_____ Employee's Signature and Date _____ Present Classification and Location

_____ Displaced Employee _____ Classification _____ Seniority Date _____ Location

THE HARTFORD ELECTRIC LIGHT COMPANY

and

Local 1419, I.B.E.W.

Effective as of July 1, 1960

In addition to matters agreed upon and incorporated in the collective bargaining Agreement of even date between the parties, the following are agreements and understandings reached concurrently with such collective bargaining Agreement.

1. *** Obsolete

2. While the collective bargaining Agreement between the parties provides that there will be no other restriction on the Company's use of outside contractors, this will confirm our understanding in respect to the use of outside contractors so far as it involves or affects work in classifications in the bargaining unit.

When contractors employing I.B.E.W. members are readily available and qualified to perform live wire work usually done by employees in the bargaining unit, they will be given any contracts involving live wire work and, all things being equal, will be given preference for other work usually done by employees in the bargaining unit. It is understood that this limitation does not apply to the kinds of work other than live wire work customarily given to outside contractors in the past such as tree trimming and group replacement of streetlights.

Also, the Company, all things being equal, will not have work done by contract which is usually done by employees in the bargaining unit when this would cause a layoff of such employees. This will in no way apply to the use of nonbargaining unit personnel in the employ of the Company which is covered in a separate memorandum.

3. It is understood that any part-time employees of the Company currently performing work in classifications in the bargaining unit are excluded from the bargaining unit and that the Company will not add to the number of such employees.

4. *** Obsolete

5. *** Superceded

This memorandum shall be considered to be a part of the collective bargaining Agreement between the parties although not incorporated physically therein and shall be effective for the duration of said collective bargaining Agreement.

THE HARTFORD ELECTRIC LIGHT COMPANY
By: /s/ H. Warren Lawrence, Vice President

Witness:
/s/ Robert F. Burnham

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1419
By: /s/ Alexander E. Walach, Business Manager

Witness:

/s/ Leonard Jaworski

THE HARTFORD ELECTRIC LIGHT COMPANY

and

Local 383, I.B.E.W.

Effective as of July 1, 1960

In addition to matters agreed upon and incorporated in the collective bargaining Agreement of even date between the parties, the following are agreements and understandings reached concurrently with such collective bargaining Agreement.

1. *** Obsolete

2. While the collective bargaining Agreement between the parties provides that there will be no other restrictions on the Company's use of outside contractors, this will confirm our understanding in respect to the use of outside contractors so far as it involves or affects work in classifications in the bargaining unit.

When contractors employing I.B.E.W. members are readily available and qualified to perform live wire work usually done by employees in the bargaining unit, they will be given any contracts involving live wire work and, all things being equal, will be given preference for other work usually done by employees in the bargaining unit. It is understood that this limitation does not apply to the kinds of work other than live wire work customarily given to outside contractors in the past such as tree trimming and group replacement of streetlights.

Also, the Company, all things being equal, will not have work done by contract which is usually done by employees in the bargaining unit when this would cause a layoff of such employees. This will in no way apply to the use of nonbargaining unit personnel in the employ of the Company which is covered in a separate memorandum.

3. It is understood that any part-time employees of the Company currently performing work in classifications in the bargaining unit are excluded from the bargaining unit and that the Company will not add to the number of such employees.

4. *** Obsolete

5. *** Superceded

This memorandum shall be considered to be a part of the collective bargaining Agreement between the parties although not incorporated physically therein and shall be effective for the duration of said collective bargaining Agreement.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: H. Warren Lawrence, Vice President

Witness: H. John Mosher

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 383

By: Reginald W. Butts, Business Manager

Witness: Harold P. Meyer

June 27, 1962

Mr. Chester Reynolds
Business Manager, Local 383, I.B.E.W.
345 Riverside Avenue
Torrington, Connecticut

Dear Mr. Reynolds:

This is to confirm yesterday's discussion as to our reasons for eliminating from the Agreement we signed, Item 11 which was a new Section 12 to be included under Article X and which is found in the Agreement with Locals 468, 469, and 1419. This Section was left out, not because we expect the Agreement to operate very differently on this subject from those we have with the other Locals, but rather because Local 383 had some concern as to its meaning and application and preferred not to have it in their Agreement. Rather than hold up proceedings, we have agreed to remove it with the understanding that it is the intent of our Agreement that temporary assignments to higher classifications may be made occasionally under circumstances where there is no vacancy and where there is no employee absent. Along with this understanding, the Union reserves the right to bring up a claim of vacancy if, in their judgment, they feel that temporary assignments of this special nature are so frequent as to indicate a need for additional full-time help. Please indicate your acceptance of this by signing and returning the copy of this letter which is enclosed.

Very truly yours,

THE HARTFORD ELECTRIC LIGHT COMPANY
/s/ R. H. Pearson
Robert H. Pearson
Director of Employee Relations

Accepted for Local 383:

/s/ Chester R. Reynolds
Business Manager
June 29, 1962

AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 383, I.B.E.W.

as of July 1, 1963

*** Paragraph Obsolete

We have also agreed to the following interpretations and applications of Section II of Article VI concerning temporary assignments to a higher classification:

1. That it is the intent of our Agreement that temporary assignments to higher classifications may be made occasionally under circumstances where there is no vacancy and where there is no employee absent. Along with this understanding, the Union reserves the right to bring up a claim of vacancy if, in their opinion, temporary assignments of this special nature are so frequent as to indicate the need for additional help.

2. Although the Agreement only requires the Company to rotate temporary assignments among qualified employees in order of seniority where such assignments exceed two weeks, it is the intent that in any case where assignment to a given classification occurs frequently that such assignments be rotated even though they be less than a week's duration, provided the largest share of such assignments are given to the senior employee.

IN TESTIMONY WHEREOF:

The parties hereto have executed this Agreement the day and year first above written.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: /s/ R. H. Peterson

Witness: /s/ R. H. Pearson
/s/ W. L. Baldwin

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 383

By: /s/ Chester R. Reynolds

Witness: /s/ Charles A. Martin

AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 1419, I.B.E.W.

as of July 1, 1963

*** Paragraph Superceded

We have also agreed to the following interpretations and applications of Section 11 of Article VI concerning temporary assignments to a higher classification:

1. *** Deleted

2. Although the Agreement only requires the Company to rotate temporary assignments among qualified employees in order of seniority, where such assignments exceed two weeks, it is the intent that in any case where assignments to a given classification occur frequently that such assignments to be rotated even though they be less than a week's duration, provided the largest share of such assignments are given to the senior employee.

IN TESTIMONY WHEREOF:

The parties hereto have executed this Agreement the day and year first above written.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: /s/ R. H. Pearson

Witness: /s/ R. H. Peterson
/s/ Robert F. Burnham

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1419

By: /s/ Charles F. McBrien

Witness: /s/ Richard Krivanec

July 3, 1963

Mr. Chester Reynolds, Business Manager, Local 383, I.B.E.W.

Mr. Charles McBrien, Business Manager,
Local 1419, I.B.E.W.

This is to confirm certain statements of intent made by the Company during our recent negotiation meetings and certain understandings which are not a part of the Agreement itself.

1. *** Obsolete

2. Superceded (June 1, 1980)

3. *** Implemented

4. The Company plans to hold meetings with supervisors for the purpose of reviewing the terms of the Agreement and to emphasize the following points:

a. *** In Contract

b. That every effort will be made to give a shift employee as much advance notice as is practicable when the employee is to be given a holiday off. Further, that when such a holiday off is scheduled, it will not be interfered with except in case of emergency or the unforeseen absence of another employee.

c. Special mention will be made of the contract limitations on the amount and kinds of work to be performed by supervisors.

5. During the period of our Agreement, the Director of Employee Relations plans to arrange periodic meetings with the representatives of each of the local unions for the purpose of discussing on an informal basis, any subjects of current interest.

Very truly yours,

THE HARTFORD ELECTRIC LIGHT COMPANY
Robert H. Pearson
Director of Employee Relations

MEMORANDUM OF AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 1419, I.B.E.W.

This is to confirm understandings reached as a result of our current negotiation discussions.

A. The following policy changes will be made effective as of July 1, 1966:

1. *** Superceded

2. *** Superceded

3. *** Superceded

4. *** In Contract

5. *** In Contract

B. The following practices will be reaffirmed through meetings with supervisors to be held during the month of July:

1. On-call schedules will be posted at least one month in advance, hopefully more, and will cover as long a period as is practicable, recognizing that there will necessarily be later revisions to accommodate unanticipated absences or changes in personnel or in operating requirements.

2. A regular system must be maintained whereby an employee will be notified the actual hours of overtime work recorded as soon as practicable after having worked overtime.

3. If supervision decides a replacement is needed to cover the illness of a person "oncall," it is supervision's responsibility to designate the substitute, giving consideration to the relative amounts of accumulated overtime worked by those qualified for the assignment.

4. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

5. On days of extremely cold weather, particularly when accompanied by high winds, supervision is expected to use discretion so as to minimize exposure

aloft of any one lineman in the performance of nonemergency work which does not have to be completed that day.

Accepted for the Company:

/s/ Robert H. Pearson
Director of Employee Relations

Accepted for the Union:

July 8, 1966 /s/ Richard Krivanec
Business Manager, Local 1419, I.B.E.W.

/s/ Richard Hennessey

MEMORANDUM OF AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 383, I.B.E.W.

This is to confirm understandings reached as a result of our current negotiation discussions.

A. The following policy changes will be made effective as of July 1, 1966:

1. *** Superceded

2. *** Superceded

3. *** Superceded

4. *** In Contract

5. *** In Contract

B. The following practices will be reaffirmed through meetings with supervisors to be held during the month of July:

1. On-call schedules will be posted at least one month in advance, hopefully more, and will cover as long a period as is practicable, recognizing that there will necessarily be later revisions to accommodate unanticipated absences or changes in personnel or in operating requirements.

2. A regular system must be maintained whereby an employee will be notified the actual hours of overtime work recorded as soon as practicable after having worked overtime.

3. If supervision decides a replacement is needed to cover the illness of a person "oncall," it is supervision's responsibility to designate the substitute, giving consideration to the relative amounts of accumulated overtime worked by those qualified for the assignment.

4. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

5. On days of extremely cold weather, particularly when accompanied by high winds, supervision is expected to use discretion so as to minimize exposure aloft of any one lineman in the performance of nonemergency work which does not have to be completed that day.

Accepted for the Company:

/s/ Robert H. Pearson
Director of Employee Relations

Accepted for the Union:

July 15, 1966 /s/ Peter A. Perlotto
Business Manager, Local 383, I.B.E.W.

/s/ Donald A. Hand

Mr. Philip A. Lent

Business Manager, Local 383, I.B.E.W.

This is to confirm our understandings on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1969:

1. *** Implemented

2. *** Implemented

3. Under the Company's current plan with the American Optical Company for providing safety glasses where required on the job, the Company will revise its plan to provide for payment of lens for prescription glasses in addition to frames. It will be the responsibility of each employee to furnish to the Company at the employee's own cost, a current prescription.

4. In connection with Article VI, Section 9 "The Company will accept a written application from any employee who believes the employee is qualified, provided such application is received within ten days of the date the notice is posted" it is agreed that the Company may waive such ten day limitation for those employees who are absent from work due to vacation, illness, etc., during the entire original ten day posting period.

5. The Company agreed to discuss with supervision, the results of its discussions with the Union on its intentions with respect to the following items:

a. Introduction of new employees to a Union official.
b. *** Not applicable.
c. Conditions for "call-out" of Stores employees.
d. Reprimanding of employees.
e. Performance of regular work by supervision.
f. Work assignments during extreme heat and cold.
g. Time allowed for funerals.
h. Work on days when assigned to jury duty.

Very truly yours,

/s/ Robert H. Pearson
Robert H. Pearson
Vice President
Employee Relations

Accepted for the Union:

June 30, 1969 Philip A. Lent

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

This is to confirm our understandings on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1969:

1. *** Implemented

2. *** Implemented

3. Under the Company's current plan with the American Optical Company for providing safety glasses where required on the job, the Company will revise its plan to provide for payment of lens for prescription glasses in addition to frames. It will be the responsibility of each employee to furnish to the Company at employee's own cost, a current prescription.

4. In connection with Article VI, Section 9, "The Company will accept a written application from any employee who believes the employee is qualified, provided such application is received within ten days of the date the notice is posted," it is agreed that the Company may waive such ten day limitation for those employees who are absent from work due to vacation, illness, etc., during the entire original ten day posting period.

5. The Company agreed to discuss with supervision the results of its discussions with the Union on its intentions with respect to the following items:

a. Introduction of new employees to a Union Official.
b. Posting of overtime in Middletown.
c. Conditions for "call-out" of Stores employees.
d. Reprimanding of employees.
e. Performance of regular work by supervision.
f. Work assignments during extreme heat and cold.
g. Time allowed for funerals.
h. Work on days when assigned to jury duty.

Very truly yours,

Robert H. Pearson
Vice President
Employee Relations

Accepted for the Union:

July 3, 1969 /s/ Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 24, 1970

Mr. Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1970:

1. In the event that an employee suffers a serious verified incapacitating illness or injury during the employee's scheduled vacation, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

An employee who has been unable to take all of the employee's vacation by December 31 due to verified incapacitating illness or Company operating requirements will have their vacation period extended up to eighty (80) hours until the end of the following year.

In determining whether the employee's vacation should be rescheduled, the Company may request from the employee verification from the attending physician.

2. In connection with the administration of Section 2 of Article IX of the current Agreement, in the event the Union wishes to question whether or not the Company has acted reasonably in making a change in a safety regulation, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties.

In the event the Committee is unable to agree, then the same issue shall be submitted to arbitration under Article IX of the current Agreement and the Arbitrator may use the two safety specialists as consultants in reaching the employee's decision following a hearing on the issue.

3. This will confirm the Company's intent with respect to the application of paragraph (a) of Section 2, Article X of the current Agreement. In administering Section 2(a), the Company intends to use the twenty percent as a guideline in relation to the Fair Labor Standards Act and not as an authorization for supervisors to do regular work a full twenty percent of the time under normal operating conditions.

Both the Company and the Union plan to follow the administration of this clause very carefully during the period of the contract year.

4. The sentence in paragraph 3 of the Memo of Agreement signed June 30, 1967, which reads, "Similarly, any hours worked but offset by equivalent rest time shall not be recognized," shall be deleted. As a result, paragraph 3 will read:

> "In connection with the revision of Article IV, Section 2(e), the following interpretation is agreed upon. Double the straight time rate will be paid for those hours worked beyond sixteen within any twenty-four hour period but not beyond such twenty-four hour period. Only such hours actually worked shall be recognized for these purposes. It is also agreed that any consecutive hours actually worked beyond sixteen consecutive hours actually worked will be paid at double the straight time rate whether offset by rest time or not." (Amended July 1, 1976)

5. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed, in connection with Article VIII, Grievance Procedure, that:

In the event a Business Manager and/or Assistant Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of the Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager and/or Assistant Business Manager having first notified the employee(s) affected, may initiate a grievance in the Second Step at any time within ten working days after the date of the claimed violation. This period will be extended to fifteen working days should the Assistant Business Manager be absent during the original ten-day period.

6. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed that in addition to the two weeks Armed Forces training leave provided for in Article X, Section 14, an employee required to report for duty by a Reserve Component of the Armed Forces in the event of civil disturbance or natural disaster shall for an additional maximum of five working days, be paid the difference between the pay received for such service and the employee's regular straight time pay.

7. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed in connection with Article X, Section 8(a) that: The Company will not permanently transfer any employee from the Bargaining Unit to positions outside the Bargaining Unit unless the employee himself so desires.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 24, 1970 Philip A. Lent

Business Manager, Local 383, I.B.E.W.

Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 24, 1970
Mr. George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Mr. Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1970:

1. In the event that an employee suffers a serious verified incapacitating illness or injury during the employee's scheduled vacation, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

An employee who has been unable to take all of the employee's vacation by December 31 due to verified incapacitating illness or Company operating requirements will the employee's vacation period extended until the end of the following calendar year.

In determining whether the employee's vacation should be rescheduled, the Company may request from the employee, verification from the attending physician.

2. In connection with the administration of Section 2 of Article IX of the current Agreement, in the event the Union wishes to question whether or not the Company has acted reasonably in making a change in a safety regulation, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties. In the event the committee is unable to agree, then the same issue shall be submitted to arbitration under Article IX of the current Agreement and the arbitrator may use the two safety specialists as consultants in reaching the employee's decision following a hearing on the issue.

3. This will confirm the Company's intent with respect to the application of paragraph (a) of Section 2, Article X of the current Agreement. In administering Section 2(a), the Company intends to use the twenty percent as a guideline in relation to the Fair Labor Standards Act and not as an authorization for Foremen and other supervisors to do regular work a full twenty percent of the time under normal operating conditions.

Both the Company and the Union plan to follow the administration of this clause very carefully during the period of the contract year.

4. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed in connection with Article VIII, Grievance Procedure, that:

In the event a Business Manager and/or Assistant Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of the Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager and/or Assistant Business Manager having first notified the employee(s) affected, may initiate a grievance in the Second Step at any time within ten working days after the date of the claimed violation. This period will be extended to fifteen working days should the Assistant Business Manager be absent during the original ten day period.

5. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed that in addition to the two weeks Armed Forces training leave provided for in Article X, Section 14, an employee required to report for duty by a Reserve Component of the Armed Forces in the event of civil disturbance or natural disaster shall for an additional maximum of five working days, be paid the difference between the pay received for such service and the employee's regular straight time pay.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 24, 1970 George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Mr. George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Mr. Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1971:

1. Letter of Agreement dated July 24, 1970 (Paragraph 1. In the event that an employee, etc.) is extended until July 1, 1972.

2. *** Deleted

3. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

4. *** Obsolete

5. That normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch period should be kept at a minimum. Further, that when the work requirements make it necessary to postpone a lunch period for an hour or more, the practice will be to pay the employee time and one-half for the lunch period so that the employee will be considered to be on continuous duty from the start to the finish of the workday, eating when the employee can find the opportunity without any stated meal period.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1971 George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

Dear Mr. Fillmore:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1971:

1. The following Letters of Agreement dated July 1, 1970 Agreement are extended until July 1, 1972:

July 24, 1970 (Paragraph 1. In the event that an employee, etc.)

July 3, 1969
June 30, 1967
July 8, 1966
July 3, 1963
July 1, 1963
July 1, 1960

2. *** Deleted

3. The Company agrees to instruct its supervisors to make reasonable assignments in all departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

4. *** Obsolete

5. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1971 Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 14, 1972

Philip A. Lent
Business Manager, Local 383, I.B.E.W.

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Robert J. Chamis
Business Manager, Local 1419, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1972:

1. The Letter of Agreement dated July 15, 1971 and other Letters of Agreement cited in paragraph 1 of that letter are extended until July 1, 1973.

2. *** Obsolete

3. Overtime records for the calendar year will be maintained locally for each work group. These will be updated weekly for the purposes of overtime assignments. In the case of an employee excused from a particular overtime assignment by supervision, the number of hours worked by the excused employee's replacement will be added to the excused employee's overtime listing.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 14, 1972 Philip A. Lent
Business Manager, Local 383, I.B.E.W.

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Robert J. Chamis
Business Manager, Local 1419, I.B.E.W.

Mr. Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Dear Mr. Lent:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1972.

1. The following Letters of Agreement as appearing in the July 1, 1970 Agreement are extended until July 1, 1972:

July 24, 1970 (Paragraph 1. In the event that an employee, etc.)

June 30, 1969
June 30, 1967
July 15, 1966
July 1, 1963
July 3, 1963
December 27, 1962
June 27, 1962
July 1, 1960

2. *** Deleted

3. The Company agrees to instruct its supervisors to make reasonable assignments in all departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

4. *** Obsolete

5. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1972 Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meeting in connection with a new Agreement to be effective as of July 1, 1973.

1. The Letter of Intent dated July 14, 1972 and other Letters of Intent referred to in paragraph 1 of that letter are extended until July 1, 1975.

2. Copies of all Bargaining Unit Job Vacancy Postings will be sent to all Business Managers and Assistant Business Managers.

3. Records will be maintained in Divisional Electric Operations offices relative to assignment of linemen to various types of trucks. Such records will be available for inspection to Business Managers and Assistant Business Managers upon request.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 17, 1973 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

July 18, 1975

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1975.

1. The Letter of Intent dated July 17, 1973 and other Letters of Intent referred to in paragraph 1 of that letter are extended until July 1, 1976 except as noted in paragraph 2 below.

2. Delete Paragraph 2 - Letter of Intent July 15, 1971 to Local 383.

Delete Paragraph 2 - Letter of Intent July 15, 1971 to Locals 468 and 469.

Delete Paragraph 2 - Letter of Intent July 15, 1971 to Local 1419.

3. As an alternative to the Company's current plan with the American Optical Company for providing safety glasses where required on the job, an employee so desiring may purchase prescription safety glasses through commercial sources. For such purchases the Company will pay the following allowances: $12 single lens, $22 bifocal lens, $29 trifocal lens, providing such lens and frames are certified to conform to Z87.1 U.S.A. Standard Practice for Occupational and Educational Eye and Face Protection.

4. (Effective January 1, 2005) When obtaining prescription safety glasses under the Company's current plan with the American Optical Company (or other company approved vendor) employees will pay any costs for eye examinations which are not covered by their chosen medical or vision plan provisions.

The Company will reimburse the employee for all fitting fees.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 18, 1975 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

July 22, 1976

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1976.

1. The Letter of Intent dated July 18, 1975 and other Letters of Intent extended by that Letter are extended until July 1, 1977 except as noted in paragraph 2 below.

2. Delete Letter of Intent June 30, 1967 to Local 383.

Delete Letter of Intent June 30, 1967 to Local 1419.

Amend last sentence of paragraph 4 of Letter of Intent July 24, 1970 to Locals 383 and 1419 to read: "It is also agreed that any consecutive hours actually worked beyond sixteen consecutive hours actually worked will be paid at double the straight time rate whether offset by rest time or not. (Amended July 1, 1976)."

Delete paragraph 5 of Letter of Intent July 18, 1975 to Locals 420 and 457.

3. ***Deleted.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 22, 1976 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

September 14, 1982

Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm a statement of intent made by the Company during 1982 Company-Union (CL&P Green Book) negotiations.

The Labor Relations Department will provide, upon requests made at reasonable intervals by the Local Union(s) Business Manager(s), the year-to-date hours of employees temporarily upgraded to "chief" or "top" classification.

Very truly yours,

R. E. Pawloski
Labor Relations Administrator

August 21, 1995

Mr. J. R. Healey, Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly, Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of June 1, 1995.

1. The Letter of Intent dated July 22, 1976 (page 138 of current Agreement) and other Letters of Intent extended by that Letter are extended until June 1, 1998 except as superseded by paragraphs 2. and 3. below.

2. The Company will pay the full cost of lenses, frame, and case of clear and/or tinted prescription safety eyeglasses for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years for the term of the agreement. Employees who opt for safety glasses with Photochromatic (photogray) or progressive lenses will not receive a second pair of clear or tinted safety glasses. The company will pay for the cost of Photochromatic (photogray) or progressive lenses. The Company will provide for the replacement of safety eyeglasses when damaged on the job. Replacement will be limited to lenses only if the lenses are damaged or obscured.

The employee will provide the Company with a current (not over two years' old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

The Company will reimburse the employee for all fitting fees.

Very truly yours,

C. W. Grisé
Senior Vice President - Human Resources
and Administrative Services

Accepted for the Union:

August 21, 1995 _____
Business Manager, Local 420, I.B.E.W.

August 21, 1995 _____
Business Manager, Local 457 I.B.E.W.

August 21, 1995

Business Managers
Locals No. 420 and 457
International Brotherhood of Electrical Workers

Gentlemen:

This letter concerning live-wire practices, referred to in Article XVIII of the June 1, 1989 Agreement, is to confirm our understanding of certain operating practices to be observed in the performance of work on energized primary conductors.

A. Work assignment of employees classified as Line Helpers

When a line helper is in the first three rate steps, the employee may be assigned to perform work on energized circuits of not higher than secondary voltage. When a line helper has attained the fourth rate step, the employee may be assigned, under close supervision, to apply protective equipment on primary conductors necessary to perform work safely on energized conductors not in excess of 600 volts. When a line helper has attained the fifth rate step, the employee may be assigned to perform simple work on poles involving energized primary circuits provided a Lineman is in the work area.

B. Energized primary work at two working levels or cutting in or out slack

Live-wire work involving either transferring of primary wires on poles or cutting in or out slack, or handling energized wire at two working levels shall be carried on by two Linemen or a Lineman and an eligible Line Helper in the sixth, seventh, or eighth rate step, except that the sixth-step helper will not be required to perform the work of cutting in or out of slack on energized wires unless under close supervision.

The following is our understanding of operating practices to be observed under paragraph B.

1. For the purposes of this paragraph, the following definitions shall apply:

a. Straight-Line Pole

A pole in line where the energized primary wires are carried on pin-type insulators and the angle of pull is not more than 18 feet (20 degrees).

b. Corner Pole or Angle Pole

A pole located at an angle in excess of the above or where the energized primary wires are carried on disc insulators or the equivalent.

c. Junction Pole

A pole where the energized primary wires extend in three or more directions from the pole, or where the energized wires extend in two directions from the pole and are supported on crossarms attached to the pole at two different levels.

2. The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out in accordance with the number of qualified line department personnel described in the attached Live-Wire chart. The chart will be interpreted within the following scope:

a. Where the required numbers are two (2) or four (4), one-half (½) of the assigned number must be Linemen or Chief Linemen or a combination of both. The remainder may include Line Helper(s) in the sixth, seventh, or eighth rate steps.

b. Where the required number is three (3), two (2) must be Linemen or Chief Linemen or a combination of both, the remainder may be a Line Helper in the sixth, seventh, or eighth rate step.

3. The cutting in or cutting out of slack in energized primary wires shall be carried out by two Linemen or one Lineman and a Line Helper in the seventh or eighth rate step.

4. It is understood that in the event the transferring of energized wires from one pole to another also involves the cutting in or cutting out of slack or the installation of energized primary taps, or both, the provisions of 3. of this letter shall not require Linemen in addition to those provided for in the chart.

5. The Company may assign more than the specified number of employees to carry out any of the above jobs for expediting the work or for other purposes and the Union agrees that such use of extra employees shall not be considered as establishing a precedent.

6. The installation of energized primary taps on junction poles, and elsewhere where it is current standard practice, shall be carried out by two Linemen or one Lineman and one Line Helper in the sixth, seventh, or eighth rate step.

7. During 1976 contract negotiations discussions of the Company proposals for modifications of the June 18, 1975 live-wire practices letter, the Company explained that it was not its intent to change its method of assigning three-person crews as a result of the redesigning of the required number of personnel with respect to the live-wire practices, as described in the Letter of Understanding and attached chart.

On limited occasions, a line crew consisting of two qualified line department personnel could be assigned to perform jobs listed as 1 through 3 under the heading Personnel Lifting Devices of the live-wire practices letter interpretation chart, where the jobs could be performed without the use of a lifting tong in conjunction with a holding stick.

However, it is recognized that some line functions, other than the assignments listed in the live-wire practices chart, are now performed by and will continue to be performed by a two-person line crew.

Very truly yours,

Senior Vice President-Human Resources and Administrative Services

CONFIRMED FOR THE UNION:

By _____ Date *August 21, 1995*
Business Manager, Local 420

By _____ Date *August 21, 1995*
Business Manager, Local 457

March 16, 1998

Mr. William Hogg, Assistant Business Manager Local 420 – I.B.E.W.

Ms. Theresa Kmetetz, Assistant Business Manager
Local 457 – I.B.E.W.

Dear Mr. Hogg and Ms. Kmetetz:

This letter serves to confirm understandings reached as a result of our current negotiation discussions regarding the new CL&P Blue Book Department – System Projects.

Scope of System Projects

System Projects work is defined as any assignment that exceeds 120 continuous manhours.

Reporting Locations, Classifications and Population

	East (East Hampton)	West (Newtown)
Chief Lineman (rubber gloving)	3	3
Lineman (rubber gloving)	9	9
Helper	1	1

Hours of Work – Premium Pay – Holidays

All employees transferring into System Projects will be required to work any of the following hours of work:

- Four ten (10) hour days:
  - Eight (8) hour schedules during work weeks that contain holidays.
  - Premium pay will be in accordance with Article VII, Section 13(b).
- Straight eight (8) hour days.
- Eight (8) hour days with an unpaid lunch.

Overtime Rotation

Insofar as practicable, overtime work will be equitably distributed among suitably qualified employees who are assigned to the project in which the overtime work is required on a weekly basis.

Temporary Upgrades

When required, employees will be offered temporary upgrades according to greatest classification seniority on the project.

Work Practices

- Rubber gloving practices and procedures will be in accordance with the Blue Book Topic.

- System Projects line classifications will not perform switching in substations.

- It is not the Company's intention to mix district and System Projects linemen except for conversions. Any other mixing of district and System Projects linemen will be on a voluntary basis.

Incentive Compensation

Company and Union agree to meet and discuss, within 120 days from the date of this Letter of Understanding, the feasibility of adopting an incentive compensation program for System Projects bargaining unit employees.

Company and Union Review Committee

Representatives of the Company and Local Unions shall meet from time to time, at the request of either party to discuss matters pertaining to safety, efficiency and other cooperative efforts.

Storm Restoration Protocol

Available district linemen will be utilized first on storm restoration activities and then available System Projects Linemen, followed by Transmission linemen. If System Projects is working in an area hit by a storm, they may be required to perform storm restoration activities until they are relieved by available outside district crews from the area (as defined in Appendix C).

Seniority

Reassignment and layoff (see attached option sheet).

Appendix C

Department	Local Seniority Area
System Projects	East (East Hampton) West (Newtown)

Training

Training for helpers will be in accordance with the existing Lineman's Time Merit Progression Program. If a "non-rubber gloving" lineman applied for a System Projects position, rubber glove training will be provided.

Inclement Weather

System Projects linemen shall not be required to perform outdoor work when weather conditions might make such work unsafe. Work to be performed during inclement weather will be by mutual agreement.

Job Positions

The Company will give preference to its regular Blue Book bargaining unit employees and then its regular Green Book bargaining unit employees over hiring new employees when making placements within System Projects. Vacancies created by Green Book and Blue Book bargaining unit employees posting into System Projects will be filled in a timely manner, but not necessarily in the same location.

The Company and Union will act in accordance with all other provisions of the Blue Book Agreement.

Very truly yours,

/s/ Raymond C. DiCenso
Sr. Consultant – Labor Relations

RCD/tjk

ACCEPTED FOR THE UNION:

/s/ William Hogg, Assistant Business Manager	3/16/98
Local 420 – I.B.E.W.	Date
/s/ Theresa Kmetetz, Assistant Business Manager	3/16/98
Local 457 – I.B.E.W.	Date

11/10/2003

An agreement on a protocol for assigning CL&P-System Project crews to participate in major storm restoration activities at locations other than those owned or operated by the Company (Northeast Utilities)

The agreement is as follows:

- System Project crews will comprise of approximately 15% of the total number of crews participating in major storm restoration activities
- This agreement does not take effect until a minimum of 10 crews from the Divisions are assigned
- The Company will make an earnest effort to draw these crews from the various system project locations as evenly as practicable
- System Project crews will be selected on the basis of low overtime by location where practicable
- As the determined supervision, System Project line-workers will be mixed with Division line-workers when work requirements dictate (consistent with present practices)

For the Union:

/s/ Theresa Kmetetz
Business Mgr.

/s/ William Hogg
Assistant Business Mgr.

For the Company:

/s/ Raymond DiCenso Assistant
Sr. HR Consultant

April 17, 2003

LR-03-20

Mr. Dennis J. Phelan, Jr., Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Re: Extension of 'Gold Coast' Program to Local 420 Bargaining Unit Employees

Dennis:

Pursuant to our March 28th telephone call, I am providing our written commitment to extend to your members the subject Gold Coast program. This program, outlined in the attached memorandum, has already been implemented for qualified non bargaining unit employees, and may be discontinued at any time at the discretion of the company.

Please indicate your acceptance of this offer in the space provided below. I will be happy to answer any questions or address any comments you may have on this program.
/s/ Robert G. Lizotte, Executive Director
HR & Labor Relations

Accepted: /s/ Dennis J. Phelan, Jr. Date: 4/22/03
Business Manager – IBEW Local 420

Cc:
T. Kmetetz

"Gold Coast" Program (Revised) – June 2016

To support Eversource's efforts of attracting and retaining employees in or near the high-cost, high-traffic area of Connecticut commonly referred to as the "Gold Coast," the Company maintains a program of the same name, which provides additional compensation above and beyond an employee's base salary.

Highlights of the program include:

- The Company will pay an initial Transfer Bonus Payment (or "Anniversary" payment) for new employees being hired and transferees into specific job locations, and an Annual Geographic Adjustment Payment to employees in designated job locations – specifically, the Stamford and Norwalk work centers.
- We will formally relax the 30-minute resident rule to 60-minutes.

The specifics of the plan:

1. Existing employees in the designated job locations as of 06-01-16 who are still in one of those specific locations on 12-31-16 will receive an annual **$3,000** Geographic Adjustment Payment. This will occur every year as long as the Company deems this program necessary. The Company, in its sole discretion, retains the right to end this program at any time. In future years January 1 will be used as the start date.

2. Any employees who transfer or are initially hired into these designated job locations while the program is in effect will receive a one-time, once-in-a-lifetime **$15,000** Transfer Bonus Payment, in the form of **$5,000** after each of the first three anniversaries of such transfer, assuming the employee is still in a qualifying position.

3. The Annual Geographic Adjustment Payment will be payable in February. If an employee transfers out at any point in a calendar year, he/she is ineligible for that year's payment.

4. Should an employee transfer out of these job locations at any time, there is no obligation to repay any of the payments; however, no further payments will be made, and the employee will be ineligible for any additional Transfer Bonus Payments. The only exception is for an employee transferring out to accept a supervisory position; such employee will receive a pro-rated Transfer Bonus Payment for the number of days in the year the employee was assigned to one of the designated job locations. The employee will be eligible for the remainder of the Transfer Bonus Payment if he/she ever transfers back to one of these job locations as a supervisor or above.

5. The Geographic Adjustment Payment is pensionable each year, if the payment is made prior to the last month before your separation from Eversource. The Transfer Bonus Payment is not pensionable.

Q&A's for Proposed Gold Coast Program

Q1 – If I am in the program, assigned to one of the qualifying job locations, and retire during the year, what is the status of the Geographic Adjustment Payment I would have received at year's end?

A – The Geographic Adjustment would be prorated, for the time worked during the year up to the date of retirement, and would be paid out within 30 days after your effective retirement date.

Q2 – What happens if I am currently working in one of the qualifying job locations and I am assigned to a rotational assignment outside any of the qualifying job locations during the year?

A – If the Company assigns you to a temporary assignment at the Company's convenience, and you are expected to return to a qualifying location at the end of the assignment, you will be paid a full Geographic Adjustment Payment at year's end, when the other recipients are paid.

Q3 – What happens if I am currently working in one of the qualifying job locations and am downsized during the year?

A – You would first try to locate another position within Eversource. If you were unable to find another position and were terminated from Eversource employment, a prorated share of the Geographic Adjustment Payment would be paid to you at year's end, in the same time frame as other payment recipients.

Q4 – Are any employees currently assigned to a qualifying job location when the program begins qualified for the one time initial Transfer Bonus Payment?

A – No, only new transfers and new hires into the qualifying job location, with effective dates of assignment after 06-01-16 will qualify for the one-time, once in a lifetime initial payment.

Q5 – Would an employee who transferred into a qualifying job location before the program's inception qualify for the one time initial Transfer Bonus Payment?

A – No. The one time initial Transfer Bonus element of the program only applies to people transferring into a qualifying job location with an effective date after 06-01-16 for the transfer. Employees who were assigned to the qualifying job location prior to 06-01-13 do not qualify for the one-time initial payment. However, they may still qualify for the Annual Geographic Adjustment for each subsequent year they remain in a qualifying job location while the program is in effect.

Q6 – For employees eligible to receive the one time initial Transfer Bonus Payment for transferring into the qualifying job location, would they receive a pro-rated portion of the annual payment for a year in which they retired, or left the area due to, for instance, taking a new position outside the area?

A – The one time initial Transfer Bonus Payment will only be paid out to employees who stay within the qualifying job location for three consecutive years and will be paid in equal increments at the end of each 12 month period, for those three years. If at any time during this three year period they leave the area or retire, they would become ineligible for any additional payments through this part of the program.

Q7 – Do these payments affect benefits or overtime?
A – Both the Transfer Bonus Payment and the Annual Geographic Adjustment Payment will be included as base pay, retrospectively, for the purpose of calculating nonexempt overtime. Neither adjustment will be included in any calculation of e-share or401K. The annual Geographic Adjustment Payments are included in pensionable earnings each year, if paid prior to the last month before your separation from Eversource. The Transfer Bonus Payments are not pensionable.

Q8 – Are these payments taxable?

A – Yes.

Q9 – Who is eligible for the Geographic Adjustment Payment?

A – Active, regular, full time and part time employees permanently assigned in qualifying job locations.

Q10 – If eligible, could employees receive both the Transfer Bonus Payment and the Annual Geographic Payment in the same year?

A – Yes.

Rev. 6/1/16

Northeast

Utilities System

107 Selden Street, Berlin, CT 06037

Northeast Utili ties Service Company
P.O. Box 270
Hartford, CT 06141-0270
(860) 665-5000

November 22, 2004

Mr. John Unikas, Business Manager
Local Union 420 - I.B.E.W.
550 Wolcott Street
Waterbury, CT 06705

MS. Theresa Kmetetz, Assistant Business Manager
Local Union 457 - I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, Ct 06450

Re: 2004 Blue Book & Green Book Announcements

John & Terry:

As part of the 2004 Blue Book and Green Book negotiations the Company announced that it would discontinue certain practices upon expiration of the current contract. Of the seven (7) Blue Book and six (6) Green Book announcements, the Union Locals expressed specific membership concerns regarding the three (3) announcements below, and requested that the Company commit that any future changes to these announcements be negotiated with the Locals.

In agreeing to the Union's request, the Company is agreeing—without precedent and without in any way committing to negotiate with the Locals with respect to any other announcements (whether made in the past, present or future)—to negotiate future modifications of the three (3)
2004 announcements listed below:

- **Announcement** - displaced employees, *who are hired after June 1, 2004*, will be required to successfully pass applicable aptitude tests (i.e., CAST, Tech., etc.) prior to exercising bumping options under Article V, Reassignment, Layoff and Demotion.

- **Announcement** - the Company eliminates the practice of rotating crews after 1½ hours worked for the sole purpose of equitable distribution of overtime. The Company will attempt to change-out crews after 3 hours**.**

- **Announcement** - On-call Prearranged Overtime Practices - with the exception of Saturday and Sunday, the Company eliminates the practice of using the scheduled oncall lineworker for prearranged overtime.

It is also understood and agreed that this agreement in no way affects the Company's management rights, including but not limited to, determining qualifications (including testing), establishing schedules (including establishment of the on-call week, shifts, etc.), and making work assignments.

Agreed to by the Company:

/s/
Robert G. Lizotte January 6, 2005

Agreed to by the Locals:

/s/
Ms. Theresa Kmetetz (Local 457)
January 6, 2005

/s/
Mr. John Unikas (Local 420)
January 6, 2005

August 29, 2005 LR-05-50

Mr. John Unikas, Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Re: Resolution of Overtime Distribution Issue – Local 420

John:

Pursuant to our August 24th telephone conversation the Company (CL&P) is agreeing to extend the practice of administratively assigning 2000 hours of overtime to those individuals who have reached the age of 45 and have removed themselves from scheduled on-call as permitted by the Blue Book (Article X) and Green Book (Article IV). This practice, which was originally initiated to accommodate the ACOS callout process, will result in these individuals being placed at the bottom of the overtime list for their area. Overtime assignments will be accomplished as follows:

- For unplanned overtime, ACOS will typically be used to run the entire list pursuant to normal practices. (See Attached).
- For planned overtime, work area supervision will disregard the administrative 2000 hour figure and offer the overtime to the person with the lowest number of net hours. (See Attached).

Implementation of the above process will, upon agreement from Local 420, become effective on September 1, 2005. Affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined above. Affected employees who wish to return to on-call status will be given the one time opportunity to return to the on-call list without waiting the one year timeframe. Specifically, employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the January 1, 2006 calendar date (for establishment of the 2006 on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work. Even if returned on-call employees are not working scheduled on-call they will be subject to the same overtime offerings as those employees who work scheduled on-call work.

As we have discussed this action (to include the waiving of the waiting period for return to scheduled on-call) is taken without precedence and without prejudice to the company's established position on overtime distribution. Additionally, the Company's action is predicated on the assumption that mathematical errors may occur in the assignment of planned overtime work – due to the need to deduct the 2000 hours. Accordingly, the company and/or the union reserve the right to discontinue this overtime process (i.e., using an administrative 2000 hours) with appropriate notice, if it is determined to be problematic or unmanageable. It is also understood that this agreement will resolve any grievances specific to the distribution of overtime where the adding of 2000 hours may have been a factor.

Please sign below to indicate your agreement on this issue.

Very Truly Yours,

/s/ Robert Lizotte

Agreed: /s/ John Unikas – Business Mgr. Local 420

Attachment
Cc: T. Kmetetz – Local 457
J. Gavell
LR Files

Letter-2000 Hours Rule

October 23, 2012

Mr. Ed Hammett
Executive Director-Labor Relations Connecticut
Light & Power Co.

Re: Blue Book 2000 Hours Rule-457

Dear Mr. Hammett:

This letter serves to explain, in greater detail, Article X, Section 8(e). The affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined in Article X, Section 8 (e). Specifically employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the April 1st calendar date (for establishment of the next year's on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work.

Implementation of the above process will, upon agreement, become effective on April 1, 2013. Affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined above. Affected employees who wish to return to on-call status will be given the one time opportunity to return to the on-call list without waiting the one year timeframe. Specifically, employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the March 1, 2014 calendar date (for establishment of the 2013 on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work. Even if returned on-call employees are not working scheduled on-call they will be subject to the same overtime offerings as those employees who work scheduled on-call work, per the overtime list.

As we have discussed this action (to include the waiving of the waiting period for return to schedule on-call) is taken without precedence and without prejudice to the company's established position on overtime distribution. Additionally, the Company's action is predicated on the assumption that mathematical errors may occur in the assignment of planned overtime work-due to the need to deduct the 2000 hours. Accordingly, the company and/ or the union reserve the right to discontinue this overtime process (i.e., using an administrative 2000 hours) with appropriate notice, if it is determined to be problematic or unmanageable.

The parties hereby agree to the terms above.

For the Company:

/s/Ed Hammett
Ed Hammett, CL&P

For the Union:

/s/John Fernandes
John Fernandes,
IBEW Local 457

JF/sb
Opeiu 376 afl-cio

November 3, 2010

LR-10-162
Ref:

Mr. Frank Cirillo, Assistant Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager Local
Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Agreement – Scheduling Vacation and On-call

Dear Rich & Frank:

This letter documents our August 2, 2010 agreement in principle and my subsequent discussion with Frank Cirillo regarding the company's development, approval and posting of annual vacation and on-call schedules. This agreement applies to the CL&P Blue Book and Green Book union contracts, the Yankee Gas White Book Contract, and the CL&P Technical Contract and as applicable, modifies the language contained in these contracts on this subject and replaces any side agreements or practices currently in existence regarding this topic. This agreement also applies to the Transmission Group as applicable.

It is also agreed that neither the Union or the Company will use this agreement as part of Local 457's grievance 2010-014 (Company No. 2010-10-457), or the arbitration of that grievance.

Purpose: This agreement reflects an effort by the parties to eliminate unnecessary controversy surrounding conflict between the on-call schedule and the employee's vacation submittal. To date, the company has processed these schedules independently – leaving some employees in a position where their vacation preference has conflicted with their on-call schedule. These employees have often had to swap their on-call schedule with another employee or otherwise modify their vacation plans. This agreement is specific to this conflicting schedule issue. All other vacation requests will continue to be processed in accordance with the applicable union contract (Blue Book and Green Book).

This agreement also documents the company's intent to fill on-call schedule vacancies (e.g., for planned medical absences) as soon as they are made aware of such. To fill short notice vacancies (less than 30 days) the company will seek volunteers, and if none will use the overtime list effective the Monday prior to the vacancy. For longer notice vacancies, the company will use the established on-call schedule rotation and will assign the vacancy to one of the scheduled employees provided the employee does not get back to back on-call schedules.

It is understood that the company may decide not to fill vacancies (particularly short notice absences) if it determines that the existing on-call response resources are appropriate for the anticipated trouble call volume.

Company actions for 2010: Effective November 3, 2010, the company will review the existing on-call schedule to determine if there is a conflict between the approved vacation schedule and the on-call schedule. Identified conflicts will be resolved by filling the vacancy through the overtime list of employees – specifically those employees eligible for scheduled on-call assignment. The company is not obligated to take action on any other vacation request.

Concurrent with its actions on resolving the vacation/on-call scheduling conflicts, the company will extend the current on-call schedule rotation until April 24, 2011. Employees requesting vacation during the period of January 1, 2010 through April 24, 2010, will submit their requests in accordance with the applicable contract language.

Company Actions for 2011 [and Future Years]: Effective April 24, 2011, and every year thereafter, the company will post the on-call schedule by the last Sunday in April. The on-call schedule will be prepared using approved vacation schedules to ensure there is no conflict with the employees approved vacation. Company management will process the employees' vacation preference in accordance with Article IX of the Blue book and Article V of the Green book, Article IX White book, and Article 22 of the Technical Contract as applicable. Once the vacation and on-call schedules are finalized by the Companies the employee (not the company) will be responsible for addressing any swapping or other schedule change, outside of those resulting from illness or disability.

Both parties understand and agree that this agreement will terminate with the expiration of each cited contract and this agreement will be incorporated into the next version of these contracts or will otherwise be dispositioned through the contract negotiations process. Additionally either party may request a revision to this agreement.

Agreed to by the Company:	/s/ R. Lizotte
Agreed to by the Union:	/s/ R. Sank
Agreed to by the Union:	/s/ F. Cirillo

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

November 30, 2016

Topic: Floating Holiday Protocol

Bargaining unit employees have the ability to choose two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, Teal seniority shall govern.

Process

- Employees will make their selection of vacation periods (A,B,C,D....., weeks) by March 1 and vacation schedule will be posted by April 1.
- If an employee wants to use their floating holiday for either – Good Friday and Day after Thanksgiving those days must be selected at the same time as vacation. The total number of bargaining unit employees off for those two days cannot exceed the limits designated by local management. Management will make best effort to be as flexible as possible when designating these local limits.
- On-Call schedule, where applicable, will be prepared using the approved vacation and floating holiday schedules and posted by the last Sunday in April.

Supervisors may require employees to complete a Flexible Holiday Preference form at the start of each year to avoid scheduling conflicts.

Agreed to:

Joseph Picone
Labor Relations Manager

Joe Malcarne
Local 420 Business Manager

John Fernandes
Local 457 Business Manager

Memorandum of Understanding
Between
The Connecticut Light and Power Company dba Eversource Energy and IBEW Locals 420 and 457

Response Specialist - Line

The purpose of this document is to outline the scope and parameters of the newly-established Response Specialist position in Connecticut as agreed to between Connecticut Light and Power dba Eversource Energy (the "Company") and IBEW Local 420 and 457 (the "Union"), collectively referred to herein as the "Parties." In accordance with collective bargaining agreements between the Parties dated June 1, 2016 (the "CBAs"), both Parties agree as follows.

Job Duties and Description
Attachment "A"

Schedule:
The hours of coverage will be 24 hours daily and 7 days per week. See attachment E. The Company commits to maintain the schedule for two years. Subsequent to that, contractual provisions apply.

Holidays:
For the determination of Holiday hours, a Holiday will start at 06:00 hours on the actual day of the holiday and end at 06:00 hours the following day.

There will continue to be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, they will receive eight (8) hours of holiday pay at basic straight time rate and the hours worked will be paid at the applicable rates. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, at the employee's option, they may elect four (4) hours of "no pay" or four (4) hours of vacation pay to equal a twelve (12) hour day.

Number of positions for the staffing of the Response Specialist:
Range of 81-100 positions. See Attachment D.

Backfilling shift vacancies within the Response Specialist organization:
The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective zones. Incremental backfills; will be attempted to be filled from within the zone, if unsuccessful, the company will then utilize the entire Response Specialist roster as appropriate. Scheduled backfills; will be posted and attempted to be filled in the respective zone. All vacancies will be filled in accordance with the overtime list. See Attachment F.

Reporting location(s):
Closest district to home within the zone. See Attachment D *

Coverage area:
The area that is covered by The Connecticut Light And Power Company.

Supervisory Direction (See attached Org Chart):
Response Specialists will be directed through the Systems Operation Center ("SOC"). The ESO organization will consist of a Director, Managers, and ESO/Field Supervision. The Field Supervisor will provide the day-to-day direction for the Response Specialists. When necessary, the local AWC Supervisor- Electric Field Operations will also provide direction, in coordination with ESO management. See Attachment B.

Mutual Aid:
Response Specialists will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

Storm Assignments:
Local AWC personnel, System Projects and Transmission Line will be asked and required prior to Response Specialist being offered to perform Storm assignments on Company property outside of the Connecticut Light and Power service territory.

Training:
The Response Specialist position requires a minimum qualification of Line Mechanic.
The Company will schedule all required ongoing training and updates. See Attachment G.

Response Specialist initial staffing:
Step One
Response Specialist positions will be offered to and filled by the respective districts. The selection of employees will be in accordance with departmental seniority.*

Step Two
Remainder of the vacancies will be filled in accordance with the contractual provisions.

Staffing

- **Internal Candidates –** Hiring process in accordance with contractual provisions.

*Length of service in the Department since date of last employment by the Company shall constitute Department seniority.

- **External Candidates –** Potential candidates to be given a physical skills assessment. Successful candidates to be offered a position within the Response Specialist organization. Candidates who accept a position will receive training/orientation prior to beginning their new role. External hires will start at the minimum Journeyman rate and be held at that rate through their probationary period in accordance with the contract.

Retention

Incumbent qualified employees who elect to accept a position within the Response Specialist classification will be retained for a period of two (2) years from date of transfer and will not be entitled to apply for posted job openings during this period. Exceptions to this two year restriction would be promotions attained through the employee's normal sequence of progression. All others, subsequent to the initial posting, once qualified as a Response Specialist, will remain in the position for a minimum of three (3) years and will not be entitled to apply for posted job openings during this period. Incumbent employees forced into the Response Specialist position will be retained for a minimum of two (2) years.

The initial incumbent employees, who wish to return to their respective districts and classifications, must notify ESO management in writing, at least thirty days prior to their intention to leave the Response Specialist organization. However, an adequate complement of Response Specialists must be maintained to operate the Response Specialist organization. Therefore, an incumbent employee will not be released if the complement would be below a certain threshold, set forth in Attachment D. The Response Specialist reclassified to their previous classification will not be required to accept upgrade to the Response Specialist for a period of two (2) years.

Seniority:

For the purposes of Article V, Section 2 (a) only, Response Specialist and Line Mechanic will be considered as the same classification. In addition, Response Specialists formerly classified as a Lead or Chief Line Mechanic will be treated as a Lead or Chief Line Mechanic respectively for the purposes of Article V, Section 2 (a) only.

Implementation:

Post and fill Response Specialist positions upon contract ratification.

Meals:

Any earned meals will be paid at the contractually higher rate ($20.00).

Attachment A

Eversource Response Specialist Duties

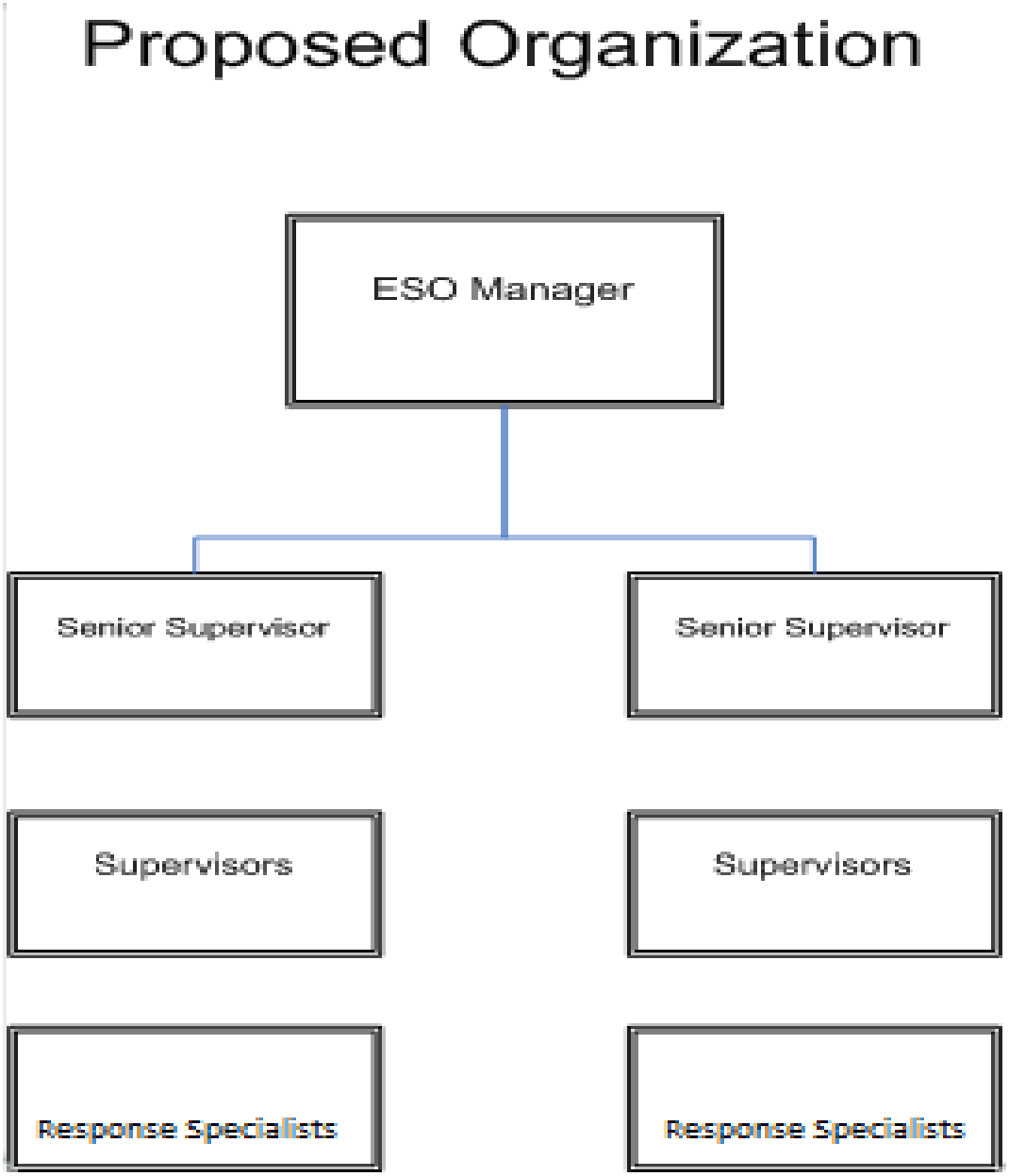
The responsibilities will include, but not be limited to, clearing faulty and unsafe conditions, including maintaining or restoring electrical service, by temporary or permanent means to include replacing or bracing/lashing poles, securing pole tops, floating conductors, extending secondary, or as described in the below listed duties.

The below illustrative duties will be performed as a single-person crew or as a multi-person crew as dictated by the task and applicable work methods.

1. Clearing faulty and unsafe conditions including maintaining or restoring electrical service by temporary or permanent means;
2. Operate primary* and secondary fault locating equipment on URD systems in order to isolate the faulted equipment and restore the customers;
3. Operate switching and control devices on both the overhead and underground systems (pad mounted equipment). See Attachment C for further information;
4. Connect, disconnect, and operate portable transformers and temporary primary jumpers under emergency or urgent conditions;
5. Replace failed transformers with assistance of other qualified employee(s);
6. Replace damaged or faulty equipment during the initial response;
7. Perform street light repair work including replacing defective bulbs, photocells, and heads along with new installations(up to a 250 watt head and under a 12' bracket);
8. Install and remove minimal cover up as needed. This may include primary conductors;
9. Perform secondary overhead and URD service connections associated with connecting customers;
10. Perform overhead distribution system line patrols;
11. Perform URD and overhead equipment inspections;
12. Make current and voltage measurements, as required;
13. Determine and record causes of failures and communicate the findings to the SOC;
14. Communicate the status of outages to the SOC – on-site, restoration projections, ETRs, etc.;
15. Investigate customer concerns, communicate with customer when needed to provide information;
16. Investigate and correct complaints of interference to telephone, radio, or television reception;
17. Document and submit required records and reports associated with trouble, line patrols, equipment inspections, and other related work;
18. Utilize mobile data terminals as they become available;
19. Check substation equipment status and communicate what is visually ascertained with respect to associated targets. Operate GOABs that Line Mechanics operate (excluding GOABs with keyed interlock systems), reclosers and cutouts when needed, as well as other equipment that Line Mechanics currently operate.

*this includes all URD/DB single phase systems and three phase radials

Attachment B



Attachment C

There are two types of pad mounted switchgear in CT. The first is air insulated PMH Gear (Type 3, 5, 8, 9, 11, 12, and 13). The second is SF6 insulated (Vista, Trayer). In addition, there are wall mounted (Elastimold) located in customer vaults (primarily in Stamford and Hartford) that are tied into the UG system. Response Specialists would not normally respond to these outages. However, the Company may train them if they were to be utilized to restore customers while UG personnel are responding to an event.

There are many more types of gear in the industry. Therefore, this is for discussion purposes only and not meant to be all-inclusive.

Attachment D

Zone 1	Zone 2	Zone 3	Zone 4	Zone 5
25/20 Positions	*15/12 Positions*	*15/12 Positions*	*30/25 Positions*	*15/12 Positions*
Danielson-4	New London-8	Torrington-6	Cheshire-15	Norwalk-7
Tolland-4	Madison-7	Falls Village-4	Newtown-15	Stamford-8
Hartford-7		Simsbury-5		
East Hampton-10				



* Response Specialist will report to the closest district to home within the zone.

Attachment E

5 week rotation – 100 positions

RS 5 WEEK	SUN	MON	TUES	WED	THURS	FRI	SAT
1)	18	06 / 18 N	06 / 18 N	06 N	X	X	06-18:00 DAY
2)	06-18:00 DAY	06-18:00 DAY	06-18:00 DAY	X	X	X	X
3)	X	X	X	18 N	06 / 18 N	06 / 18 N	06 / 18 N
4)	06	X	X	06-18:00 DAY	06-18:00 DAY	06-18:00 DAY	X
5)	X	06-18:00 DAY	06-18:00 DAY	06-14:00 TRAINING	06-14:00 TRAINING	X	X
6)							

Attachment F



Zone 1	Zone 2	Zone 3	Zone 4	Zone 5
Zone 2	Zone 1	Zone 4	Zone 5	Zone 4
Zone 4	Zone 4	Zone 1	Zone 3	Zone 3
Zone 3	Zone 5	Zone 5	Zone 2	Zone 2
Zone 5	Zone 3	Zone 2	Zone 1	Zone 1

- Matrix establishes the protocol to be followed when requesting backfilling for Response Specialist coverage.

Attachment G

Response Specialist Training Subjects

- Work site protection
- Auto transformer installation and removal
- Customer interaction
- ETR estimates/importance
- Stray voltage initial response
- Computer/tablet training
- Transformer connections, standard and unusual
- Ferroresonance
- Capacitor operations
- Regulator operations
- Direct buried & grounding
- DB trailer set up
- Von DB Primary fault finding
- Safe excavation practices
- Spitfire and Pin Pointer secondary fault finding
- PMH Switch gear and S&C fuse handling
- Recloser and loop scheme operations
- Substation breakers and target recognition
- Environmental training
    - Oil spill containment, transport and reporting
    - Endangered species nest removal
- Outage prevention – best practices (upgrading the event to prevent future outages)
- Standard SERT subjects will continue to be scheduled through the training department

*This list of subjects may not be all inclusive and could expand as business needs demand.

Memorandum of Understanding
between
The Connecticut Light and Power Company dba Eversource Energy
and
IBEW Locals 420 and 457
Response Specialist – Electrician

The purpose of this document is to outline the scope and parameters of the newly-established Response Specialist position in Connecticut as agreed to between Connecticut Light and Power dba Eversource Energy (the "Company") and IBEW Local 420 and 457 (the "Union"), collectively referred to herein as the "Parties." In accordance with collective bargaining agreements between the Parties dated June 1, 2016 (the "CBAs"), both Parties agree as follows.

Job Duties and Description:

Attachment "A"

Schedule:

The hours of coverage will be 24 hours daily and 7 days per week. See Attachment C. The Company commits to maintain the schedule for two years. Subsequent to that, contractual provisions apply.

Holidays:

For the determination of Holiday hours, a Holiday will start at 06:00 hours on the actual day of the holiday and end at 06:00 hours the following day.

There will continue to be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, they will receive eight (8) hours of holiday pay at basic straight time rate and the hours worked will be paid at the applicable rates. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, at the employee's option, they may elect four (4) hours of "no pay" or four (4) hours of vacation pay to equal a twelve (12) hour day.

Number of positions for the initial staffing of the Response Specialist- Electrician organization:

24 positions

Backfilling shift vacancies within the Response Specialist – Electrician organization:

The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective zones. Incremental backfills; will be attempted to be filled from within the zone, if unsuccessful, the company will then utilize the entire Response Specialist - Electrician roster as appropriate. Scheduled backfills; will be posted and attempted to be filled in the respective zone. All vacancies will be filled in accordance with the overtime list.

Reporting location(s):

Closest district to home within the zone. See Attachment D.

Coverage area:

The area that is covered by The Connecticut Light and Power Company.

Supervisory Direction (See Attachment B):

Response Specialist – Electrician will be directed through the Systems Operation Center ("SOC"). The ESO organization will consist of a Director, Managers, and ESO/Field Supervision. The Field Supervisor will provide the day-to-day direction for the Response Specialist - Electrician. When necessary, the local AWC Supervisor- Electric Field Operations will also provide direction, in coordination with ESO management.

Mutual Aid:

Response Specialist – Electrician will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

Storm Assignments:

Local AWC personnel, General Operating and Central Maintenance will be asked and required prior to Response Specialist - Electrician being offered to perform storm assignments on Company property outside of the Connecticut Light and Power service territory.

Training:

The Response Specialist- Electrician position requires a minimum qualification of Electrician.
The Company will schedule all required ongoing training and updates.

Response Specialist – Electrician Initial Staffing:

Step One
Response Specialist - Electrician positions will be offered to and filled by the respective zones. The selection of employees will be in accordance with Teal Book seniority.

Step Two
Remainder of the vacancies will be posted in accordance with the contractual provisions.

Staffing

- **Internal Candidates –** Hiring process in accordance with contractual provisions.
- **External Candidates –** Potential candidates to be given a physical skills assessment. Successful candidates to be offered a position within the Response Specialist organization. Candidates who accept a position will receive training/orientation prior to beginning their new role. External hires will start at the minimum Journeyman rate and be held at that rate through their probationary period in accordance with the contract.

Retention
Incumbent qualified employees who elect to accept a position within the Response Specialist – Electrician classification will be retained for a period of two (2) years from date of transfer and will not be entitled to apply for posted job openings during this period. Exceptions to this two year restriction would be promotions attained through the employee's normal sequence of progression. All others, subsequent to the initial posting, once qualified as a Response Specialist - Electrician, will remain in the position for a minimum of three (3) years and will not be entitled to apply for posted job openings during this period. Incumbent employees forced into the Response Specialist - Electrical position will be retained for a minimum of two (2) years.

The initial incumbent employees, who wish to return to their respective districts and classification, must notify ESO management in writing, at least thirty days prior to their intention to leave the Response Specialist organization. Any Zone for which a vacancy exists will be offered in descending order of seniority in that Zone. If not filled from within that Zone it will be offered in descending order of seniority in the other Zone. If the opening is not filled from either Zone, the junior qualified Electrician in the Zone with the vacancy will be required to accept the unfilled vacancy in the Response Specialist-Electrician classification. The Response Specialist –Electrician reclassified to their previous classification will not be required to accept upgrade to the Response Specialist – Electrician for a period of two years.

However, an adequate complement of Response Specialists – Electricians must be maintained to operate the Response Specialist organization. Therefore, an incumbent employee will not be released if the complement would be below a certain threshold, set forth in Attachment C.

Seniority:

For the purposes of Article V, Section 2 (a) only, Response Specialist – Electrician and Electrician will be considered as the same classification. In addition, Response Specialist – Electrician formerly classified as a Lead or Chief Electrician will be treated as a Lead or Chief Electrician respectively for the purposes of Article V, Section 2 (a) only.

Implementation:

Post and fill Response Specialist – Electrician positions upon contract ratification.

Meals:

Any earned meals will be paid at the contractually higher rate ($20.00).

Attachment A

Eversource Response Specialist – Electrician Duties

Under general supervision, inspects, maintains repairs and operates substations, and does such similar work in the electric system, performing such duties as:

Performing the duties included in the Time Merit Progression Program for Electrician

Essential Functions:

- Repairing and maintaining circuit breakers, switchgear, transformers, and similar equipment, including the replacing of sub-assemblies;
- Installing circuit breakers, switchgear, transformers, and similar equipment as directed;
- Making all electrical tests using standard test equipment, including but not limited to carrier and transfer tripping equipment testing and battery testing;
- Performing switching operation involving any voltage;
- Is thoroughly familiar with switching and tagging procedures, switchboard facilities, and related apparatus in area of normal assignment;
- Operating substations and network equipment;
- Checking, inspecting, and testing underground system and maintaining equipment;
- Reading and interpreting wiring diagrams, blue prints, etc.;
- Making repairs to tools and work equipment;
- Recognizing, correcting if possible, and reporting abnormal conditions that develop during the progress of the work;
- Obtaining miscellaneous items from suppliers;
- Repairs or replaces insulators, conductors, transformers, fuses, disconnects and lighting arresters, etc., associated with normal duties;
- Makes standard types of transformer connection;
- Assembles, disassembles, and maintains major rotating equipment such as motors, generators, etc., as required by normal assignment;
- Works on live electrical conductors using proper tools and protective equipment;
- Installs and repairs switchboard wiring and controls, major devices and equipment, complicated wiring, relaying and control circuits, using plans and drawings as required by normal assignment;
- Tests insulators on substation structures Electrical Insulation Systems, Electrical Equipment Operating Parameters, and Distribution System Protective Relays and Devices as required by normal assignment;
- Assembles, disassembles, and rebuilds power circuit breakers, voltage regulators, power transformers, distribution transformers, etc., as required within normal assignment;
- Tests with meggers, Ohmmeters, voltmeters, ammeters, metester and similar instruments and interprets results;
- Testing Contact Resistance for breakers and connections using a DLRO (Ductor);
- Makes electrical connections on copper or aluminum cable and bus, or between dissimilar materials;
- Installs all types of electrical bus work as required by normal assignment;
- Performs routine inspection, maintenance and adjustments on electrical equipment following manufacturer's instructions and/or Company procedures;

- Secondary and primary cable testing;
- Recloser programming and network testing;
- Makes simple electrical calculations and measurements;
- Bend and installs conduit;
- Performs simple rigging;
- Has a working knowledge of insulating oils and SF6 gas applications and uses, including storage, clean-up, filtering and testing;
- Cleans and paints structures, equipment, and devices;
- Operates motor vehicles safely in the performance of required duties;
- Operating a motor vehicle and associated equipment;
- Performs work in clean and neat manner and exercises care to prevent damage to Company or customer's property;
- Provide substation escort for non-qualified individuals;
- Keeping the substation buildings and grounds in good order, including minor repairs and snow removal;
- Works either indoors or outdoors as required, and is subject to overtime work;
- May have storm restoration and emergency assignments.



Attachment B

Attachment C

Response Specialist – Electrician Rotational Schedule

RS-E-6	SUN	MON	TUES	WED	THUR	FRI	SAT	Hours/Wk
Crew#								
1	1800-	0600 1800-	1800- 0600	0600	X	X	0600- 1800	48
2	0600- 1800	0600- 1400	0600- 1400	0600- 1400	X	X	X	36
3	X	X	X	1800-	0600 1800-	1800- 0600	0600 1800-	42
4	0600	X	X	X	1800-	0600 1800-	1800- 0600	36
5	0600 1800-	0600	X	0600- 1600	0600- 1400	0600- 1400	X	44
6	X	1800-	0600 1800-	1800- 0600	0600	X	X	36

NOTE: Each crew will consist of two qualified Response Specialist – Electricians.

Attachment D

Zone West	Zone East
Torrington	Danielson
Simsbury	Tolland
Falls Village	Hartford
Newtown	East Hampton
Norwalk	Central Maintenance
Stamford/Greenwich	New London
General Operating	Madison
Cheshire	

AGREEMENT

between

THE CONNECTICUT LIGHT

AND POWER COMPANY

DBA

EVERSOURCE ENERGY

and

LOCALS

420 and 457

THE

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

AFL—CIO

effective

JUNE 1, 2019 to JUNE 1, 2022

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AGREEMENT

between

CONNECTICUT LIGHT

AND POWER COMPANY

DBA

EVERSOURCE ENERGY

and

LOCAL UNIONS

420 & 457 I.B.E.W.

TORRINGTON BLUE/GREEN, STAMFORD, FALLS VILLAGE, SIMSBURY,
HARTFORD, WINDSOR, NEW LONDON, MIDDLETOWN, MYSTIC,
MADISON, EAST HAMPTON, TOLLAND, DANIELSON, CHESHIRE, NEWTOWN,
WATERBURY, NEW MILFORD, GREENWICH, NORWALK, BERLIN
EASTERN PROJECTS, CENTRAL PROJECTS, WESTERN PROJECTS,
GENERAL OPERATIONS, TRANSMISSION HARBOR AVE,
TRANSMISSION MATTATUCK HEIGHTS, TRANSMISSION SEQUIN DRIVE

This Agreement, effective June 1, **2019**, is between Eversource, hereinafter referred to as the Company, as the Successor to The Connecticut Light and Power Company, The Hartford Electric Light Company and Locals 420 and 457 of the International Brotherhood of Electrical Workers, hereinafter jointly referred to as the Union and shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation, or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I

Torrington
General

Section 1. The Company recognizes Local 420 as the exclusive collective bargaining representative with respect to rates of pay, hours of employment and other conditions of employment for employees in the former Torrington bargaining unit of The Hartford Electric Light Company who were on the eligibility list for voting in the NLRB election in case number 1-RC-5243 and any employee hired or permanently transferred to replace any such employee and any additional personnel covered by the provisions of Section 2 hereof.

Section 2. If (a) additional personnel are hired for, or Company personnel are transferred permanently to, classifications included in the bargaining unit description in case number 1-RC-5243 or classifications added to the coverage of this Agreement, and (b) such personnel are assigned to the same reporting headquarters as any employee on said eligibility list or a reporting headquarters within the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, they shall become members of the bargaining unit and shall be added to the group referred to in Section 1 hereof, as of their date of hire, if newly hired, or as of their date of transfer, if permanently transferred. Nothing in this Article shall be deemed to require the hiring or transfer of personnel.

Section 3. An employee covered by Section 1 above who is permanently transferred to any reporting headquarters of the Company which was not the reporting headquarters of any of the employees on said eligibility list or to any position not included in the classifications set forth in Appendix A of this Agreement, shall cease to be a member of the bargaining unit as of the date of such transfer, but such employee shall retain seniority rights in the event of layoff for one year as provided in Section 4 of Article V. If a currently recognized reporting headquarters within the Torrington Bargaining Unit is relocated in the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, recognition herein will extend to all employees at such reporting headquarters with respect to job classifications appearing in Appendix A, Nomenclature, or in any other classification added to the Unit by agreement of the parties.

Section 4. By way of example as to the application of this Article, employees now or hereafter covered by Section 1 hereof who are permanently transferred to any service center located outside the above-mentioned town will cease to be members of the bargaining unit in accordance with Section 3 hereof. Similarly, a meter shop repairman now covered by Section 1 hereof who is permanently transferred to the Company's meter shop in Hartford where it is contemplated to centralize meter repair work, will cease to be a member of the bargaining unit. There shall be no personnel added to the bargaining unit in connection with either such change in the Company's operations. By way of further example, in the event of a change in the reporting headquarters in Torrington, from one location to another within the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, the employees permanently transferred from their present reporting headquarters in Torrington to such new reporting headquarters will not result in such employees ceasing to be members of the bargaining unit.

Section 5. In the event of any dispute between the parties as to whether an individual is a member of the bargaining unit or not, such dispute shall be handled under the grievance procedure of this Agreement except that if the grievance shall not have been satisfactorily disposed of after the meeting with the Grievance Committee under Section 4 of Article IV of this

Agreement, instead of proceeding to arbitration as therein provided, the dispute shall be resolved by joint submission of the bargaining unit issue to the National Labor Relations Board through the filing of a Motion for Clarification on the Certification.

ARTICLE I
Stamford
General

The Company recognizes Local 420, IBEW as the exclusive representative of all employees in the former Stamford bargaining unit of The Hartford Electric Light Company, as were certified by proper authorities for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

ARTICLE I
Stamford Meter Readers
General

ARTICLE I
New London
General

The Company recognizes Local 457, IBEW as the exclusive representative of all employees in the former New London bargaining unit of The Hartford Electric Light Company, as were certified by proper authorities for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

Middletown

This Agreement, dated as of June 1, 2016, is between The Connecticut Light and Power Company, hereinafter referred to as the Company, as the Successor to The Hartford Electric Light Company and Local 457 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter referred to as the Union, in respect to the bargaining unit certified by the National Labor Relations Board on April 2, 1959, in case number 1-RC-5240, and which is described under Article I below and hereafter referred to as the "Middletown Bargaining Unit."

ARTICLE I
Middletown
General

Section 1. The Company recognizes the Union as the exclusive collective bargaining representative of those employees who were on the eligibility list for voting in the NLRB election in case number 1-RC-5240 and any employee hired or permanently transferred to replace any such employee and any additional personnel covered by the provisions of Section 2 hereof.

Section 2. If (a) additional personnel are hired for, or Company personnel are transferred permanently to, classifications included in the bargaining unit description in case number 1-RC-5240 or classifications added to the coverage of this Agreement, and (b) such personnel are assigned to the same reporting headquarters as any employee on said eligibility list or a reporting headquarters within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, Connecticut, they shall become members of the bargaining unit and shall be added to the group referred to in Section 1 hereof, as of their date of hire, if newly hired, or

as of their date of transfer, if permanently transferred. Nothing in this Article shall be deemed to require the hiring or transfer of personnel.

Section 3. An employee covered by Section 1 above who is permanently transferred to any reporting headquarters of the Company which was not the reporting headquarters of any of the employees on said eligibility list or to any position not included in the classifications set forth in Article V of this Agreement, shall cease to be a member of the bargaining unit as of the date of such transfer, but such employee shall retain seniority rights in the event of layoff for one year as provided in Section 4 of Article V. It is understood that the designation of a new or different reporting headquarters within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, for any of the employees on said eligibility list shall not be deemed a reporting headquarters which was not the headquarters of any of the employees on said eligibility list.

Section 4. By way of example as to the application of this Article, employees now or hereafter covered by Section 1 hereof who are permanently transferred to any service center located outside the above-mentioned towns will cease to be members of the bargaining unit in accordance with Section 3 hereof. Similarly, a meter shop repairman now covered by Section 1 hereof who is permanently transferred to the Company's meter shop in Hartford where it is contemplated to centralize meter repair work, will cease to be a member of the bargaining unit. There shall be no personnel added to the bargaining unit in connection with either such change in the Company's operations. By way of further example in the event of a change in the reporting headquarters in Middletown, from one location to another within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, the employees permanently transferred from their present reporting headquarters in Middletown to such new reporting headquarters will not result in such employees ceasing to be members of the bargaining unit.

Section 5. In the event of any dispute between the parties as to whether an individual is a member of the bargaining unit or not, such dispute shall be handled under the grievance procedure of this Agreement, except that if the grievance shall not have been satisfactorily disposed of after the meeting with the Grievance Committee under Section 4 of Article IV of this Agreement, instead of proceeding to arbitration as therein provided, the dispute shall be resolved by joint submission of the bargaining unit issue to the National Labor Relations Board through the filing of a Motion for Clarification on the Certification.

ARTICLE I
Simsbury

The Company recognizes Local 420 as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees who were on the eligibility list for voting in the NLRB election in case number 34-RC-1465, 34-RC-1486 and 34-RC-1561, and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Hartford and Windsor

The Company recognizes Local 457 as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees who were on the eligibility list for voting in the NLRB election in case number

34-RC-1485 and 34-RC-1560, and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Madison
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Madison Area Work Center and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Torrington
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Torrington Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Falls Village
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Falls Village Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
East Hampton
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the East Hampton Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Tolland
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Tolland Unit and any employee hired or permanently transferred to

replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Danielson
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Danielson Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Cheshire
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Cheshire Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Newtown
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Newtown Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Waterbury
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Waterbury Area Work Center and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Greenwich
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Greenwich Unit and any employee hired or permanently transferred

to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Norwalk
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Norwalk Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Eastern Projects
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Eastern Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Central Projects
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Central Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Western Projects
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Western Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Berlin Construction/ G.O.
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Berlin Construction/ G.O. Unit and any employee hired or

permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Technical Units

Recognition

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all field technicians and test technicians employed by the Employer at its Mystic, Willimantic, East Hampton, Madison, Niantic, New London, Enfield, Tolland and Danielson, Connecticut offices, but excluding all other employees, senior technicians, office clericals, professionals, confidential employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Cases Numbered 1-RC-14,849, dated January 21, 1977 and 1-RC-14,733 dated November 12, 1976.

(b) The Company recognizes Local 457 - IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all Test Specialists A and Test Specialists B, and Technicians in the Central Region Test Department, and all Test Specialists A and Test Specialists B, Test Engineers and Test Engineer Technologists in the Eastern Region Test Department, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of representatives of the National Labor Relations Board in cases numbered 34-RC-1553 dated April 15, 1998 (Central Region Test Department), and 34-RC-1655 dated December 9, 1998 (Eastern Region Test Department).

(c) The Company recognizes Local 420 - IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all New Service Consultants and Technicians employed by the employer at its Simsbury, Stamford, Torrington, Waterbury, Newtown, Greenwich, New Milford, and Norwalk facilities, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1589 dated July 10, 1998.

(d) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all New Service Technicians employed by the employer at its Cheshire and Hartford facilities, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number (Cheshire) 34-RC-1803 dated April 21, 2000 and case number (Hartford) 34-RC-1792 dated February 18, 2000.

(e) The Company recognizes Local 420 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions for all full-time and part-time Project Test Specialists, Regional Test Specialists A and Regional Test Specialists B employed by the Employer (CL&P) in the Test Departments at the Employer's Waterbury, Connecticut and Norwalk, Connecticut facilities, but excluding all other employees, office clerical employees, and guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1987 dated November 13, 2002.

ARTICLE I
Administrative Support Units

Recognition

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all office clerical employees, including operating clerical employees, customer field representatives, order dispatchers, clerks, cashiers, storekeepers, telephone operators, typists, business office representatives, customer service center representatives, senior customer service center representatives, and stenographers employed by the Employer at its Enfield, Tolland and Danielson, Connecticut offices, excluding all other employees, confidential employees, professional employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Case Number 1-RC-14,670, dated November 12, 1976.

1.(b) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all employees, including senior representative-records, district business services-representative A, representative A-records, and representative B-records employed by the employer at its Cheshire Connecticut facility; but excluding secretary A, and all other employees, and guards, professional employees, supervisors and confidential employees as described in the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 34-RC-1819 dated June 19, 2000.

1.(c.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Administrative Support Group employees employed by the Employer at its Torrington, Connecticut facility; but excluding all other employees, planners, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 34-RC-2271 dated June 27, 2008.

1.(d.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its 49 Randolph Road,

Middletown, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2287 dated October 31, 2008.

1.(e.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its 135 New Road, Madison, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2288 dated October 31, 2008.

1.(f.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Newtown and New Milford, Connecticut facilities; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2331 dated October 2, 2009.

1.(g.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Stamford, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2338 dated October 30, 2009.

1.(h.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Hartford, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2439 dated August 26, 2011.

1.(i.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its New London, Connecticut facility; but excluding all other employees, and guards, professional employees and

supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-112609 dated November 13, 2013.

1.(j.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Simsbury, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-115491 dated December 11, 2013.

1.(k.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Waterbury, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-114044 dated November 14, 2013.

1.(l.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Norwalk, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Stipulation of Representation dated October 11, 2016 (case number 01-RC-185500).

Definition of an employee

1. The word "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired on a full-time or part-time basis for continuing nontemporary work in an established job classification.

2. A temporary employee is one hired for a special project of limited duration not to exceed twelve (12) months, unless a longer period is agreed to by the Company and the Union. Employees changed from temporary to regular employee status shall have their Teal Book Seniority count from the first date of their most recent employment as a temporary employee. Any time served as a temporary employee shall be considered as a part of the probationary time required.

ARTICLE I
Engineering Designer and Distribution Design Engineer Units

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time senior circuit owners, circuit owners and large and complex construction engineers, senior engineers, assistant engineers, associate engineers, engineering technologists, associate engineering technologists, senior engineering technologists, engineering specialists, and senior field technicians, employed by Connecticut Light & Power Company throughout the State of Connecticut, excluding guards, clerical and confidential employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-112451 dated December 13, 2013.

ARTICLE I
Field Communications Unit

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Test Technicians, Test Specialists A, Test Specialists B, and Senior Test Specialists in Distribution Automation and Substation Automation employed by Connecticut Light & Power Company at its Berlin, Connecticut area facility, excluding all other employees, guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-231775 dated December 31, 2018.

ARTICLE I
Meter Reading Support Unit

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Rep A Mobile Meter Reading employees employed by Connecticut Light & Power Company at its Cheshire and Hartford, Connecticut area facilities, excluding all other employees, office clerical employees, and all guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-234774 dated February 20, 2019.

ARTICLE IA
General

Section 1. The Union agrees that its members who are employees of the Company will individually and collectively perform efficient work and service, and that they will avoid and discourage waste of materials, time and manpower, and that they will use their influence and best efforts to protect the property of the Company and its interests and to prevent loss of tools

and materials, and that they will cooperate with the Company in promoting and advancing the welfare of the Company and the service at all times.

Section 2. Employees who were members of the Union in Stamford on June 21, 1968, in New London on May 22, 1968, in Torrington and Middletown on July 1, 1976, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

(a) Employees hired or transferred into the Bargaining Unit in Stamford after June 21, 1968, in New London after May 22, 1968, in Torrington and Middletown after July 1, 1976 will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

(b) Stamford employees on June 21, 1968, New London employees on May 22, 1968 or Torrington and Middletown employees on July 1, 1976 who were not members of the Union in their respective areas are exempt from the provisions of Article II, Section 3 above.

(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of required initiation fees and periodic dues, the employee shall be exempt from the provisions of Article II, Section 3 above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Article II, Section 3. Should the Union fail to solicit the membership of an employee within the time period prescribed in Article II, Section 3, that employee shall be exempt from the provisions of Article II, Section 3 until the first day of the calendar month within which the employee's membership is first solicited by the Union.

(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged. If during the two week period the employee complies with the Union membership provisions of this Article, the Company will not be obliged to discharge the employee.

(e) If a dispute arises under Article II, Section 3 hereof concerning the discharge of an employee, the Director-Labor Relations and the Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Article II, Section 3 hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 3. Each new employee shall upon the commencement of employment be given a copy of the collective bargaining Agreement, informed that the Company has recognized the local Union as the exclusive bargaining representative of all employees in the bargaining unit, and introduced to the Union steward or other Union official employed in the same department or unit.

ARTICLE II
Recognition And Union Membership

Section 1. Recognition of Union

1. (a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

1. (b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1. (c) Each Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director - Labor Relations.

Section 2. Exclusive Bargaining Agent for New Job Classifications

If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

Section 3. Union Membership Requirements

The following provisions will apply to employees in job classifications covered by this Agreement:

3. (a) Employees who are members of the Union or its predecessor Union on June 1, 2009, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3. (b) Employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is

later. Employees hired for temporary summer assignment are excluded from this requirement for an additional sixty-day period in that summer and in any subsequent summers of temporary employment from their date of employment.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

3.(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Director-Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 4. Union Dues and Initiation Fees

4.(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A" the Company will make a single deduction for the required initiation fee and in addition will deduct required monthly Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix **"**B**"** attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, the employee's authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which the employee's transfer is effective.

4.(c) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Union's COPE

fund. Such deductions shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

Section 5. Nondiscrimination Clause

It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE III
The Functions Of Management

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE IV
Grievances

Section 1. Weingarten

Employees have the right to have a union representative present during any investigatory interview/meeting which the employee reasonably believes may result in disciplinary action.

Section 2. Open-Door Policy

Management will discuss problems or potential problems with Business and Assistant Business Managers. In a letter to the Local Union the Company stated it has always believed in an "open-door" policy regarding its treatment of employee problems and contemplates no change in that policy. Under such a policy, an employee or an employee's representative in the person of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

Section 3. Introduction to Grievance Procedure

Any complaint made by an employee to the employee’s immediate Supervisor concerning the employee’s wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused

them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the Business Manager of the Local concerned, an employee from within the Local area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with the employee in Step One, or for a Business Manager or the employee's designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or the employee's designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Section 4. Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the immediate Supervisor as promptly as possible following the incident which caused it. The immediate Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Section 5. Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or the employee's designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager concerned or the employee's designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

The Company will furnish written answers to the Union for grievances which are concluded with adjustment in Step Two. When grievances are concluded in Step Two without adjustment, the Union will so-notify the Company in writing.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Section 6. Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director - Labor Relations. The latter shall refer the grievance to a joint committee consisting of:

(A) three representatives appointed by the Company, and
(B) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or the employee's designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

6.(a) Designee to Appear for the International Representative - An International Representative may designate an alternate representative to appear for the employee in Step Three grievance meetings with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and the Director of Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director - Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

6.(b) Notifications Required When Grievances are Concluded - The Company will furnish written answers to the Union for grievances which are concluded with adjustment in Step Three. When grievances are concluded in Step Three without adjustment, the Union will so-notify the Company in writing.

6.(c) Filing of a Union or Company Grievance - At this Step in the grievance procedure, a "Union Grievance" or a "Company Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a "Company Grievance" is initiated, it shall be forwarded by the Director - Labor Relations to the Business Manager of the Local Union concerned and the International Representative who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

Section 7. Time Off For Grievance

Employees will be allowed necessary time off without loss of pay for attending scheduled grievance discussions with the Company at the second or third step. In addition to the time allowed above, the Assistant Business Manager or, in the employee's absence, the employee's designated representative, will, upon specific request, be allowed necessary time off to assemble data for scheduled grievance meetings.

Additional time off without pay will be allowed to not more than two representatives each from the Torrington Unit, Stamford Unit, New London Unit, Falls Village Unit, Simsbury Unit, Hartford Unit, Middletown Unit, Madison, Torrington Blue, East Hampton, Tolland, Danielson, Cheshire, Newtown, Waterbury, Greenwich, Norwalk, Berlin, Eastern Projects, Central Projects, Western Projects, General Operations, Transmission Harbor Avenue, Transmission Mattatuck Heights, Transmission Sequin Drive and two additional representative at large (upon written request by the Union) for the time required to attend state, regional, and national labor conventions.

Section 8. Grievance Committee/ Major Policy Changes

The Company and Union shall have the right to use Section 3 of this Article of the grievance procedure including arbitration, to settle any alleged violation or dispute over the interpretation or application of any provision of this Agreement. In such case, if the matter in question is one of major policy and Companywide application, and if the provisions in question are identical in all Agreements, the Grievance Committee may, by mutual consent, be increased to eight persons representing the Union and eight persons representing the Company. This clause shall not be used to circumvent the grievance procedure as provided in Section 1 hereof, which must be followed in any matter which involves individual employees.

Section 9. Failure To Pursue Or Respond

Any grievance not presented or followed up through the grievance procedure above outlined shall be deemed waived. If at any step in the grievance procedure the Company fails to give its answer within the prescribed time, the grievance will automatically proceed to the next step unless the time is extended by mutual consent.

Section 10. Precedent Setting

Where either party so states in writing in the disposition of a matter not submitted to arbitration under the grievance procedure, the acceptance of the action or disposition shall not be binding on either party as a precedent for the future on the same or related matters.

Section 11. Agreements Concerning Grievance

In the event any Agreement affecting the interpretation or application of this Agreement is reached with any local Union, a copy of such Agreement shall be sent immediately to the Business Manager of those local Unions not participating therein. In the event the Business

Manager of such local Union informs the Company in writing within one month that such disposition or Agreement is not acceptable to the employee's local Union, such Agreement shall not be binding on that local Union. This does not apply to awards made as a result of arbitration which shall be binding on all local Unions.

Section 12. Processing of Discharge Grievance

The Company agrees to expedite the processing of grievances involving discharge as rapidly as possible.

Any employee who has been disciplined or discharged and who is subsequently exonerated, shall be reinstated without prejudice or loss of seniority and compensated for any loss in wages, unless the Grievance Committee or the Arbitrator determine otherwise.

Section 13. Grievance Procedure for Berlin Construction Department

Due to work assignments of employees at remote locations, there could be a delay of several days before a grievance could be presented to the supervisor. Supervisors are requested to make arrangements for prompt attention to any grievance, and Union representatives will advise bargaining-unit employees to telephone to request a meeting with the immediate supervisor when they have a grievance.

Section 14. Discipline or Discharge

14.(a) The Company shall, on the same day on which it occurs, orally advise the local Union concerned of any suspension or discharge, and if requested by the Union, the matter shall on the same day, be discussed by the proper Management representative and the Business Manager and/or Assistant Business Manager or designated representative of the local Union concerned. The Company shall advise the Union in writing of any disciplinary action or discharge, which shall only be for just cause, within three (3) working days of its occurrence, specifying the reason therefore. The Company and Union shall designate representatives in each Division who will represent them at each step of the grievance procedure, and both the Company and the Union shall have a person available within the time limits provided for steps 1 and 2 of the grievance procedure.

14.(b) The Union shall have the right to question the propriety of any such disciplinary action or discharge through the grievance procedure herein outlined, including arbitration, but any such grievance shall be filed within fifteen days after receipt by the Union of notification of the Company's action.

Section 15. Submission of Grievance; Selection of Arbitrator

If a grievance is not settled in Step Three of Article IV, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article IV, Step Three, submit the grievance to **American Arbitration Association for arbitrator selection and hearing conducted under its rules then prevailing**. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement.

Section 16. Payment Of Expenses For Arbitration

It is understood that for the term of this Agreement, where the original position of the Union is upheld by the Arbitrator, the Company will pay such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

In any other case such fees will be shared equally by the Company and the Union. In all cases, any costs incurred by either party in its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

Section 17. Role of Arbitrator

The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining.

Section 18. Agreement Changes Nonarbitrable

It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
Seniority

Introduction

Seniority which employees accumulate is of two types:

(a) Total length of continuous time served with Local 420/ 457 legacy CL&P employees shall be known as "Teal Book Seniority."

(b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority."

(c) In addition to Union seniority, an employee accrues other types of service with the Company such as credited service and service recognition as described below:

i. Credited service date is used for pension and severance calculations as well as the three year vesting period for employees on K-Vantage.

ii. Service recognition is used for vacation and sick time eligibility as well as an employee's service anniversary date.

Generally, unless there is a break in service with the Company, an employee's credited service date and service recognition date would be the same.

Definition of an Employee

The term "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired for full-time employment on continuing nontemporary work in an established job classification. During the first six months of employment each such employee will be on a probationary or trial basis. Nonregular employees are employees hired for temporary work whose term of employment will not exceed three months in any twelve month period and whose employment does not affect the advancement of or result in the layoff of a regular employee.

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Teal Book Seniority shall prevail and when both Classification Seniority and Teal Book Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date. The application of seniority as herein provided shall not be applied so as to conflict with any established seniority relationships existing prior to June 1, 1963.

New employees, other than temporary employees, shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during the employee's probationary period as defined above shall become a regular employee at the end of the probationary period and the employee's seniority shall start from the date of hiring. Employees hired on a temporary basis for special projects that require not more than twelve months to complete shall acquire no seniority status during such employment. If a temporary employee is retained as a regular employee, the employee's Teal Book Seniority shall start from the date of hiring and the employee's Classification Seniority shall start on the date the employee became a regular employee. Temporary employees must comply with Article II, Section 3. A regular employee shall lose the employee's seniority status if the employee resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4 of this Article. Where used in this Article the words "local" and "locality" describe designated areas of Company operations for which the immediate responsibility is directly assigned to an individual Manager or other in charge. Appendix **"**C**"** attached hereto shows a list of designated areas of Company operations which define "Local" seniority areas for application of the provisions of this Article.

Section 1. Promotion

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on a local departmental basis. Exceptions to such preference may be made only in (1) temporary situations where assigning a more senior employee would involve short notice change of a normal work schedule or unreasonably interfere with the conduct of a particular job assignment or (2) when a senior employee either has qualified previously for promotion or has demonstrated the employee's inability to do so and has been advised accordingly by the Company.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on a

local or departmental basis. If this employee is qualified as evidenced by the employee's skill, efficiency, knowledge, ability and acceptable performance in training, the employee will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on a local or departmental basis. When no employee on a local or departmental basis is qualified, Classification Seniority will be applied secondly on a district basis, thirdly on a regional basis and fourthly on a Companywide basis.

1.(c) Vacancies in the bargaining unit, other than Helper or equivalent job classifications or classifications covered by the Time- Merit Progression Program which are to be filled by promotion will be filled within two weeks from the date of the vacancy excepting in situations when the employee who is to fill a vacancy is temporarily absent from work or requires additional time to complete necessary training. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

1.(d) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager of each Local Union. Each bulletin board posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not the employee's application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(d) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Teal Book Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

1.(e) Regular Employees who have been transferred or reassigned prior to June 1, 1979 under Sections 2.(a) or Sections 3, 3.(a) or 3.(b) or rehired under the provisions of 4.(b) of this Article will be considered as having greater Teal Book seniority within the employee's former local seniority area for purposes of Section 1.(d).

If more than one such Employee applies for the same job posting, greater Teal Book seniority will be the determining factor. Such Employee(s) will receive this consideration only if the Employee(s) notes on the job posting application that the employee is applying under this Section of Article V. Further, the Employee(s) affected will be allowed this seniority consideration only until the employee has been selected for one job opening under these provisions. An employee selected for a job posting under this Section 1.(e) will have the employee's rate established in accordance with Section 2.(d) of this Article.

Applicants who are selected for job postings to classifications covered by Time Merit Progression Programs under this Section will be considered for reinstatement rights under the provisions of Section 3.(e) or 4.(a) of this Article for a period of up to two (2) years from the date of transfer.

1.(f)(1) **Understanding Concerning Article V, Section 1.(d)** - When an employee with one year or more of satisfactory Company service is selected to fill a posted job opening **for a position that has progression steps at six month intervals**, the employee will be transferred into the new position at the second rate step. If the employee has 18 months or more of satisfactory Company service, the employee will start at the third rate step.

If additional training is required, the employee may remain at the step the employee started the employee's new position at up to one year or eighteen months whichever the case may be.

When an employee with two years or more of satisfactory Company service is selected to fill a posted job opening for a position that has progression steps at twelve month intervals, the employee will be transferred into the new position at the second rate step. If the employee has three years or more of satisfactory Company service, the employee will start at the third rate step. If an employee is within two (2) months of reaching two or three years of satisfactory Company service, the Company may consider transferring the employee into the new position at the second or third rate step. Such consideration will be made on a case by case basis. If additional training is required, the employee may remain at the step the employee started the employee's new position at up to two years or three years whichever the case may be.

If prior work experiences were directly related to the new duties, the employee may be accelerated through the pay rate steps.

1.(f)(2) Employees accepted for a job posting back to their former Local Seniority Area under Article V, Section 1(e) who have previously been transferred or reassigned under Sections 2(a), 3, 3(a) or 3(b) of Article V, will have their rates established in accordance with Article V, Section 2(d). Application of Article V, Section 2(d) under this Section 2, will be applied only to the initial job posting for which the employee was accepted back to the employee's former Local Seniority Area and also only to employees who at the time of transfer or reassignment were not offered an option to remain in their Local.

Section 2. Reassignment, Layoff and Demotion

If at any time Company operations require a reduction of the existing working forces, employees in the localities or departments affected will be subject to reassignment in the order of least Teal Book Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of this Section 2.(a), may at the employee's option and to the extent the employee's Teal Book Seniority exceeds that of other employees,

(1) either displace the employee having least Teal Book Seniority in the same job classification within the district or region, or
(2) displace the employee having least Teal Book Seniority in the same job classification within the Company, or
(3) displace the employee having least Teal Book Seniority in a lower job classification within the employee's normal sequence of job progression within the locality, or
(4) displace the employee having least Teal Book Seniority within the locality.

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1) or (3), then the employee may

(5) displace the employee having least Teal Book Seniority in a lower job classification within the employee's normal sequence of job progression within the District, within the Region or within the Company, or
(6) displace the employee having least Teal Book Seniority firstly, within the District and secondly, within the Region.

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1), (2), (3), (4), (5) or (6), then

(7) the employee may displace one of the five employees having least Teal Book Seniority within the Company.

2.(b) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2(a) of this Article who has insufficient Teal Book Seniority to entitle the employee to reassignment or in lieu of displacing another employee, may elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Prior to being presented with the employee's options, an employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2.(a), of this Article may at the employee's option, after giving the Company at least one weeks' notification, elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

2.(c) In the event an employee subject to reassignment does not have sufficient Teal Book Seniority to entitle the employee to job placement, the employee may be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of

age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4.(b) of this Article. Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached the employee‘s fifty-fifth birthday may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(d) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Sections 2 of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee‘s new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than the employee‘s present hourly rate a special basic rate of pay will be established for the employee in the following manner:

A. For an employee with less than five years of continuous service:

(1) If the employee‘s present rate is greater than the maximum rate of the employee‘s new classification, the employee will be paid the maximum rate of the new classification.

(2) If the employee‘s present rate is less than the maximum rate of the employee‘s new classification, the employee will retain the employee‘s present rate in the new classification until the employee is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If the employee’s present rate is greater than the maximum rate of the employee’s new classification, twenty-five percent of the difference between the employee’s basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(4) If the employee’s present rate is less than the maximum rate of the employee’s new classification, the employee will retain

the employee's present rate in the new classification until the employee is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If the employee's present rate is greater than the maximum rate of the employee's new classification, fifty percent of the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(6) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds the employee's special rate.

2.(e) If it is definitely established that a regular employee is physically incapable of performing the duties of the employee's assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Teal Book Seniority of all employees affected, reassign such employee to an available job for which the employee is qualified at a rate which will result in a minimum reduction from the employee's former rate.

2.(f) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at the employee's own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of the employee's assignment, the employee's Classification Seniority for the purposes of promotion will retrogress in reverse sequence of classification progression. An employee who is demoted under item number (4), above, will retain the employee's Classification Seniority in the employee's former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(d) of this Article shall make written request to the Manager concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

Section 3. Transfer

When it is necessary for the Company to transfer an employee from one locality, or department to another under circumstances other than those outlined in Sections 2., 3.(a) or 3.(b) of this Article, the Company shall offer the transfer to qualified employees in descending order of Classification Seniority in the job classification affected in the locality or department

from which the transfer is to be made provided first that Section 1.(b) is complied with on a local or departmental basis.

3.(a) If at any time there is an excess number of employees in a job classification which is to be retained in a locality or district and concurrently there is a vacancy in the same job classification in another locality the Company may, rather than apply Section 2 of this Article, transfer a qualified employee from the locality where there is an excess to the locality where the vacancy exists provided first that Section 1.(b) of this Article is complied with on a local or departmental basis. Under these circumstances the Company shall offer the transfer to qualified employees in descending order of Teal Book seniority in the job classification affected, from the locality where the excess number exists to the locality where the vacancy exists. If no employee accepts the transfer, the least senior of the employees affected, will be subject to provision (2) of Section 2.(a) of this Article except that when the transfer is from one region to another the employee may displace the employee having least Teal Book Seniority in the same job classification within the region where the employee is employed. Any employee displaced from the same job classification may accept transfer to where the vacancy exists or exercise provision (2) of Section 2.(a) or elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article. Any employee displaced by the application of provision (2) of Section 2.(a) will, if qualified, be required either to accept the promotional transfer or to be laid off with recall privileges as outlined under Section 4.(b). If an employee displaced by this procedure is not qualified for promotional transfer the employee will be subject to provision (3) of Section 2.(a).

3.(b) If at any time Company operations require permanent elimination of a job classification or permanent reduction of the number of employees or both in a locality, under conditions not provided for under Sections 3. or 3.(a) of this Article, and requirement to fill existing or contemplated vacancies elsewhere can reasonably be coordinated with the elimination or reduction, the employees where the job elimination or reduction is to be made will be offered opportunities, consistent with their respective qualifications and seniority, either to remain in their present locality in job classifications remaining available there or to be reassigned to fill available vacancies elsewhere. Under these circumstances offers for available jobs will be made in descending order of Teal Book Seniority to (1) accept promotional transfer, or (2) remain in the present locality, or (3) accept reassignment to a different job classification and locality, or (4) in lieu of applying provisions (1), (2) or (3) of this Section 3.(b) be laid off with recall privileges as outlined under Section 4.(b) of this Article. If the application of provisions (1), (2) or (3) above would result in less favorable job placement for an employee than reassignment under Section 2.(a), then Section 2.(a) will be applicable for that employee. For the purpose of coordinating the permanent elimination of a job classification or the permanent reduction of the number of employees in a locality with requirement to fill existing or contemplated vacancies elsewhere the provisions of Sections 1.(b) and 1.(c) of this Article will not be applicable and the Company will give written notice of intent to the Business Manager of the Local Union concerned.

3.(c) If an employee is reassigned under provisions (2) or (3) of Section 3.(b) of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification. When by application of provisions (2) or (3) of Section 3.(b) an employee with five or more years of Teal Book Seniority is reassigned to a job classification with a lower hourly rate of pay than the

employee's former hourly rate a special basic rate of pay will be established for the employee by application of the formula set forth in Article V, Section 12.(a) of this Agreement. Should such an employee subsequently be promoted to a job classification with a higher hourly rate of pay the employee's basic rate will be the starting rate for the higher job classification or the special basic rate as determined under Article V, Section 12.(a), whichever is higher. When an employee with less than five years of Teal Book Seniority is reassigned to a job classification with a lower hourly rate of pay by application of provisions (2) or (3) of Section 3.(b) the employee will be paid the maximum hourly rate for the lower job classification.

3.(d) In situations when the application of the seniority principles of this Article either involve groups of employees or involve two or more separate localities, plants or departments, the Company may, at its discretion, satisfy its obligation to contact affected employees by giving written notice. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the localities where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(e) When, for reasons other than the employee's own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) or Sections 3., 3.(a) or 3.(b) the employee will retain the employee's Classification Seniority in the employee's former location and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within the employee's normal sequence of progression, the employee's Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another locality, or is transferred to another locality for the mutual convenience of the employee and the Company, and no change in job classification is involved, the employee's Classification Seniority in the employee's former and new locations will be accumulative.

Employees reassigned since January 1, 1978 to another classification by the application of Section 2.(a) of this Article and who are later reinstated to their former classification, will have their Classification Seniority adjusted for a period up to the employee's recall rights had the employee elected layoff to reflect continuous former Classification Seniority.

3.(f) When an employee is transferred or reassigned from one locality, plant or department to another at the employee's own request, the employee's Classification Seniority in the employee's new assignment will begin on the effective date of the transfer and the employee will forfeit the employee's Classification Seniority in all job classifications the employee has held prior to the transfer.

[1]3.(g) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Teal Book Seniority for the

[1] November 22, 2004

purposes of this Article and the employee's Classification Seniority will be determined in accordance with the provisions of this Article. Effective June 1, 1975, Teal Book Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

Section 4. Reinstatement and Recall

4.(a) Should opportunity for reinstatement to a higher job classification occur after an employee has been transferred or reassigned to a lower job classification for reasons other than the employee's own request or after demotion because of physical inability to perform the duties of the employee's assignment in accordance with provision (4) in Section 2.(f) of this Article, the employee involved will be reinstated in the higher job classification provided the employee is then able and willing to perform its duties. If more than one employee is involved, reinstatement to the higher job classification will be offered in reverse order to the previous reassignments.

4.(b) Employees with three or more years of continuous service who are laid off will be entitled to recall for a period of three years from the date of layoff. Employees laid off with less than three years but more than six months of continuous service will be entitled to recall for a period of one year from date of layoff. Employees with recall rights will be considered as regular bargaining unit employees for purposes of Section 1(e) of this article.

A certified letter to the Employees' last known address with a copy of the job posting and a reassignment application will be considered proper notification for purposes of this section. The completed reassignment application must be returned to the Company by certified mail within (10) calendar days from the date of the Company's mailing of the posting. In the event an employee is recalled the employee must be available, able, qualified to work and return to work within two weeks.

Laid off employees who are reemployed within their recall period will maintain continuous Teal Book and Classification Seniority status during the period of layoff for the purpose of this Article and the starting rate of pay will be established according to the provisions of Section 2.(d) of this Article.

4.(c) **Vacation and Sick Leave Payment Entitlement Upon Recall from Layoff** - Employees who are recalled, for other than temporary assignments, under Section 4(b) shall not have their eligibility interrupted for purposes of vacation and sick leave payment entitlement. The application of this topic will be effective retroactive to August 1, 1975.

Section 5. Adjustment of Classification Seniority

If a qualified employee is bypassed for a promotion in normal sequence to a higher job classification because of absence due to illness at the time the promotion is made and the employee is subsequently promoted to that higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed. If an employee is bypassed for promotion under these circumstances, the Company will advise the Business Manager of the Local Union concerned.

5.(a) In order to prevent an employee from being bypassed in the employee's normal sequence of promotion on or after June 1, 1972 within the locality or department by (1) the lateral transferring of an employee from another seniority area; (2) an employee being accepted for a job posting at other than the starting rate; or (3) by the hiring of an employee at other than the starting rate or starting classification within the promotional sequence; an employee will retain the same Classification Seniority date the employee is assigned at the helper or starting classification within the sequence up through attaining journeyman (effective September 6, 1992, up through Troubleshooter where applicable), but not including the Lead or Chief Classifications. This will also apply to employees presently classified at the starting classification within the promotional sequence on June 1, 1972.

Employees who were classified journeyman prior to June 1, 1972 will have the number "2" immediately preceding their classification seniority date and will show primary seniority except for those employees who have been assigned the number "1" immediately preceding their classification seniority date as referred to in Section 9 (c) of this Article.

Section 6. Troubleshooter Assignments

6.(a) Vacancies in the Troubleshooter classification will be offered to the qualified lineman on a senior to junior classification seniority basis. Classified as a lineman for at least one year will be considered as qualified for promotion and upgrading to the Troubleshooter classification.

6.(b)Junior qualified Line Mechanic will be required to accept unfilled vacancies in the Troubleshooter classification.

6.(c) Troubleshooter can voluntarily elect to be reclassified to a lineman after one year in the Troubleshooter classification without loss of seniority.

6.(d) The Troubleshooter reclassified to lineman will not be required to accept promotion to a Troubleshooter for a period of one year.

6.(e) Employees classified as Troubleshooter on September 6, 1992, will be considered as having greater seniority than employees classified as lineman on that date.

6.(f) For the purpose of this Article, Section 2(a) only, Troubleshooter and Line Mechanic will be considered as the same classification.

Section 7. Employees in Military Service

The Company will reinstate without loss of Teal Book Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Teal Book Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service

immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Section 8. Adjustment of Veteran's Seniority

8.(a) If a regular employee is bypassed for a promotion in the employee's normal sequence of job progression because of a military leave of absence and the employee is subsequently promoted to the higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed.

8.(b) A returning veteran will be given credit for time in service plus Company service prior to entering service to determine the employee's rate step. One year of continuous Company and military service will entitle the employee to return at the 2nd rate step and 18 months will entitle the employee to 3rd rate step. Eighteen months is the maximum credit allowed. This does not apply to any veterans returning prior to June 1, 1973.

Section 9. Seniority Lists

9.(a) The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on a local, district or department basis.

9.(b) Effective with the June 1, 1963 Agreement, the wage band identification letters "A", "B" or "C", which appeared under the "Rate Per Hour" column of Appendix "A" in preceding Agreements between the parties, were made a part of the respective job classifications for which they previously identified the wage bands. The respective job classifications thereby became either two or three separate job classifications.

When seniority lists were prepared under Section 9.(a) above, job classifications which included the letters "A", or "B" or "C" were established in separate groupings and the Classification Seniority dates of the employees in the separate groupings were retained as they existed immediately preceding the June 1, 1963 Agreement. In some localities this reflected earlier Classification Seniority dates for certain employees in "B" or "C" job classifications than for other employees in higher job classifications within the same normal sequences of promotion. Each employee in the former category will, if promoted in normal sequence to the first available vacancy in the higher job classification, retain the employee's Classification Seniority date for relative position in the higher job classification.

If, under the above-described conditions, a senior employee is not promoted to the first vacancy available, but is promoted to a subsequent vacancy, the Classification Seniority date for that employee will be the effective date of such promotion unless modified by Section 5. or Section 8.(a) of this Article.

9.(c) In order to maintain related classification seniority established under the former classifications Lineman "A" and "B", Electrician "A" and "B" and Splicer "A" and "B", the number "1" immediately preceding the classification date of the new classification of Lineman,

Electrician and Splicer will show primary seniority and will be assigned to employees classified Lineman "A", Electrician "A" and Splicer "A" as of May 28, 1966.

For purposes of Section 9.(b) the reclassification from Lineman "B", Electrician "B" and Splicer "B" to Lineman, Electrician and Splicer will be considered a promotion. Employees entitled to retain classification seniority under this Section will be shown in the primary group.

9.(d) Not later than August 1 of each year, the Company shall furnish the Union with an up-to-date District and departmental seniority list for the bargaining unit together with the classification and rate of pay and address of each employee on such list.

Section 10. Assignment of Job Classifications

Each employee will be assigned a job classification, the duties of which the employee is competent to perform and which generally reflects the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack or while the employee is being trained to better fit himself for advancement in grade as vacancies occur.

Section 11. Performing Duties of Higher Job Classifications

[2] [3]11.(a) An employee performing the duties of a higher job classification than the employee's own within the bargaining unit on a Shift, Automotive Equipment Mechanic (Berlin, Waterbury), (Bristol, Greenwich, Mystic, Oxford, Waterbury, Winsted), Construction Equipment Operator (Berlin Construction), Instrument Mechanic (Berlin), shall be paid the minimum rate of the higher job classification for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Stockhandlers performing the duties of Tractor Trailer Driver shall be uprated by one rate progression step (provided such rate does not exceed the maximum rate for Tractor Trailer Driver) for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Temporary upgrades to Chief or Lead will be at the maximum rate. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

11.(b) **Upgrading of and to Automotive Equipment Mechanic** - When assigned to perform the duties of Chief Garage Mechanic, the Automotive Equipment Mechanic **or Garage Mechanic** will be upgraded to the maximum pay rate of the Chief Garage Mechanic's job classification.

[2] June 27, 1962
[3] September 14, 1982

When upgraded to perform the duties of Automotive Equipment Mechanic, a Garage Mechanic will be upgraded to the maximum pay rate of the Automotive Equipment Mechanic's job classification.

11.(c) Provided a qualified supervisor is not present to direct the work forces in the Berlin Construction Department, the Company will assign a Chief or upgrade a journeyman to the maximum Chief rate of the employee's classification for all hours so-assigned on that day provided the assignment is for one or more hours under the following conditions:

(1) When the work crew consists of three or more bargaining-unit employees and they are assigned to perform work on a specific job assignment, as a work group;

(2) If the work content of the job assignment remains the same and the crew size is reduced from four or five to three.

Upgrading, under this section, will normally be on a classification seniority basis by job location assignment and in the classification that reflects the type of work being performed.

11.(d) When a Berlin Construction crew or crews of six or more employees per crew are assigned to perform work without a supervisor present, the Company will designate a Chief to direct the work forces and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's s basic straight-time hourly rate, or in the absence of a Chief the Company will designate a journeyman to direct the work forces and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the maximum Chief rate of the employee's classification, for all hours so-assigned on that day provided the assignment is for one or more hours.

Upgrading, under this section, will normally be on a classification seniority basis by job location assignment and in the classification that reflects the type of work being performed.

11.(e) If during a Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the maximum Chief rate in addition to one dollar and seventy five ($1.75) cents per hour for all hours so-assigned on one day provided the assignment is for one or more hours on that day. Upgrading under these sections will normally be based on classification seniority basis by job location assignment and in classifications that reflect the type of work being performed.

11.(f) When crews headed by Chiefs are combined, and in the absence of a Supervisor, a single Chief is assigned to direct the work performance of the crews the senior Chief will be upgraded to Supervisor, and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

Upgrading under these sections will normally be based on classification seniority basis by job location assignment and in classifications that reflect the type of work being performed.

11.(g) If during a Supervisor's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Supervisor, the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

11.(h) If during an Area Stockhandler's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Area Stockhandler, the employee will be paid the maximum rate of the Area Stockhandler classification for all hours so assigned on one day, provided the employee works one or more hours in that classification on that day.

11.(i) Meter Readers-AMR Drivers may be temporarily assigned to perform the duties of a collector, as required. If this assignment exceeds a continuous period of one hour, then the employee is entitled for all hours so assigned on one day to be paid at the top of the rate of the collector's rate progression.

11.(j) **Crew Size - Track Machines** - When track machines (digger or bucket) are to be utilized, for work in a District or System Project area, two bargaining unit employees from Transmission (GO) will be utilized.

11.(k) **The Effects on Employees Hired as Transmission Line Mechanic Helper Classification** - All employees who are hired or post for job openings into the Transmission Line mechanic Helper classification after June 1, 1989, will be retained in that classification until the employee's completion of the Transmission Line Mechanic Time Merit Progression program.

Section 12. Retrogression; Wage Rate

If it is definitely established (1) that a regular employee is incapable of performing the duties of the employee's job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of the employee's job classification because of a disability or infirmity arising from natural causes and the employee is assigned to a lower job classification within the employee's ability to perform, a special basic rate of pay will be established for the employee as follows:

12.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which the employee is reassigned by the product of five percent times the employee's years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification. For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate

established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

12.(b) Should such an employee later qualify for and be promoted to a higher job classification, the employee's basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

12.(c) The above Sections 12.(a) and 12.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 12 on or after June 1, 1973.

[4] [5] [6] [7]**Section 13. Job Classification Change Notices to Union**

In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager of the Local Union concerned as promptly as possible.

13.(a) If an employee is retrogressed, it will be communicated in writing to the Business Manager of the Local Union having jurisdiction over the location involved.

13.(b) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

Section 14. Time-Merit Progression Programs and Job Specifications

A list of Time-Merit Progression Programs and Job Specifications that are currently in effect are included in Appendix D, TOPIC: Time-Merit Progression Programs in Effect and TOPIC: Job Specifications.

ARTICLE VI
Hours of Work, Rates of Pay and Overtime

Section 1. The minimum wage rate for each job classification shall be in accordance with a schedule entitled "Schedule of Regular Hourly Rates" appended hereto and to be signed by both parties to this Agreement.

This rate schedule shall not be construed so as to require a cut in the existing hourly wage of any employee now paid in excess of the schedule.

[4] July 1, 1969 #4
[5] July 1, 1973 #2
[6] Topic: New Hires (B)
[7] Topic: Meter Service Installers

[8]**Section 2.**

(a) For the purpose of computing overtime, the workweek shall start at 12:01 a.m. Sunday and end at 12 midnight the following Saturday.

(b) For the purpose of this Agreement, employees are composed of shift, day and scheduled workers. (1) A shift employee is defined as one who works at a seven-day operation or service, on a rotating or shift schedule. (2) A day worker is one whose basic work week is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for 8 hours a day or ten (10) hours; if applicable. (3) A scheduled worker is an employee, other than a shift worker or day worker, who works according to a schedule of hours at different times of the day or night and/or on different days of the week including Saturdays and Sundays.

If the Company changes or modifies working schedules in a department, plant or district of the Company, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

(c) **Establishing New Schedules** - The establishing of any new schedule for scheduled employees shall be discussed with the appropriate Local Business Manager in advance of making such schedule effective.

(d) **Saturday Work** - Saturday Work requirements will be minimized. The Company will continue its efforts to reduce the number of employees who are required to work on Saturday as a part of their normal work schedules.

(e) It will be within the discretion of the supervisor to excuse an employee from overtime for good cause where such overtime is not due to an emergency, is not a special job, and does not involve work at the end of a day's shift.

[9] [10]**Section 3. Computing Overtime**

All hours worked in excess of eight or ten hours in one day of twenty-four, except for shift employees as scheduled, or forty hours in one workweek or on an employee's regularly scheduled day off shall be paid for at the overtime rate of one and one-half times the regular rate. Employees with Sunday as a regularly scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other regularly scheduled day off in that calendar week. Employees regularly scheduled to work on Sunday in any calendar week shall receive time and one-half for work on the first regularly scheduled day off and double time for work on the second regularly scheduled day off in that calendar week. Overtime rates shall not be applied more than once to any particular hour of work, nor shall they apply to scheduled changes of shift.

Section 4. Planned Overtime

[8] Topic: J schedules- Meter Service
[9] July 1, 1966 B.2.

4.(a) Planned overtime shall be defined as overtime work for which at least seventy-two hours advance notice has been given and will be assigned among employees as equally as possible. Records of overtime hours and "on-call" hours shall be posted on the Company bulletin boards each month and a copy given to the Union. In selecting employees for assignment to planned overtime, the Company will excuse employees who do not want the assignment provided the required number of qualified employees are available. Where additional help is needed beyond the number desiring the overtime assignment, additional assignments will be made among qualified employees in inverse order of the amount of overtime worked. Non-regular employees shall not be used unless regular employees are not available. Among employees in a given classification, those who have more than six months of service will be given preference for planned overtime assignments over those who are still on a probationary basis. Except in the case of the unforeseen absence of another employee if an employee is required to work overtime on a scheduled day off, or on an observed holiday, with less than seventy-two hours' notice, the employee shall be paid travel time as defined in Section 8 of this Article VI. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

4.(b) Where an employee first reports for planned overtime on a scheduled day off, or on an observed holiday, the employee shall receive a minimum of four hours work or pay or, if the work exceeds four continuous hours, a minimum of eight hours work or pay at the applicable overtime rate. For each time thereafter that the employee reports for planned overtime work on that same day, the employee shall receive a minimum of three hours' work or pay at the applicable overtime rate. Employees, at the time they are notified of the assignment shall be informed as to the estimated duration of the work. When an employee is advised on less than 15 hrs notice not to report for such prearranged overtime, the employee will be paid for 2 hrs at the employee's straight time rate except that when the prearranged overtime immediately precedes or follows the employees normal schedule hours and would amount to less than 2 hrs, the employee will be paid at the employee's basic straight time rate for the actual amount of prearranged overtime. In any case where an employee is given an opportunity to work planned overtime on the employee's scheduled day off in accordance with the full minimum provided under this paragraph, but is excused at the employee's own request from working that full minimum, the employee will be paid only for actual hours worked.

Section 5. Equitable Distribution of Overtime

Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis. Overtime lists will be furnished to the Business Manager on a monthly basis.

[11]**Section 6. Rest Time**

6.(a) Except in case of emergency or the case of unforeseen absence of other employees, employees shall not be required to work more than twelve hours in any one twenty-four hour period. If an employee is required to work beyond sixteen hours in any twenty-four hour period, the employee will be paid at double the employee's straight time rate for those

[11] July 22, 1976 #2

hours worked beyond sixteen. An employee required to work more than sixteen hours during any twenty-four hour period shall, once released, be allowed a period of eight hours off before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby. If an employee is required to work outside of the employee's normal schedule for more than one hour (more than two hours with advanced notice) during the eight-hour period immediately preceding the starting time of the employee's next normal schedule, the employee will, whenever possible be allowed rest time during that normal schedule without loss of normal wages. If an employee is called out without advance notice to work more than one hour (including travel time) during the eight hour period immediately preceding the starting time of the employee's next normal schedule, the employee will, where service requirements permit, be allowed equivalent rest time during the employee's basic scheduled hours on that day without loss of normal wages. The above does not apply to "call-outs" occurring one hour before the start of the employee's regular schedule. The rest time provided in the above two paragraphs will be scheduled by the supervisor. The rest time shall be equivalent to the sum of the time worked during the above eight-hour period. Time allowed off for meals **(meal time not taken)** will **not** be counted **as time worked** in determining "more than one hour" (more than two hours for prearranged overtime) for the purpose of this Section. When service requirements will not permit scheduling such time off, the equivalent hours will be paid for at two times the regular rate instead of straight time. Similarly, an employee called out without advance notice to work more than one hour (more than two hours with advanced notice), including travel time during the eight-hour period immediately preceding the starting time of a planned overtime assignment on the employee's scheduled day off, said employee will, when service requirements permit, be allowed equivalent rest time at straight time rates during such planned overtime assignment hours-the maximum hours so paid being either the announced minimum hours guaranteed or the average hours actually worked on the assignment by other employees of the same classification, whichever is greater. The above does not apply to "call-outs" occurring one hour before the start of the employee's regular schedule. The rest time provided for above will be scheduled by the supervisor. When service requirements will not permit scheduling such time off, the equivalent hours will be paid for at straight time rates in addition to the applicable overtime rate.

6.(b) **Payment For Rest Time Worked On A Holiday.** Employees who are eligible for rest time and are required to work through their rest time on a Company recognized holiday that they were scheduled to work, will receive double and one half times the employee's straight time rate for the actual rest time hours worked.

Section 7. Work Beyond 16 Hours

If an employee is required to work beyond sixteen consecutive hours, the employee will be paid at double the employee's straight time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals **(meal time not taken)** will be counted in determining sixteen consecutive hours for the purpose of this Section**, but will not count towards eight consecutive hours off**.

[12]**Section 8. Call Out**

An employee is considered to be called out (1) when the employee is called in when not on duty and without advance notice, to report immediately for overtime work or, (2) when the

[12] Topic: Storm Assignment

employee is given advance notice to report for overtime work on a regularly scheduled working day when the overtime work is prior to or after and not continuous with the employee's regular scheduled working hours. Employees called in for work outside their regular working hours shall be paid time and one-half. Such pay shall be computed from the time the employee reports to work to the time of completion of the employee's work and their return to designated headquarters, to which time shall be added one-half hour for travel to work and one-half hour for travel from work. Time off shall not be considered as repayment for such work done. An employee called in for work under the terms of this paragraph will receive a minimum of two hours' pay including the above travel time at time and one-half for each time the employee is called away from their home, except that if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid the overtime rate only for actual time worked and the half hour travel time to work. In the case of an employee who receives a call between the hours of midnight and 6 a.m., or between 8:00 a.m. and 2:00 p.m. for permanent 2nd shift garage mechanics, to report immediately, the minimum shall be three hours instead of the two hours referred to in the previous sentence, and the same conditions will apply. An employee will be considered on Company time while traveling directly to work after being called out, but paid no more than the amount specified herein.

When normal means of transportation are not available to an employee required to work overtime without advance notice, the Company will provide transportation to the employee's home.

[13] [14] [15] [16]**Section 9. On Call**

Employees may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24 hour periods. Employees, except Troubleshooters, who are assigned by the Company to be on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24 hour period (or less than a 24 hour period) that they are required to be on call as follows:

(i) If the majority of the 24 hour on-call period (or less than a 24 hour assignment) is served during a weekday (Monday through Friday), employees will receive 1.5 hours at basic straight-time rates;

(ii) If the majority of the 24 hour on-call period, (or less than a 24 hour assignment) is served during a holiday, weekend (Saturday or Sunday), or the employee's scheduled day off (only for employees working a shift or special schedule), employees will receive 3 hours at basic straight-time rates. With the exception of weekend on-call periods containing Company-recognized holidays, employees will receive no more than two 3 hour payments and one 1.5 hour payment for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday.).

Time worked under Sections 9 and 12 will be computed from the time of receipt of each call out, and unless the time extends into the employee's scheduled work time, until return to place of receipt of the call out.

[13] July 1, 1966 B.1.
[14] July 1, 1966 B.3.
[15] November 22, 2004
[16] November 3, 2010

One on–call payment will be made for each 24-hour period regardless whether such 24-hour period extends over two calendar days. With the exception of seven day on-call weeks containing company recognized holidays, or weeks containing an employee's scheduled day off (only for employees working a shift or special schedule), employees will receive no more than five payments of 1.5 hours and two payments of 3 hours for an on-call assignment of seven consecutive 24-hour periods (e.g., 3 p.m. Tuesday until 7 a.m. Tuesday) even though such period might extend over eight calendar days.

In addition, the employee will receive pay, when appropriate, in accordance with Section 8 of this Article VI. Where employees have been placed "on-call," they shall be called before or concurrently with other employees in case of emergency work which they are qualified to do.

An employee not scheduled for "on-call" who is given advance notice to report for overtime work on a regularly scheduled working day when the overtime work is prior to or after and not continuous with the employee's regular scheduled working hours, shall be paid for being "on-call" in accordance with Section 9 of this Article.

Employees not regularly assigned to "on-call" who are required to hold themselves available so that they may be contacted within one-half hour in anticipation of an emergency or to return to work following the completion of their regular shift shall be paid in the same manner as a person assigned to "on-call" for the day on which such an assignment is made and paid under Section 9.

[17] [18]**Section 10. Excused From On Call**

Such employees shall upon request be excused only from the established annual rotational scheduled "on-call"/Shift assignment for a period of not less than twelve months provided the employee has reached 45 years of age, has greater departmental seniority than other employees who make the same request, and the granting and/or continued compliance with the request does not subject the remaining employees on the employee's particular "on-call" schedule to a normal "on-call" schedule assignment frequency greater than one out of four. Nothing contained in this Article shall restrict the Company's right to assign any employee (whether or not excused from participating in the annual on-call schedule) to be on call for unscheduled emergency situations, such as the forecast of a storm. Any employee so excused will be excluded from the provisions of Article VI, Section 5. However, the Company will attempt to equalize scheduled overtime to the extent possible without keeping dual overtime records.

For the purpose of <u>unplanned</u> overtime, the overtime list will be followed as per normal practice.

For the purposes of <u>planned</u> overtime, the administrative 2000 hours figure will be disregarded.

The Company will utilize the following process to assign personnel to unscheduled on-call:

[17] Topic: New Hires (A)
[18] October 23, 2012 & August 29, 2005

(i) The Company will ask for volunteers, including employees who have requested to be excused from on-call assignment of this Article by overtime standing in accordance with Article VI section 5.

(ii) If there is an insufficient number of volunteers to meet on call staffing needs the company will first assign employees who have not requested to be excused for on call assignment of this Article, by overtime standing in accordance with Article VI section 5.

(iii) If steps 1 and 2 above do not provide a sufficient number of volunteers or assigned personnel to meet on call staffing needs the company will assign employees who have requested to be excused from on call assignment of this Article by Classification Seniority.

(iv) The Company may, upon the conditions of the work, assign personnel who are available at the facility including employees who have requested to be excused from on call assignment of this Article to stand call until steps 1-3 can be satisfied. The Company will attempt to find replacements for the excused employees who have been assigned. If a sufficient number of volunteers and assigned personnel are available to meet on-call staffing needs, the employees who have requested to be excused from on call assignment may be excused by Classification Seniority.

Section 11. Trouble Call

11.(a) The Company and Union agree to continue their cooperative efforts to enhance customer service by improving response time during customer outages. In keeping with this mutual goal, the parties agree to the formation of an A list of employees who wish to be designated to take trouble calls.

11.(b) All employees in the following classifications will be eligible to participate in the A response list:

Chief Line Mechanic,	Chief Electrician	Chief Splicer
Lead Line Mechanic	Electrician	Splicer
Troubleshooter	Lead Electrician	Lead Splicer
Line Mechanic		

11.(c) The Company seeks 100% participation of all eligible employees, but requires 25% within each of the ten (10) participating classifications. If the required participation is not obtained on a voluntary basis, assignment to the A list will be made on a junior to senior basis. Employees not participating in the A list may elect to participate on a weekly basis.

11.(d) Overtime Rotation - A separate overtime rotation list will be maintained for A list participants. Prearranged overtime will be distributed from a combined list.

11.(e) Employees who have removed themselves from the scheduled call rotation under this Article will have 2000 hours added to their overtime hours on the overtime list.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purposes of planned overtime, the administrative 2000 hours figure will be disregarded.

Section 12. Troubleshooters Assigned to Call

Troubleshooters who are assigned by the Company to take trouble calls outside their normal schedule hours will be so-assigned for either (1) eight hours immediately preceding, or (2) eight hours immediately following, or (3) a total not in excess of eight hours both immediately preceding and immediately following their normal schedule hours each day they work. Troubleshooters will be paid for one hour at basic straight-time rate for each eight hours they are assigned to trouble call duty except that, when assigned on a recognized holiday they will be paid for two hours at basic straight-time rate for each eight hours so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m.

Section 13. Assignment of Vehicles for Call

13.(a) Employees, except troubleshooters, who are assigned by the Company to take trouble calls outside their normal schedule will, whenever practical, be assigned a Company motor vehicle for all hours assigned to call, provided that there are no conflicts with local zoning regulations.

13.(b) When an employee is assigned to call as a member of a crew, one member of the crew complement will be assigned a motor vehicle under the provisions outlined above.

13.(c) This provision will also apply to troubleshooters where arrangements suitable to the Company can be made to return the vehicle to a suitable location following the call assignment. Troubleshooters who use their personally owned vehicle, while responding to trouble calls during the hours of call assignment, will be paid mileage in accordance with Article XII, Section 4.

13.(d) The Company agrees that it will give consideration to valid reasons of an employee who requests that the employee be excused from taking an assigned Company vehicle home during hours of call.

Section 14. Paging Device for Use During Call Assignments

When an employee is assigned to call, they will be provided with a paging device ("beeper"), when practicable, as an alternate means of contact during the normal call schedule. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order as indicated by the testing procedure or to provide other means to be contacted as is presently practiced.

[19]**Section 15. Meals And Meal Allowances**

After an employee has had one and one-half hours of overtime work which is continuous with the employee's regular scheduled working hours and which forces the employee to miss their regular meal hour (other than breakfast as provided for below), or after five hours of overtime work since being called out, and after each additional five hours of overtime work, the Company will either provide a meal for the employee or pay the employee $10.00 on account of such meal.

An allowance of $20.00 shall be made for evening meals only (4:00 p.m. to 12 midnight). The eight hour period following completion of the normal work schedule is applicable for shift workers. A meal allowance shall be given to shift employees who are required to report for work starting one hour or more before their next normal schedule starting time without having been given twelve hours advance notice.

An allowance of $10.00 shall be made for breakfast in any case where an employee is required to report for work on the day shift one hour or more before the employee's usual starting time, even though prior notice had been given of such work. Meals eaten on the job to avoid interruption of work during such overtime or emergency will be eaten on Company time. As far as operating requirements permit, each such employee shall be allowed reasonable time off to eat such meal, except for the special case of the breakfast meal provided for above. Such reasonable time off up to three-quarters of an hour shall be included in the hours of overtime work. An employee entitled to a meal and/or time off under this Section shall, if the overtime assignment continues, become entitled to additional meals and/or time off therefore at five-hour intervals. Although exact scheduling of meals will depend on requirements of the job, it is intended that an employee be allowed to eat a meal within a reasonable time after the employee becomes entitled to it under this Section. However, if the employee is not given time off but works through to complete the job, the employee will be paid three-quarters of an hour for each meal for which the employee qualified. An employee called out for one and one-half hours or more but less than five hours of actual overtime work, who thereby misses a regular meal hour, will be provided with a meal or paid for the meal at the rate of $10.00 for breakfast, lunch, and $20.00 for evening meals only (4:00 p.m. to 12 midnight), and in which case there would be a time allowance for eating. On a day when an employee is not scheduled to work, the "regular meal hour" for the purpose of this Section will include any part of the one hour period beginning at 7:00 a.m., 12:00 noon, and 5:00 p.m. For prearranged work, the meal allowances would be the same as on a regular workday. An employee on the day shift who is called to come immediately to work one hour or more in advance of the employee's regular starting time and who is not released for at least half an hour prior to starting the employee's day's work will be provided with a breakfast or paid $10.00 for purchase of same and, if the employee does not have the opportunity to provide the employee's own lunch in these circumstances, the employee will be provided with a lunch or paid $10.00 for the purchase of same.

In the event a shift employee is called back with less than eight hours' notice to work a second full shift within a twenty-four hour period or is assigned with less than four hours' notice to work a full shift on the employee's day off, the employee shall receive two meal allowances for the shift.

[19] July 15, 1971 #5

Except where the Company has scheduled an employee for a straight eight (8)-hour day**,** normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch periods should be kept at a minimum. When the work requirements make it necessary to postpone a lunch period for an hour or more, the practice will be to pay the employee time and one-half for the lunch period so that the employee will be considered to be on continuous duty from the start to the finish of the workday, eating when the employee can find the opportunity without any stated meal period. Employees scheduled for a straight eight (8)-hour day will not have a lunch period designated but will be expected to eat on the fly.

Section 16. Schedules of Normal Work Coverage

The Company will prepare and post on bulletin boards schedules of normal work coverage for the employees in various departments, plants and districts of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than ten hours per day or forty hours per week. Employees may be required to work a straight eight (8) hour schedule without a designated lunch period. The work week shall consist of four or five consecutive days except for shift or scheduled workers. All hours worked in excess of eight or ten hours per day or the basic forty hours per week, or outside of the employee's normal schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided.

Section 17. No Duplication of Rates

When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

Section 18. Schedules of Shift Employees, Shift Premium and Sunday Premium

18.(a) The schedules of normal work coverage for employees who are assigned as shift or scheduled workers are made to meet the continuous nature of the Company's operations. **The Company and Union shall meet and discuss any permanent schedule change for shift or scheduled workers prior to implementation. During the course of discussions with the Company, the Union may seek input and poll the membership regarding any schedule change.** The job classifications of employees who normally are assigned as shift or scheduled workers are identified by the prefix "S" in the Schedule of Job Classifications and Basic Straight-Time Hourly Rates Appendix "A" of this Agreement.

18.(b) Upon request from shift or scheduled workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage within a work week provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 19 of this Article shall not be applicable. No other such exchanges of scheduled hours of normal work coverage will be permitted, except for employees on a Tuesday through Saturday schedule.

18.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of two dollars and fifty cents ($2.50) per hour will be added to the employee's basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 6:00 p.m. An employee regularly assigned to a shift schedule will receive shift adder for all paid time off.

18.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift or scheduled workers. This Section will not be applicable to time worked at double straight-time rates under the provisions of Section 20 of this Article.

Section 19. Change In Normal Work Schedules

The work and "on-call" schedules in effect for the different departments at the time of the execution of this Agreement will be furnished to the Union by the Company.

19.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article.

19.(b) When an employee's normal work schedule is changed with less than seventy-two hours advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and one-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous normal schedule without forty-eight hours advance notice after serving a relief coverage assignment as described herein.

19.(c) When operating or maintenance requirements make it necessary to change the normal work schedule of a day work employee, (other than a shift or scheduled worker), to an afternoon or night normal schedule, for other than relief assignments to normal schedules of shift or scheduled workers, the employee will be paid at one and one-half times the employee's straight-time hourly rate for all time worked on the afternoon or night normal schedule which was not normal work time on the employee's daytime schedule provided the period of assignment is for three or less consecutive workdays. When the period of assignment is more than three consecutive workdays, the change of normal work schedule will be made in accordance with 19.(b) above. This Section will not be used to change the normal work schedules of day work employees from daytime to afternoon or night normal schedules except when the work to be done is necessitated by operating or maintenance requirements which must be continued on at least a two-shift basis or when it cannot be performed during daytime normal schedule hours. A day work employee may be returned to a daytime normal work schedule without seventy-two hours advance notice.

19.(d) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

Section 20. Sunday or Second Scheduled Day Off

20.(a) A Shift or scheduled worker will be paid double the straight-time rate for all hours worked on Sunday outside the employee's normal schedule.

20.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

ARTICLE VII
Vacations, Holidays and Leaves of Absences~~~~

[20] [21]**Section 1**. **Vacation Allowance**

a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

- For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.
- For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.
- For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.
- For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

[20] July 24, 1970 #1
[21] Topic: Vacations

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

All vacations must be completed within the calendar year and are not cumulative. The Company must afford opportunity for the employee to take the employee's vacation within the calendar year. The period of continuous service, for vacation purposes only, is not interrupted by leave of absence or temporary layoff.

(b) An employee's vacation begins at the end of his/her last scheduled work day.

(c) The vacation allowance per week will be based on the number of hours in the scheduled workweek generally in effect throughout the Division at the time the employee takes the employee's vacation, with overtime rates applying to hours in excess of forty hours per week. For the term of this Agreement, the minimum vacation allowance per week will be forty hours' straight time pay unless some public authority orders a shorter workweek.

Section 2. **Employee Returns Before June 1**

An employee who returns before June 1 of any calendar year from leave of absence or temporary layoff of more than six months' duration shall be entitled to the employee's full vacation for that calendar year. For any such employee returning after June 1, the vacation for that calendar year will be computed at one-tenth of the amount provided under Section 1 above for each month (including the month of the employee's return) remaining in the calendar year.

[22]**Section 3**. **Choice Of Vacation**

Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Teal Book Seniority on a local, plant or departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a) 1. above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods, and (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district, department and plant will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacation schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make the employee's selection within a reasonable period of time, the

[22] Topic: Hartford/ Simsbury/ Falls Village

employee will forfeit the employee's turn until all other employees involved have made their selections. Should any employee fail to make the employee's selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period has been granted, it will not be interfered with except in emergencies.

[23]**Section 4**. **Vacation**

The vacation period shall be between January 1 and December 31. Each employee shall be permitted to take a vacation between May 1 and October 31, subject to the provisions of Section 3. An employee entitled to more than two weeks of vacation shall be permitted to take a two-week vacation between May 1 and October 31 and may take the employee's entire vacation during this period or outside this period, subject to the provisions of Section 3.

Section 5. **Discontinuation Of Employment**

Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee's employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee's total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee's full vacation or pay for that calendar year.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee's total vacation allowance for that calendar year which the employee has not already received. However, in the normal case, such employee will be required to schedule the employee's entire vacation prior to the employee's retirement date. An employee retiring on any February 1 who is entitled to more than four weeks of vacation will schedule such vacation during January of that year and in the latter part of December of the preceding year.

Section 6. **Emergency Recall From Vacation**

An employee who has started the employee's vacation will not be required to return to work during the period of that vacation as scheduled. Any employee who is recalled to work any hours of the employee's regular basic schedule during a week the employee is on vacation shall be paid at two times the employee's regular rate for such work and, in addition, shall receive as soon as practicable thereafter, at the employee's option, either equivalent time off with pay or pay at straight time rates for those hours worked which are within the employee's regular forty-hour basic schedule. Hours worked outside of an employee's usual eight working hours on one of the employee's basic five workdays shall be paid at double time and such hours shall be counted as hours worked for the purpose of equalizing overtime.

[24]**Section 7**. **Holidays (effective January 1, 2017), Time Off Before Christmas**

[23] November 3, 2010

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern.

Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday.

Whenever any such holiday(s) occur upon Saturday, the preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If Christmas day falls on a weekend day or a Monday, the 4 hours will be allowed in a manner consistent with the rest of the company.

If it is determined by the Company that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

Section 8. **Holiday Pay**

Pay for the holidays listed in this Article will be as follows:

(a) If the holiday is observed on a day when the employee would ordinarily work and if the employee's services are not required, the employee will receive eight hours' pay and the day off.

(b) If the holiday is observed on an employee's day off or during the employee's vacation, the employee shall receive an additional day off sometime during the calendar year on a day mutually agreeable to the Company and the employee.

(c) If an employee is required to work on a holiday, the employee will receive the eight hours' pay or day off provided under (a) or (b) plus time and one-half for all hours worked within the employee's usual eight working hours and double time for all other hours actually worked or the minimum provided under Article VI, whichever is greater.

(d) The pay provided in this Section 8 shall be in lieu of all other pay for work on holidays. Hours worked on a holiday which are outside of an employee's usual eight working hours shall be counted as hours worked for purpose of equalizing overtime.

[24] July 3, 1963 4(b)

Section 9. Shift Adder For Second Shift

A permanent second shift employee, e.g., Garage Mechanic, will be paid holiday and vacation pay at the rate which includes the shift adder.

Section 10. Sick Leave

Continuation of Pay

Incumbent employees as of December 31, 2016 will keep their sick time eligibility in accordance with the following:

Continuous Service – Weeks of Full Pay

From 6 months to 5 years - Up to 6 weeks

For 5 years to 10 years – Up to 10 weeks

For 10 years and upward – Up to 1 week for each year of continuous service

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

The Company will notify the Local Union one week prior to the expiration of an employee's sick-leave payments.

Effective September 1, 1963, the Company amended its sick-leave wage payment policy for bargaining-unit employees to suspend the waiting period of one scheduled work day without pay.

Employees hired on January 1, 2017 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first **twelve** weeks of short-term disability will be paid at 100% of base pay
- Up to **thirteen** additional weeks of short-term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)

All Engineering Designers, Senior Engineering Designers, Distribution Design Engineers, Senior Distribution Design Engineers, **Representative A – Mobile Meter Reading, Distribution Automation Technicians, Distribution Automation Specialists, Substation Automation**

Technicians and Substation Automation Specialists have the same sick leave wage payment benefits listed above as employees hired on or after January 1, 2017.

Section 11. Absence Due to Death in Family

11.(a) Time off without loss of pay shall be granted to employees in the event of death in the family or step-family as follows: Where the deceased was the father, mother, brother, sister, wife, child, grandparent, or grandchild of the employee, the employee shall be given time off between the death and burial up to a maximum of four calendar days and including the entire calendar day on which the funeral occurs, together with the midnight shift of the next calendar morning, so that the employee may make arrangements for the funeral and attend the services. Where the deceased was the father-in-law or the mother-in-law of the employee, the above maximum time off shall be two calendar days. In case such relative's death and burial takes place at a distant location and the employee does not attend, one day off will be allowed. In case of the death of brother-in-law, sister-in-law, aunt, or uncle, or in case of the death of any relative who is a member of the employee's household, the employee will be allowed one day off to attend the funeral. An employee seeking leave must notify the employee's supervisor of such death and request such leave, which shall be granted unless an emergency exists at the time requiring the employee's services.

Where the supervisor is satisfied that additional time off is needed by the employee to attend the funeral and to make arrangements for which the employee has responsibility, the supervisor may, at the employer's discretion, increase the maximum time allowances specified above to five or three calendar days, respectively.

11.(b) If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first three months of the following calendar year. The immediate family is defined to include the spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandmother or grandfather, grandchildren, sister, brother, step-relative, or one who is considered a member of the family and living in the employee's home through a tie of obligation or friendship.

Section 12. Jury Duty Wage Payments

The Company will facilitate wage differential payments to employees on jury duty.

Section 13. Military Leave

The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The service record for those who are granted a military leave of absence will continue without interruption.

13.(a) **Short-Term Leave of Absence for National Guard and Active Reserve**

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence and must give a copy of the "Ordered Tour of Duty" as soon as possible to his or her supervisor so that arrangements can be made for work assignments in the employee's absence.

Upon receipt of military documentation and the Compensation for Ordered Tour of Duty form, any regular employee will be compensated for the difference between his or her base wages and military pay for a maximum of fifteen working days per Federal fiscal year (October 1 through September 30 of the next calendar year) if the military pay (taxable income on the military pay voucher) is less than the employee's base wages. Payment procedures are as follows:

An employee must complete and submit the Compensation for Ordered Tour of Duty form to the Leave Administration Department. If an employee does not submit the completed form prior to leave, the period of leave will remain unpaid until such time that the employee submits the form.

Requests for leave of absence to attend service schools or tours of duty for other than training will be considered on a case-by-case basis.

Company Benefit Plans will remain in force during short-term military leave of absence. When an employee active in the National Guard or Reserves is called for emergency duties, compensation for such a call will be considered at that time.

[25]13.(b) **Long-Term Leave of Absence for Active Duty**

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §§4301-4333. He/she must give a copy of the orders to his or her supervisor immediately. Employees on military leave for active duty may continue their health care benefits under COBRA, and for an additional six-month period subsequent to the 18-month COBRA period. Employees participating in the Retirement Plan will continue participation. Information on benefits will be provided to employees by Human Resources when HR is notified of the leave.

Upon return from military service, the employee will be reinstated, to the extent required by law, provided the employee: makes application for reinstatement within the required time following release from active duty; is still physically qualified or is able to become re-qualified with reasonable efforts; and if drafted, produces a certificate of satisfactory completion of training and service. An employee who enlisted must produce documentation of honorable discharge to qualify for reinstatement. For temporary employees, is released from military service prior to the end date of his or her temporary assignment or, for bargaining unit employees, prior to being released from the assignment.

In the event the military leave continues for greater than 91 days, the Company will provide a job of like status and pay if an employee's former job is not available.

[25] July 24, 1970 #5

Section 14. Personal Time

The Company and Union agree that NUP 13 – Personal time, will be extended to the classifications covered in this agreement. The parties also agree that the Company may change the policy / practice outlined in this NUP without negotiation. Effective January 1, 2017 personal time is eliminated.

Section 15. Leave of Absence: Union Representative

Upon written request from the Union, the Company will arrange for a leave of absence for up to four employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during the employee's leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such manner as may be mutually agreed upon by the Company and the Union.

ARTICLE VIII
Safety Provisions

Section 1. Policy Statement

It is agreed that the Company and the Union will work together on a continuing program of safety measures for the protection of the employees, the public, of Company property and of its service to customers.

Section 2. Employees; Judgment, Skill and Ability

In job assignments and in assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

Section 3. Safety Manual

The Company will issue a copy of its "Employee Safety & Health Handbook" to each employee covered by this Agreement. Any changes in the rules in the " Employee Safety & Health Handbook" shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

Section 4. Company/Union Safety Meetings

Representatives of the Company and two representatives of the Union from each Division and the Local Business Managers shall meet in February and September to discuss safety. Any conclusions reached by this committee will be followed up promptly by the Safety Section and the results will be communicated to the Business Manager and Assistant Business Manager concerned within thirty days. Within five days following any meeting of this joint

committee, any Union representative may submit to the President the employee's own report on any safety matters which this representative presented for discussion at the meeting but which did not result in a committee recommendation.

The Union shall be allowed one representative on each divisional or district safety committee.

[26]**Section 5. Company/Union Safety Responsibilities**

The Union agrees to use its best efforts to see that its members employed by the Company shall read and comply with the safety regulations made by the Company, and that its members will wear and use the protective devices and apparel to be provided in accordance with the standard practice of the Company for the protection of employees from injury. The Company agrees to use its best efforts to see that persons who supervise employees read and comply with the safety regulations. The Company agrees also to use its best efforts to see that contractors engaged in work included in bargaining unit classifications observe the Company's safety regulations or equivalent. Safety is a joint responsibility of supervisors and employees. The primary function of a Supervisor is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to danger when working aloft, on live wires, or in other situations of potential hazard and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in manual work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

Section 6. Protective Equipment Furnished by Company

6.(a) Protective equipment such as safety belts, rubber gloves with protectors and welder's equipment will be furnished by the Company. The Company will furnish coveralls or shirt and pants for painting of a nature where normal painting practices fail to prevent for all practical purposes destruction of the employee's clothing such as painting towers, gas holders or chain link fences. Employees whose duties include handling of acid or assignment to areas where acid producing conditions exist will be provided protective clothing when engaged in this type of work. Where required on the job the Company also will furnish for the use of employees, boots, raincoats, rainhats, heat-protective gloves, working gloves and other protective items which it has customarily furnished in the past. In addition, plastic raincoats will be furnished to collectors, rubbers and gloves to collectors and Meter Readers-AMR Drivers. Protective equipment furnished by the Company shall not be used by employees for purposes other than Company work. Such equipment shall normally be stored on Company property or in other locations authorized by the Company where it will be readily available for use when required. Each employee to whom the foregoing equipment is issued will be expected to exercise reasonable care in its use and to guard it against unnecessary damage or loss.

Replacement of clothing unavoidably destroyed due to abnormal working conditions.

6.(b) The Company shall provide and own all tools used by a gang or crew such as picks, shovels, crowbars, chain hoists and the like as required. The Company also shall provide and own uncommon and infrequently used equipment and tools such as those of larger size than ordinary hand tools or any special tools required for special purposes including body belts with essential accessories and climbers with straps and pads for linemen and other

[26] July 24, 1970 #2

employees as required. In addition, the Company shall provide those hand-tool items which are consumed in use such as files, bits, drills, hacksaw blades and the like.

6.(c) It shall be the responsibility of both the Company and the employees to maintain their respectively owned tools and equipment in good condition at all times and make replacements promptly when required for the safety of employees. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

[27]**Section 7. Live Line Practices**

7.(a) Work assignment of employees classified as Line Helpers

Work assignments of employees classified as Line Helpers will be made in accordance with the TMP.

7.(b) Energized primary work at two working levels or cutting in or out slack

Live-wire work involving either transferring of primary wires on poles or cutting in or out slack, or handling energized wire at two working levels shall be carried on by two Linemen or a Lineman and an eligible Line Helper **as defined in the TMP**.

The following is our understanding of operating practices to be observed under paragraph B.

1. For the purposes of this paragraph, the following definitions shall apply:

a. Straight-Line Pole

A pole in line where the energized primary wires are carried on pin-type insulators and the angle of pull is not more than 18 feet (20 degrees).

b. Corner Pole or Angle Pole

A pole located at an angle in excess of the above or where the energized primary wires are carried on disc insulators or the equivalent.

c. Junction Pole

A pole where the energized primary wires extend in three or more directions from the pole, or where the energized wires extend in two directions from the pole and are supported on crossarms attached to the pole at two different levels.

2. The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out in accordance with the number of qualified line department personnel described in the attached Live-Wire chart. The chart will be interpreted within the following scope:

[27] July 15, 1971 #5

a. Where the required numbers are two (2) or four (4), one-half (½) of the assigned number must be Linemen or Chief Linemen or a combination of both. The remainder may include Line Helper(s) **as set forth in the TMP**.

b. Where the required number is three (3), two (2) must be Linemen or Chief Linemen or a combination of both, the remainder may be a Line Helper **as set forth in the TMP**.

3. The cutting in or cutting out of slack in energized primary wires shall be carried out by two Linemen or one Lineman and a Line Helper **as set forth in the TMP**.

4. It is understood that in the event the transferring of energized wires from one pole to another also involves the cutting in or cutting out of slack or the installation of energized primary taps, or both, the provisions of 3. of this letter shall not require Linemen in addition to those provided for in the chart.

5. The Company may assign more than the specified number of employees to carry out any of the above jobs for expediting the work or for other purposes and the Union agrees that such use of extra employees shall not be considered as establishing a precedent.

6. The installation of energized primary taps on junction poles, and elsewhere where it is current standard practice, shall be carried out by two Linemen or one Lineman and one Line Helper **as set forth in the TMP**.

7. During 1976 contract negotiations discussions of the Company proposals for modifications of the June 18, 1975 live-wire practices letter, the Company explained that it was not its intent to change its method of assigning three-person crews as a result of the redesigning of the required number of personnel with respect to the live-wire practices, as described in the Letter of Understanding and attached chart.

On limited occasions, a line crew consisting of two qualified line department personnel could be assigned to perform jobs listed as 1 through 3 under the heading Personnel Lifting Devices of the live-wire practices letter interpretation chart, where the jobs could be performed without the use of a lifting tong in conjunction with a holding stick.

However, it is recognized that some line functions, other than the assignments listed in the live-wire practices chart, are now performed by and will continue to be performed by a two-person line crew.

LIVE-WIRE CHART

The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out by:

Type of Pole	Change in Level	Horizontal Distance Between Pole	No Arerial	Personnel Lifting	Personnel - Lifting Device &	Material Handling or Aerial

	of Primary Wires	Surfaces at Level of Primary Wire on Old Pole	Device	Device	Material Handling or Device or Aerial Derrick	Derrick
1/				2/	2/	2/
1 Straight Line	No more than 5 ft.	Not more than 18 in.	2	2	2	2
2 Straight Line	No more than 5 ft.	More than 18 in.	3	2	2	2
3 Straight Line	More than 5 ft.	Any distance	3	2	2	2
4 Corner	Not more than 5 ft.	Not more than 18 in.	3	2	2	2
5 Corner	Not more than 5 ft.	More than 18 in.	3	3	2	3
6 Corner	More than 5 ft.	Not more than 18 in.	3	3	2	3
7 Corner	More than 5 ft.	More than 18 in.	4	3	3	3
8 Junction	Not more than 5 ft.	Not more than 18 in.	3	2	2	3
9 Junction	Not more than 5 ft.	More than 18 in.	3	3	3	3
10 Junction	More than 5 ft. but not more than 6 ft.	Not more than 18 in.	3	3	3	3
11 Junction	More than 5 ft. but not more than 6 ft.	More than 18 in.	4	3	3	4
12 Junction	More than 6 ft.	Any distance	4	4	4	4

1/ As defined in Section 7. paragraph (b).
2/ Applicable when personnel lifting devices that can be controlled from the device's work position, or aerial derricks, are used and can be positioned so that both poles can be worked from the same truck position.

Section 8. Company/Union Understanding

Through a memorandum and meetings, supervision will be advised of the Company's intent and understandings with the Union with regard to the following:

A. Reasonable assignments during inclement weather, making particular mention of extremes of heat and cold. The Company agrees to instruct its supervisors to make reasonable assignments in all Departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

B. Inexperienced probationary Line Mechanics limited to simpler work in which they are fully qualified when assigned to two-person line crew and truck.

C. Importance of staying within the limitation provided in the Agreement on work done by supervisors.

D. Assistance will be provided, when requested by employees assigned to service customers, under conditions which present special problems or hazards.

E. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

F. Replacement of clothing unavoidably destroyed due to abnormal working conditions.

[28] [29]**Section 9. Inclement Weather**

9.(a) Except in emergency, no employee shall be required to do outdoor work when weather conditions might make such work unsafe.

9.(b) It will be the policy of the Company to give reasonable consideration to limiting the outside work of Meter Readers-AMR Drivers, when extreme weather conditions exist, providing the nature of the work will permit postponement.

9.(c) Meters installed on the outside of buildings or structures will not be tested in place during rainy or snowy weather unless the meterman is sheltered from rain or snow during the testing operation.

Section 10. Hazardous Tasks

No employee shall be required to perform any hazardous task, with which the employee is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

Section 11. Regular On Call Requirements

[28] July 1, 1966 B.5.
[29] July 15, 1971 #3

A Line Mechanic shall not be placed on the regular "on-call" schedule unless the employee shall have had at least six months of service in such classification.

Section 12. Work Assignment Disputes

Where a disputed work assignment clearly involves a violation of the safety rules and such abnormal hazard as to affect a person's life, such work shall not be completed until the dispute is resolved or a temporary solution is reached by the Company and the local Union concerned. This shall not apply to any established practices. This paragraph shall not be so construed as to excuse an employee from performing any established duties of the employee's job classification unless the employee is not familiar with them.

Section 13. Practices and Procedures for Rubber Gloving Energized Conductors above 600v up to three-phase 23kv MGY

1. All standard safety rules in effect shall be followed.

2. Practices and procedures set forth below shall be strictly adhered to.

3. Rubber Gloving energized conductors more than 600 volts up to 23kv MGY will be done by minimum two qualified person crew.

4. No work will be permitted on energized conductors from a pole position (line mechanic spurred into pole or standing on pole steps or other permanent pole attachments).

5. Class 2 (20 kV) gloves and properly tested sleeves shall be used for all pole work while rubber gloving high-voltage energized conductors up to and including the three-phase 23 kV MGY class. A ground-to-ground rubber glove rule shall be enforced for all voltages. Gloves shall be air inflated for testing in the morning and after lunch and at any other time deemed necessary.

6. Employees using bucket trucks shall follow all rules and procedures governing the use of bucket trucks. The insulation portion of the bucket truck shall be inspected and cleaned as necessary before work.

7. a. All energized or grounded parts such as secondaries, neutral conductors, guy wires, telephone wires, cables or CATV cables within reaching distance of the employee shall be covered with approved protective equipment. Company-owned wires and equipment may be floated clear of the pole when practical if work is being done on or near energized conductors. If the neutral conductor is moved, the continuity of all earth grounds including guy grounds shall be maintained.

b. All energized conductors or equipment within reaching distance shall be covered with approved protective equipment, except that portion which is actually being worked on. No handline shall be permitted near an unprotected area.

c. When work is performed on an energized primary conductor, all other conductors, neutrals, grounds, and potential grounds, including crossarms and any portion of the pole within reaching distance, shall be covered with approved protective equipment.

8. When an energized primary conductor is placed on the crossarm, bracket or against the pole, it shall first be covered with a line hose, and in addition, the crossarm, bracket or pole shall be covered with a rubber blanket or other approved insulation.

9. Work being performed on energized conductors by workers in buckets, and/or by workers working at the same pole or structure, shall be confined to only one phase of any circuit at a time.

10. Work not directly related to rubber glove procedures shall not be performed on the same pole or structure. Tools and materials shall not be handed to or from the pole to a person in a bucket while a Line Mechanic is spurred to the pole or not otherwise isolated from the ground.

11. All jumpers and rubber protective equipment, including gloves, sleeves, blankets, hoods, and line hose shall be inspected before each use and shall be turned in for testing and/or washing in accordance with a Company schedule, or sooner if there is any indication that the equipment may be defective.

12. Bucket trucks shall be tested **two times per year** and at any other time there are indications of damage or electrical leakage.

13. When wet conditions exist, hot sticks will be used or the lines will be deenergized.

Section 14. Safety Shoes

Effective January 17, 2013, the Company will provide up to $250 annual allowance to Operating Department employees towards the purchase of one or more pair(s) of safety footwear that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in ASTM F2413-05 (M 1175/C75/Mt75) EH Rated Safety (steel toe or composite) footwear. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to $250 per year. Ordering safety shoes through the Company stock rooms has been discontinued.

[30] [31] [32]**Section 15. Safety Eyeglasses**

The Company will pay the full cost of lenses, frame and carrying case of clear and/or tinted prescription safety eyeglasses**,** for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years for the term of the agreement. Employees who opt for safety glasses with Photochromatic (photogray) or progressive lenses will not receive a second pair of clear or tinted safety glasses. The Company will pay for the cost of Photochromatic (photogray) or progressive lenses. The Company will provide for the replacement of safety eyeglasses when damaged on the job. Replacement will be limited to lenses only if the lenses are damaged or obscured.

[30] July 1, 1969 #3
[31] July 18, 1975 #3 & #4
[32] August 21, 1995

The employee will provide the Company with a current (not over two years old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

When obtaining prescription safety glasses under the Company's current plan with the American Optical Company (or other company approved vendor) employees will pay any costs for eye examinations which are not covered by their chosen medical or vision plan.

The Company will reimburse the employee for all fitting fees.

Section 16. Emergency Equipment on Vehicles

Gas masks, fire extinguishers and first-aid kits will be standard equipment on all trucks where conditions require.

Section 17. Rubber Protective Equipment

Protective rubber gloves and similar equipment are to be maintained in a safe working condition or replaced as frequently as required or when so-requested by employees.

Section 18. Bucket Trucks for Call Person

It is not intended to be normal practice to assign articulating boom bucket trucks for use by employees on-call when working alone at night.

Extendible (telescopic or similar equipment) boom bucket trucks may be assigned to employees on-call when working alone at night.

Section 19. Testing Articulating Boom Bucket Trucks

Two bargaining unit employees will be utilized when testing articulating boom bucket trucks.

Section 20. Assignment for Patrolling Rights of Way

When necessary to patrol lines on foot through rights-of-way at night or during severe weather conditions, employees will be assigned in pairs.

Section 21. Personnel Assignment for Pole-Mounted Transformers

It shall be standard practice to assign suitably qualified bargaining-unit line personnel as follows to install or remove a pole-mounted distribution transformer.

21.(a) During the hours of darkness, three qualified bargaining unit Line personnel may be utilized when high intensity lighting and when material handling bucket trucks of the type that enables the operator to be in the work area or line derrick trucks suitably rated for the load being handled are provided. Additional Line personnel will be made available when the type of equipment indicated in this Section is not available or when required or requested by the person in charge in order to perform the work safely.

21.(b) Employees assigned shall be suitably qualified bargaining unit Line department personnel. However, under emergency conditions, when the required number of Line department personnel cannot be located or are otherwise unavailable to perform the work, other employees, including wage hour or supervisory, may be assigned to assist available Line department personnel.

Section 22. Personal Security

To enhance personal safety, employees will avoid entering a high-risk area to perform their assigned duties if it appears that their personal safety, or the safety of their personal or company property, may be endangered. Personnel should report such conditions immediately to their supervisor.

District management will request local law enforcement agencies to accompany employees performing an assignment in a high-risk area when the employee has identified the area as imminently dangerous.

Section 23. Fire Retardant Clothing (Effective January 1, 2013)

Increase F.R. allowance to $**1,300.00** for a new hire in the first year and $650.00 per year thereafter and for all other incumbents.

ARTICLE IX
General Provisions

Section 1. Bulletin Board for Union Use

1.(a) The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.(a).

1.(b) If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

1.(c) When information pertaining to Company-Union business is to be disseminated to the employees, announcement shall be posted on the official bulletin boards in the department or departments affected, and duplicates submitted to the Business Manager and Assistant Business Manager.

[33] [34]**Section 2. Supervisors Performing Work**

[33] July 3, 1963 #4(C)
[34] July 24, 1970 #3

(a) Supervisors shall not act in other than a supervisory capacity while they are actively supervising three or more men working on the same shift with them. They shall in no case act in other than a supervisory capacity for more than twenty percent of the time.

(b) A supervisor is not relieved from the employee's responsibility to protect life and property, nor from giving occasional or emergency assistance.

(c) A supervisor called out in an emergency shall not perform regular work other than shall be immediately required to protect life and property. If any additional regular work is required, the foreman or supervisor shall call out bargaining unit personnel to perform the required work.

Section 3. Contract Work

(a) The Company agrees that it will not have work done by contract which is usually done by employees where such contracts will be accompanied by a layoff or reduction of hours in the working schedule or where men capable of doing the work are on layoff, have recall rights, and are readily available. Where contractors employing I.B.E.W. members are readily available and qualified to perform such work, they will be given any contract involving live wire work, to the extent permitted by law, and, all things being equal, will be given preference for other work usually done by employees, to the extent permitted by law.

(b) **When Contracting Out is Not Allowed**

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

[35](c) **Use of Contractors – District and Division Managers will advise Union of use of Contractors upon request**

Upon requests made at reasonable intervals by Local Union Business Managers to the Company's Division or District Managers, the Company will advise the Union of tree trimming, major plant maintenance, substation construction and electric line construction contractors working on the Company's facilities and the estimated duration of such work.

Section 4. Definition Of Emergency

An emergency, as referred to in this Agreement, is any unforeseen circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operation.

Section 5. Wages While Negotiating

During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than twenty-four employee representatives of the Union for time lost from their normal work schedules while attending meetings with Company representatives. If any of these Union representatives is a shift or scheduled worker and the employee's schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, the

[35] July 1, 1960 #2

employee will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

[36]**Section 6. Work Outside of Company Area**

It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement except that when emergency assistance to other utility companies is involved, Section 2 of Article XII shall not be applicable. All hours for travel time or work time paid at a straight- time rate under the terms of this Agreement will be paid at double straight-time rates, when employees are assigned to work in locations or upon facilities other than those owned or operated by Eversource Energy.

Section 7. Relative Policy

It is understood and agreed that notwithstanding the provisions of the collective bargaining agreement between the parties, relatives of employees will not be hired, transferred or promoted into situations where the possibility of favoritism or conflicts of interest might exist. These restrictions also apply to a relative who is working on Company property through a contractor or vendor agency. A relative of an employee will not be hired, transferred or promoted into the same department unless the employee reports to a different supervisor. Additionally, a relative of an employee will not be hired, transferred or promoted into a position in which the relative would be in the employee's direct chain of command (no matter how far removed geographically).

Relatives (including Step-relatives) are defined as:

Father	Wife	Uncle
Mother	Father-in-Law	Aunt
Son	Mother-in-Law	Nephew
Daughter	Son-in-Law	Niece
Brother	Daughter-in-Law	Grandfather
Sister	Brother-in-Law	Grandmother
Husband	Sister-in-Law	Grandchild

If any liability is incurred as a result of discrimination charges that directly result from this Relative Policy, the Company will assume said liability.

ARTICLE X
Strikes and Lockouts

[36] Topic: Storm Assignment

Section 1. The Company agrees that there shall be no lockout and the Union agrees that there shall be no strike or stoppage of work during the period of this Contract. The Company agrees that no action will be taken against the Union as an organization, or its officers while acting as such, for any damage which may be sustained as a result of any strike or stoppage of work not countenanced or authorized by the Union.

ARTICLE XI
Employee Benefits

Section 1.

1.(a) The Company agrees to continue in effect for the period of this Agreement the benefits and eligibility requirements which apply to employees and their dependents where applicable under its current Group Life Insurance Plan, and Health Insurance Plan and the current Northeast Utilities Retirement Plan as amended. January 1, 2008, for employees hired prior to January 1, 2010, and to offer the K-Vantage Benefit to employees hired after December 31, 2009. K-Vantage will also be available to employees hired prior to January 1, 2010, who choose K-Vantage before January 1, 2010 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. Employees originally hired into NU System Companies other than NStar who transfer into the union after January 1, 2010 will retain the same retirement benefit plan elections (under the NUSCO Retirement Plan or K-Vantage) they have immediately prior to the transfer, and will not be given an opportunity to make a new election for either plan. Employees transferred into the union from NStar will be treated as new hires as of their transfer date and will participate in K-Vantage. Previous vesting service from NStar will be recognized for vesting of K-Vantage benefits.

1.(b) Should the Company make any major changes which affect privileges or benefits to employees under any major policy, plan, or program not specifically covered by this Agreement but affecting employees hereunder, the Company shall, if it recognizes such change as significant, notify the Union in writing of such proposed change and the effective date thereof and the Union may, if it so desires, request in writing at any time within thirty days after notice of such change, that a meeting be arranged to discuss the effect of such change on employees and the Company will promptly arrange such a meeting. If notice of such change has not been given, the Company will arrange a meeting for discussing it promptly on request of the Union.

1.(c) It is understood and agreed by the Union and the Company that continuation of benefits provided under the Plans shall, of necessity, be contingent upon the rules and regulations applicable thereto and that the Company and its Plan Carriers will have authority to administer the Plans in accordance with such rules and regulations. Any change in a policy or practice covered by this Section which is not specifically mentioned in this Agreement or any question concerning the Company's application of such policies and practices of the Pension Plan, Group Life Insurance Plan or Health Insurance Plan shall not be subject to grievance procedure or arbitration.

Section 2. Company-Sustained Injury; Total Incapacity

If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents the employee from doing any work and which is compensable under the Worker’s Compensation laws of the State of Connecticut, the employee shall be paid the differential between the employee's normal basic after-tax wages and Worker's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the

negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

Section 3. Employee Benefits – Increase Accidental Death Benefits

3.(a) **Notification to Union** - It is the Company's intention to continue its past practices with respect to employee benefits. Should the Company contemplate any diminution of employee benefits affecting bargaining-unit employees, the matter will be discussed with the Union in advance of the change.

3.(b) **Accidental Death Provision** - In the event any bargaining-unit employee dies as a result of a job-connected injury and benefit is payable under the accidental death provisions of Group Policy No. GC-323337, the Company will provide an additional benefit equal to the amount payable under such accidental death provisions. These benefits are in addition to life insurance coverage provided under Group Policy No. GL-323337.

Section 4. Dutch Point Credit Union

The Company will provide payroll deduction for employees desiring membership in the Dutch Point Credit Union**.**

ARTICLE XII
Expense Allowance

Section 1. Travel Time and Transportation

When required to work distant from their base area, employees will be paid expense and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

Section 2. Expense Plans Outside Base Area

Except when Section 1. or Section 3. of this Article is applicable, an employee required to make the employee’s own arrangements to report at a job location including all training assignments outside the employee’s base area (except satellite/line shops or when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; $28.32 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $50.18 per day.
Plan C - If the distance one way is over forty miles but not over sixty miles; $57.39 per day.
Plan D - If the distance one way is over sixty miles but not over ninety miles; $64.82 per day. When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate per mile for each mile beyond ninety miles.

2.(a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less, $24.34 per day.
Plan F - If the distance one way is over thirty miles; $33.41 per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of the employee's base area on one day the employee will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from the employee's base area headquarters. In addition, the employee will be paid mileage at the current Eversource mileage rate per mile one way for the actual distance traveled between the job locations involved on that day. This Section 2.(c) will not be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

2.(d) As part of the 2009 contract negotiations, the company and union agreed that the mileage reimbursement rate for the CL&P Blue Book and Green Book union agreements will be paid at the current Company mileage rate (i.e., the same rate as non-union employees). This rate will be paid to employees who are authorized to use their personal vehicles while on company time, unless the mileage is otherwise addressed as part of the established contractual expense plans.

It is understood by all parties that the company may change the mileage rate at its sole discretion without notice to, or negotiation with, the union. Changes or modifications to the rate will also not be subject to the grievance and arbitration procedure.

2.(e) If an employee is required to make his or her own arrangements to report to a job location, including all training assignments, outside of the employee's base area on any day and the employee is subject to any tolls using section 2.(b), the Company will reimburse the cost of such tolls to the employee.

Section 3. Berlin Construction, Work in Central Division

An employee of the Berlin Construction Department assigned to Waterbury who is required to report for work on the job within the towns of Middlebury, Naugatuck, Prospect, Thomaston, Watertown, Wolcott, or Waterbury will be paid mileage at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article.

An employee of the Berlin Construction Department assigned to Newington who is required to report for work on the job within the towns of Berlin, Farmington, Hartford, New Britain, Rocky Hill, West Hartford, Wethersfield, or Newington will be paid mileage at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article.

[37]Section 4. Mileage Allowance for Personal Vehicle

An employee authorized to make occasional use of the employee's personally owned vehicle for Company business during working hours and for which the employee is not being paid a travel expense allowance under other provisions of this Article will be paid for such use at the current Eversource mileage rate per mile. Employees will be paid a daily mileage allowance of at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article if the distance one way to the job location is ten miles or less from the home base or satellite.

Section 5. Company Furnished Meals or Lodgings

During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 5. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VI, Section 15 concerning time off for meals furnished under this Section 5).

Section 6. Transfer Expense Allowance

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the employee's former reporting base and the new reporting base and will be paid mileage at the current Eversource mileage rate per mile.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides the employee's own transportation to travel to and/or from the employee's new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

[37] Letter- mileage

6.(b) In lieu of the expense allowance outlined in Section 6.(a) the Company may either provide the employee with transportation or require the employee to live in the employee's new base area and make arrangements for the employee's meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 6 will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

Section 7. Review of Expense Allowances

When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred. When an employee is assigned to work in another District, arrangements will be made either directly with the employee or through the employee's supervisor to meet the employee's reasonable expenses and the Business Manager and/or Assistant Business Manager will be advised.

Section 8. Change in Current Practices or Privilege

If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

[38]**Section 9. Tool Allowance**

The Company will provide an annual tool upgrade allowance of up to **$400.00** per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

Any new or replacement tools required by the Company for performance of any job will be furnished by the Company except that the employee will be responsible for any tools lost or damaged through the employee's own negligence.

Effective June 1, 1986 new hires and transferees to the Garage Mechanic Classification shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

[39]**Section 10. Commercial Driver's License**

[38] Topic: Replacement of employee's tools when stolen
[39] Topic: Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs Include:

(a) endorsements
(b) various test fees
(c) issuance of permit

In addition, the Company will pay the cost difference between the employee's license fee and the license fee of the job-required CDL.

Section 11. Storm Assignment Or Other Emergency Situation

If an employee is assigned to an out of district storm assignment or other emergency situation that may require an overnight stay, and the assignment is made during the employee's regular work hours, the Company will provide ½ hour early dismissal, without loss of wages. In the event that the employee was not provided ½ hour early dismissal, the Company will provide a one-time $25.00 payment to the employee for that overnight storm or emergency event.

ARTICLE XIII
Compliance With Law

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article IV.

ARTICLE XIV
Letters of Understanding

Incorporated herein and made a part hereof by reference are confirming letters of understanding from the Company to the Union which pertain to:

1. **System Projects** – System Projects which is dated March 16, 1998. This letter can be found in Appendix D.

ARTICLE XV
Duration

This Agreement constitutes the entire Agreement of the parties except such amendments or supplementary Agreements as are reduced to writing and signed by the parties hereto.

This Agreement supersedes all previous agreements and shall continue in force from the first day of June 1, **2019** until June 1, **2022** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to June 1, **2022** or June 1st of any year thereafter.

If either party desires to amend this Agreement on June 1, **2022** anniversary date or on June 1st of any year thereafter, a list of all proposed changes shall be submitted to the other party in writing prior to March 1st of the year involved. The party receiving the proposed changes shall have until March 10th to submit additional proposed changes to the other party. The Company and the Union agree to meet promptly thereafter in the period between the 90th and 61st day prior to the anniversary date of the Agreement to discuss the proposed changes and endeavor to reach an understanding on them. If all proposed changes are not thus disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or (2) either party prior to May 1st of that year may serve notice of cancellation of the Agreement if such action is deemed desirable. If all proposed changes are disposed of in a mutually satisfactory manner, the amendments mutually agreed upon shall take effect on the following June 1st, unless the parties agree upon a different effective date.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Director-Labor Relations
The Connecticut Light and Power Company
P.O. Box 270, Hartford, Connecticut 06141-0270

or

Recording Secretary
Local Union No. 420
550 Wolcott Street
Waterbury, Connecticut 06705

and

Recording Secretary
Local Union No. 457
2590 Berlin Turnpike, Suite 1
Berlin, Connecticut 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

Joseph A Malcarne Date 2/27/2020
Joseph A. Malcarne
Business Manager, Local 420

Scott R. McCoy Date 2/27/2020
Scott McCoy
Business Manager, Local 457

FOR THE COMPANY:

Brooke Sherer Date 2/27/20
Brooke Sherer
Manager- Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

Date
Lonnie R. Stephenson
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
5/8/2020
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

[40]**ARTICLE XVI**
Contract Period and Renewal

(a) This Agreement shall be effective from the first day of June **2019** and shall remain in full force and effect until the first day of June **2022** and from year to year thereafter unless changed in a manner later provided.

(b) Either party desiring to cancel the Agreement or to make changes in it must notify the other in writing at least sixty (60) days prior to the expiration date of the Agreement or any extension thereof.

[40] Topic: Ground Rules

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2019

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2019

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$42.14	$42.99
S	Automotive Body Mechanic	Berlin	z	$44.50	$46.80
S	Automotive Equip. Mechanic	Berlin	+	$44.50	$46.80
	Building Maintenance Worker	As Assigned	+	$26.46	$43.34
	Building Maintenance Mechanic	As Assigned	x	$43.30	$48.29
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$44.02	$48.98
	Building Maintenance Mechanic Helper	As Assigned	x	$27.38	$39.41
	Carpenter	As Assigned	x	$44.96	$48.58
	Carpenter Helper	As Assigned	+	$27.38	$42.14
	Chief Building Maintenance Mechanic	Berlin		$49.65	$51.59
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$50.36	$52.28
	Chief Carpenter	As Assigned	*	$49.65	$51.55
	Chief Construction Equipment Operator	As Assigned	*	$49.65	$51.55
	Chief Construction Mechanic	As Assigned	*	$49.65	$51.55
	Chief Electrician	As Assigned	*	$49.65	$52.01
	Chief General Operating Mechanic	**As Assigned**	*	**$49.65**	**$52.33**
	Chief Equipment Tester	As Assigned	*	$46.88	$48.51
S	Chief Garage Mechanic	As Assigned	z	$46.75	$49.65
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$54.01	$54.44
	(Non Rubber Gloving)	As Assigned	*	$52.81	$53.26
	Chief Mechanic	As Assigned		$49.65	$51.55
	Chief Meter-Service Mechanic Electric	As Assigned	*	$47.33	$48.94
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$48.64	$50.30
	Chief of Party	Berlin	y	$44.58	$49.65
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$51.43	$52.14
R	Chief Stockhandler	As Assigned	*	$43.35	$43.77
S	Chief Stockhandler	Berlin Central Warehouse	*	$43.16	$43.77
	Chief Transmission Line Mechanic	As Assigned	*	$52.24	$53.57
	Chief Utility Worker	As Assigned		$43.16	$45.34
	Collector	As Assigned	+	$27.04	$39.39
	Construction Equip. Operator	As Assigned	+	$26.42	$48.29
	Construction Mechanic	As Assigned	*	$43.30	$48.29
	Construction Mechanic Helper	As Assigned		$27.38	$39.41
	Construction Welder	As Assigned	y	$42.14	$48.58
	Distribution Equipment Operator	As Assigned		$29.88	$42.07
	Electrician	As Assigned	+	$44.47	$48.29

	Electrician Helper	As Assigned	+	$27.43	$42.07
	Equipment Tester	As Assigned	*	$38.21	$45.15
	Equipment Test Helper	As Assigned	+	$26.42	$33.43
S	Express Driver	As Assigned	+	$26.42	$35.24
	Field Training Coordinator	**As Assigned**			**$58.32**
	Field Training Leader	**As Assigned**			**$57.80**
S	Garage Mechanic	As Assigned	*	$27.26	$44.69
	General Operating Mechanic	**As Assigned**	**x**	**$44.96**	**$49.35**
	General Operating Mechanic Helper	**As Assigned**	**+**	**$27.38**	**$42.91**
S	Guard	As Assigned	+	$33.01	$34.75
	Ground Worker	As Assigned	+	$26.42	$38.12
	Instrument Mechanic	Berlin	y	$38.61	$41.37
S	Janitor	As Assigned	+	$26.42	$34.75
	Janitor- Service Buildings	As Assigned		$26.42	$33.22
	Laborer	As Assigned	+	$26.42	$36.48
	Lead Carpenter	As Assigned		-	$49.64
	Lead Construction Equipment Operator	As Assigned		-	$49.41
	Lead Construction Mechanic	As Assigned		-	$49.41
	Lead Construction Welder	As Assigned		-	$49.64
	Lead Electrician	As Assigned		-	$49.41
	Lead Equipment Tester	As Assigned		-	$46.29
S	Lead Garage Mechanic	As Assigned		-	$45.53
	Lead General Operating Mechanic	**As Assigned**		**-**	**$50.42**
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$50.52	$51.10
	(Non Rubber Gloving)	As Assigned		$49.31	$49.74
	Lead Mechanic (Berlin)	Berlin		-	$49.41
	Lead Splicer/ Lead Cable Splicer	As Assigned		-	$49.41
	Lead Transmission Line Mechanic	As Assigned		-	$51.59
	Lead Utility Worker	Berlin		$39.61	$42.25
	Line Mechanic (Rubber Gloving)	As Assigned	x	$45.57	$49.74
	(Non Rubber Gloving)	As Assigned	x	$44.43	$48.57
	Line Helper	As Assigned	+	$27.38	$41.66
	Maintenance Worker- Buildings	As Assigned		$35.38	$35.79
	Maintenance Worker A- Buildings	As Assigned		$38.06	$38.45
	Mason	As Assigned	y	$42.14	$48.41
	Mechanic	As Assigned		$43.30	$48.29
	Mechanic Helper	As Assigned	y	$27.38	$39.41
	Mechanic Building Maintenance	Waterbury	x	$43.97	$47.44
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$26.42	$36.48
	Meter Reader-AMR Driver	As Assigned	+	$26.42	$30.71
	Meter Service Installer	As Assigned	y	$26.42	$40.88
	Meter Service Mechanic - Electric	As Assigned	y	$26.42	$45.65
	Meter Specialist - Electric Meter Lab	As Assigned	*	$33.01	$52.14
	Painter	Berlin	*	$41.37	$43.73
S	Parts Handler - Garage	Berlin	+	$26.42	$42.14
	Parts Handler - Garage	Waterbury	+	$26.42	$42.14
S	**Reliability Shift** Electrician	As Assigned		-	$55.37
S	Response Specialist - Line	As Assigned		**$52.36**	$57.80
	Splicer/ Cable Splicer	As assigned	x	$28.59	$48.29
R	Stockhandler	As assigned	+	$26.42	$41.17
S	Stockhandler	Berlin Central	+	$26.42	$41.17

		Warehouse			
	Store Worker	As Assigned		-	$41.17
	Streetlight Mechanic	As Assigned	+	$26.42	$38.12
	Survey Party Assistant	Berlin	+	$25.93	$36.48
	Tester - Electric Meter Laboratory	Newington	y	$38.21	$45.15
	Tester - Electric Meter Laboratory Helper	Newington	+	$26.42	$33.43
S	Tractor Trailer Driver	Berlin	+	$26.42	$41.17
	Transmission Line Mechanic	As Assigned	x	$45.58	$50.38
	Transmission Line Mechanic Helper	As Assigned	+	$27.38	$42.53
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$50.95
S	(Non Rubber Gloving)	As Assigned		-	$49.01
	URD Equipment Operator	As Assigned	+	$26.42	$42.48
	Utility Worker A	As Assigned	*	$39.39	$41.06
	Utility Worker	As Assigned	+	$26.42	$40.76

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R **Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)**

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2019

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2020

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$43.40	$44.28
S	Automotive Body Mechanic	Berlin	z	$45.84	$48.21
S	Automotive Equip. Mechanic	Berlin	+	$45.84	$48.21
	Building Maintenance Worker	As Assigned	+	$27.26	$44.64
	Building Maintenance Mechanic	As Assigned	x	$44.60	$49.74
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$45.34	$50.45
	Building Maintenance Mechanic Helper	As Assigned	x	$28.20	$40.59
	Carpenter	As Assigned	x	$46.30	$50.04
	Carpenter Helper	As Assigned	+	$28.20	$43.40
	Chief Building Maintenance Mechanic	Berlin		$51.14	$53.14
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$51.87	$53.84
	Chief Carpenter	As Assigned	*	$51.14	$53.10
	Chief Construction Equipment Operator	As Assigned	*	$51.14	$53.10
	Chief Construction Mechanic	As Assigned	*	$51.14	$53.10
	Chief Electrician	As Assigned	*	$51.14	$53.57
	Chief General Operating Mechanic	**As Assigned**	*	**$51.14**	**$53.89**
	Chief Equipment Tester	As Assigned	*	$48.28	$49.96
S	Chief Garage Mechanic	As Assigned	z	$48.15	$51.14
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$55.63	$56.08
	(Non Rubber Gloving)	As Assigned	*	$54.40	$54.85
	Chief Mechanic	As Assigned		$51.14	$53.10
	Chief Meter-Service Mechanic Electric	As Assigned	*	$48.75	$50.41
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$50.10	$51.81
	Chief of Party	Berlin	y	$45.92	$51.14
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$52.97	$53.71
R	Chief Stockhandler	As Assigned	*	$44.66	$45.08
S	Chief Stockhandler	Berlin Central Warehouse	*	$44.45	$45.08
	Chief Transmission Line Mechanic	As Assigned	*	$53.81	$55.17
	Chief Utility Worker	As Assigned		$44.45	$46.70
	Collector	As Assigned	+	$27.85	$40.57
	Construction Equip. Operator	As Assigned	+	$27.21	$49.74
	Construction Mechanic	As Assigned	*	$44.60	$49.74
	Construction Mechanic Helper	As Assigned		$28.20	$40.59
	Construction Welder	As Assigned	y	$43.40	$50.04
	Distribution Equipment Operator	As Assigned		$30.78	$43.34
	Electrician	As Assigned	+	$45.80	$49.74

	Electrician Helper	As Assigned	+	$28.26	$43.34
	Equipment Tester	As Assigned	*	$39.36	$46.51
	Equipment Test Helper	As Assigned	+	$27.21	$34.44
S	Express Driver	As Assigned	+	$27.21	$36.30
	Field Training Coordinator	**As Assigned**			**$60.07**
	Field Training Leader	**As Assigned**			**$59.53**
S	Garage Mechanic	As Assigned	*	$28.08	$46.03
	General Operating Mechanic	**As Assigned**	**x**	**$46.31**	**$50.83**
	General Operating Mechanic Helper	**As Assigned**	**+**	**$28.20**	**$44.20**
S	Guard	As Assigned	+	$34.00	$35.80
	Ground Worker	As Assigned	+	$27.21	$39.26
	Instrument Mechanic	Berlin	y	$39.76	$42.61
S	Janitor	As Assigned	+	$27.21	$35.80
	Janitor- Service Buildings	As Assigned		$27.21	$34.21
	Laborer	As Assigned	+	$27.21	$37.57
	Lead Carpenter	As Assigned		-	$51.13
	Lead Construction Equipment Operator	As Assigned		-	$50.89
	Lead Construction Mechanic	As Assigned		-	$50.89
	Lead Construction Welder	As Assigned		-	$51.13
	Lead Electrician	As Assigned		-	$50.89
	Lead Equipment Tester	As Assigned		-	$47.68
S	Lead Garage Mechanic	As Assigned		-	$46.90
	Lead General Operating Mechanic	**As Assigned**		**-**	**$51.93**
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$52.04	$52.63
	(Non Rubber Gloving)	As Assigned		$50.79	$51.23
	Lead Mechanic (Berlin)	Berlin		-	$50.89
	Lead Splicer/ Lead Cable Splicer	As Assigned		-	$50.89
	Lead Transmission Line Mechanic	As Assigned		-	$53.14
	Lead Utility Worker	Berlin		$40.79	$43.52
	Line Mechanic (Rubber Gloving)	As Assigned	x	$46.94	$51.23
	(Non Rubber Gloving)	As Assigned	x	$45.76	$50.03
	Line Helper	As Assigned	+	$28.20	$42.91
	Maintenance Worker- Buildings	As Assigned		$36.45	$36.86
	Maintenance Worker A- Buildings	As Assigned		$39.20	$39.60
	Mason	As Assigned	y	$43.40	$49.87
	Mechanic	As Assigned		$44.60	$49.74
	Mechanic Helper	As Assigned	y	$28.20	$40.59
	Mechanic Building Maintenance	Waterbury	x	$45.29	$48.87
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$27.21	$37.57
	Meter Reader-AMR Driver	As Assigned	+	$27.21	$31.63
	Meter Service Installer	As Assigned	y	$27.21	$42.10
	Meter Service Mechanic - Electric	As Assigned	y	$27.21	$47.02
	Meter Specialist - Electric Meter Lab	As Assigned	*	$34.00	$53.71
	Painter	Berlin	*	$42.61	$45.04
S	Parts Handler - Garage	Berlin	+	$27.21	$43.40
	Parts Handler - Garage	Waterbury	+	$27.21	$43.40
S	**Reliability Shift** Electrician	As Assigned		-	$57.03
S	Response Specialist - Line	As Assigned		**$53.93**	$59.53
	Splicer/ Cable Splicer	As assigned	x	$29.45	$49.74
R	Stockhandler	As assigned	+	$27.21	$42.40
S	Stockhandler	Berlin Central	+	$27.21	$42.40

		Warehouse			
	Store Worker	As Assigned		-	$42.40
	Streetlight Mechanic	As Assigned	+	$27.21	$39.26
	Survey Party Assistant	Berlin	+	$26.70	$37.57
	Tester - Electric Meter Laboratory	Newington	y	$39.36	$46.51
	Tester - Electric Meter Laboratory Helper	Newington	+	$27.21	$34.44
S	Tractor Trailer Driver	Berlin	+	$27.21	$42.40
	Transmission Line Mechanic	As Assigned	x	$46.95	$51.89
	Transmission Line Mechanic Helper	As Assigned	+	$28.20	$43.80
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$52.48
S	(Non Rubber Gloving)	As Assigned		-	$50.48
	URD Equipment Operator	As Assigned	+	$27.21	$43.75
	Utility Worker A	As Assigned	*	$40.57	$42.29
	Utility Worker	As Assigned	+	$27.21	$41.99

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R **Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)**

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2019

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2021

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$44.70	$45.61
S	Automotive Body Mechanic	Berlin	z	$47.21	$49.65
S	Automotive Equip. Mechanic	Berlin	+	$47.21	$49.65
	Building Maintenance Worker	As Assigned	+	$28.07	$45.98
	Building Maintenance Mechanic	As Assigned	x	$45.94	$51.23
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$46.70	$51.96
	Building Maintenance Mechanic Helper	As Assigned	x	$29.05	$41.81
	Carpenter	As Assigned	x	$47.69	$51.54
	Carpenter Helper	As Assigned	+	$29.05	$44.70
	Chief Building Maintenance Mechanic	Berlin		$52.68	$54.74
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$53.42	$55.46
	Chief Carpenter	As Assigned	*	$52.68	$54.69
	Chief Construction Equipment Operator	As Assigned	*	$52.68	$54.69
	Chief Construction Mechanic	As Assigned	*	$52.68	$54.69
	Chief Electrician	As Assigned	*	$52.68	$55.17
	Chief General Operating Mechanic	**As Assigned**	*	**$52.67**	**$55.51**
	Chief Equipment Tester	As Assigned	*	$49.73	$51.46
S	Chief Garage Mechanic	As Assigned	z	$49.60	$52.68
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$57.30	$57.76
	(Non Rubber Gloving)	As Assigned	*	$56.03	$56.50
	Chief Mechanic	As Assigned		$52.68	$54.69
	Chief Meter-Service Mechanic Electric	As Assigned	*	$50.21	$51.92
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$51.60	$53.37
	Chief of Party	Berlin	y	$47.30	$52.68
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$54.56	$55.32
R	Chief Stockhandler	As Assigned	*	$45.99	$46.43
S	Chief Stockhandler	Berlin Central Warehouse	*	$45.79	$46.43
	Chief Transmission Line Mechanic	As Assigned	*	$55.43	$56.83
	Chief Utility Worker	As Assigned		$45.79	$48.10
	Collector	As Assigned	+	$28.69	$41.79
	Construction Equip. Operator	As Assigned	+	$28.03	$51.23
	Construction Mechanic	As Assigned	*	$45.94	$51.23
	Construction Mechanic Helper	As Assigned		$29.05	$41.81
	Construction Welder	As Assigned	y	$44.70	$51.54
	Distribution Equipment Operator	As Assigned		$31.70	$44.64
	Electrician	As Assigned	+	$47.18	$51.23

	Electrician Helper	As Assigned	+	$29.10	$44.64
	Equipment Tester	As Assigned	*	$40.54	$47.90
	Equipment Test Helper	As Assigned	+	$28.03	$35.47
S	Express Driver	As Assigned	+	$28.03	$37.39
	Field Training Coordinator	**As Assigned**			**$61.87**
	Field Training Leader	**As Assigned**			**$61.32**
S	Garage Mechanic	As Assigned	*	$28.92	$47.41
	General Operating Mechanic	**As Assigned**	**x**	**$47.69**	**$52.35**
	General Operating Mechanic Helper	**As Assigned**	**+**	**$29.05**	**$45.52**
S	Guard	As Assigned	+	$35.02	$36.87
	Ground Worker	As Assigned	+	$28.03	$40.44
	Instrument Mechanic	Berlin	y	$40.96	$43.89
S	Janitor	As Assigned	+	$28.03	$36.87
	Janitor- Service Buildings	As Assigned		$28.03	$35.24
	Laborer	As Assigned	+	$28.03	$38.70
	Lead Carpenter	As Assigned		-	$52.67
	Lead Construction Equipment Operator	As Assigned		-	$52.41
	Lead Construction Mechanic	As Assigned		-	$52.41
	Lead Construction Welder	As Assigned		-	$52.67
	Lead Electrician	As Assigned		-	$52.41
	Lead Equipment Tester	As Assigned		-	$49.11
S	Lead Garage Mechanic	As Assigned		-	$48.31
	Lead General Operating Mechanic	**As Assigned**		**-**	**$53.49**
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$53.60	$54.21
	(Non Rubber Gloving)	As Assigned		$52.32	$52.76
	Lead Mechanic (Berlin)	Berlin		-	$52.41
	Lead Splicer/ Lead Cable Splicer	As Assigned		-	$52.41
	Lead Transmission Line Mechanic	As Assigned		-	$54.74
	Lead Utility Worker	Berlin		$42.02	$44.82
	Line Mechanic (Rubber Gloving)	As Assigned	x	$48.35	$52.76
	(Non Rubber Gloving)	As Assigned	x	$47.13	$51.53
	Line Helper	As Assigned	+	$29.05	$44.20
	Maintenance Worker- Buildings	As Assigned		$37.54	$37.97
	Maintenance Worker A- Buildings	As Assigned		$40.38	$40.79
	Mason	As Assigned	y	$44.70	$51.36
	Mechanic	As Assigned		$45.94	$51.23
	Mechanic Helper	As Assigned	y	$29.05	$41.81
	Mechanic Building Maintenance	Waterbury	x	$46.65	$50.33
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$28.03	$38.70
	Meter Reader-AMR Driver	As Assigned	+	$28.03	$32.58
	Meter Service Installer	As Assigned	y	$28.03	$43.37
	Meter Service Mechanic - Electric	As Assigned	y	$28.03	$48.43
	Meter Specialist - Electric Meter Lab	As Assigned	*	$35.02	$55.32
	Painter	Berlin	*	$43.89	$46.39
S	Parts Handler - Garage	Berlin	+	$28.03	$44.70
	Parts Handler - Garage	Waterbury	+	$28.03	$44.70
S	**Reliability Shift** Electrician	As Assigned		-	$58.75
S	Response Specialist - Line	As Assigned		**$55.55**	$61.32
	Splicer/ Cable Splicer	As assigned	x	$30.33	$51.23
R	Stockhandler	As assigned	+	$28.03	$43.67
S	Stockhandler	Berlin Central	+	$28.03	$43.67

		Warehouse			
	Store Worker	As Assigned		-	$43.67
	Streetlight Mechanic	As Assigned	+	$28.03	$40.44
	Survey Party Assistant	Berlin	+	$27.50	$38.70
	Tester - Electric Meter Laboratory	Newington	y	$40.54	$47.90
	Tester - Electric Meter Laboratory Helper	Newington	+	$28.03	$35.47
S	Tractor Trailer Driver	Berlin	+	$28.03	$43.67
	Transmission Line Mechanic	As Assigned	x	$48.36	$53.44
	Transmission Line Mechanic Helper	As Assigned	+	$29.05	$45.12
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$54.06
S	(Non Rubber Gloving)	As Assigned		-	$52.00
	URD Equipment Operator	As Assigned	+	$28.03	$45.06
	Utility Worker A	As Assigned	*	$41.79	$43.56
	Utility Worker	As Assigned	+	$28.03	$43.25

s Shift or scheduled workers

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R **Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)**

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2019

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$27.38	$29.71	$31.26	$32.81	$34.74	$36.48	$39.41			
Building Maintenance Worker	$26.46	$29.87	$33.22	$36.61	$40.93	$43.34				
Carpenter Helper	$27.38	$29.71	$31.26	$32.81	$34.74	$36.48	$42.14			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$48.64	$49.47	$50.30							
Chief of Party	$44.58	$45.78	$48.83	$49.65						
Collector	$27.04	$29.56	$31.32	$32.94	$35.18	$39.39				
Construction Equipment Operator	$26.42	$29.87	$33.27	$36.61	$41.06	$44.27	$48.29			
Construction Mechanic Helper	$27.38	$29.71	$31.26	$32.81	$34.74	$36.48	$39.41			
Construction Welder	$42.14	$43.30	$45.47	$48.58						
Distribution Equipment Operator	$29.88	$32.41	$34.86	$37.26	$39.69	$42.07				
Electrician Helper	$27.43	$29.94	$32.17	$35.11	$36.48	$37.68	$39.40	$42.07		
Equipment Test Helper	$26.42	$28.59	$29.97	$31.50	$33.43					
Equipment Tester	$38.21	$39.21	$40.88	$41.74	$45.15					

Express Driver	$26.42	$28.99	$30.71	$32.28	$35.24					
Garage Mechanic	$27.26	$29.71	$31.26	$32.82	$34.74	$37.21	$40.50	$42.67	$44.69	
General Operating Mechanic Helper	**27.38**	**29.71**	**31.26**	**32.81**	**34.74**	**36.48**	**42.91**			
Ground Worker	$26.42	$28.99	$30.71	$32.28	$34.43	$38.12				
Instrument Mechanic	$38.61	$39.32	$40.01	$40.77	$41.37					
Janitor	$26.42	$28.08	$29.74	$31.26	$33.66					
Laborer	$26.42	$28.99	$30.71	$32.28	$33.84	$36.02	$36.48			
Line Helper	$27.38	$29.71	$31.26	$33.91	$35.76	$38.12	$39.84	$41.66		
Mason	$42.14	$43.30	$44.61	$48.41						
Mechanic A (Incumbent)	$43.02	$44.48	$46.11	$48.40						
Mechanic Helper	$27.38	$29.71	$31.26	$32.81	$34.74	$36.48	$39.41			
Meter Reader-AMR Driver	$26.42	$28.99	$30.71							
Meter Reader-AMR Driver (Incumbent only)	$26.42	$28.99	$30.71	$32.28	$34.43	$36.48				
Meter Service Installer	$26.42	$28.59	$30.11	$31.50	$33.44	$38.21	$39.37	$40.88		
Meter Service Mechanic - Electric	$26.42	$28.59	$30.11	$31.50	$33.44	$38.21	$39.37	$40.88	$41.92	$45.65
Meter Specialist - Electric Meter Lab	$33.01	$35.77	$38.53	$41.29	$44.05	$46.78	$49.55	$52.14		
Parts Handler - Garage	$26.42	$28.99	$30.71	$32.28	$35.32	$37.26	$38.39	$41.17	$42.14	
Splicer/ Cable	$28.59	$30.71	$32.76	$35.20	$36.48	$37.90	$39.41	$42.07	$44.03	$48.29

Splicer								
Stockhandler	$26.42	$30.11	$33.79	$37.48	$41.17			
Store Worker	$26.42	$29.08	$30.71	$32.28	$35.32	$37.26	$38.39	$41.17
Streetlight Mechanic	$26.42	$28.99	$30.71	$32.28	$34.43	$38.12		
Survey Party Assistant	$25.93	$27.34	$29.04	$30.50	$31.97	$33.69	$36.48	
Tester - Electric Meter Laboratory	$38.21	$39.21	$40.88	$41.74	$45.15			
Tester - Electric Meter Laboratory Helper	$26.42	$28.59	$29.97	$31.50	$33.43			
Tractor Trailer Driver	$26.42	$29.87	$33.27	$36.61	$41.17			
Transmission Line Mechanic Helper	$27.38	$29.96	$33.05	$36.23	$39.39	$42.53		
URD Equipment Operator	$26.42	$28.99	$30.71	$32.28	$34.43	$38.12	$40.20	$42.48
Utility Worker	$27.15	$29.88	$32.55	$35.32	$38.01	$40.76		

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2020

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$28.20	$30.60	$32.20	$33.80	$35.79	$37.57	$40.59			
Building Maintenance Worker	$27.26	$30.77	$34.21	$37.71	$42.16	$44.64				
Carpenter Helper	$28.20	$30.60	$32.20	$33.80	$35.79	$37.57	$43.40			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$50.10	$50.95	$51.81							
Chief of Party	$45.92	$47.15	$50.29	$51.14						
Collector	$27.85	$30.45	$32.26	$33.92	$36.23	$40.57				
Construction Equipment Operator	$27.21	$30.77	$34.27	$37.71	$42.29	$45.60	$49.74			
Construction Mechanic Helper	$28.20	$30.60	$32.20	$33.80	$35.79	$37.57	$40.59			
Construction Welder	$43.40	$44.60	$46.84	$50.04						
Distribution Equipment Operator	$30.78	$33.38	$35.90	$38.38	$40.88	$43.34				
Electrician Helper	$28.26	$30.84	$33.14	$36.16	$37.57	$38.81	$40.58	$43.34		
Equipment Test Helper	$27.21	$29.45	$30.87	$32.45	$34.44					
Equipment Tester	$39.36	$40.39	$42.10	$43.00	$46.51					
Express Driver	$27.21	$29.86	$31.63	$33.24	$36.30					
Garage Mechanic	$28.08	$30.60	$32.20	$33.81	$35.79	$38.33	$41.72	$43.95	$46.03	

General Operating Mechanic Helper	**28.20**	**30.60**	**32.20**	**33.80**	**35.79**	**37.57**	**44.20**			
Ground Worker	$27.21	$29.86	$31.63	$33.24	$35.47	$39.26				
Instrument Mechanic	$39.76	$40.50	$41.21	$42.00	$42.61					
Janitor	$27.21	$28.92	$30.63	$32.20	$34.67					
Laborer	$27.21	$29.86	$31.63	$33.24	$34.85	$37.10	$37.57			
Line Helper	$28.20	$30.60	$32.20	$34.92	$36.83	$39.26	$41.04	$42.91		
Mason	$43.40	$44.60	$45.95	$49.87						
Mechanic A (Incumbent)	$44.32	$45.81	$47.49	$49.86						
Mechanic Helper	$28.20	$30.60	$32.20	$33.80	$35.79	$37.57	$40.59			
Meter Reader-AMR Driver	$27.21	$29.86	$31.63							
Meter Reader-AMR Driver (Incumbent only)	$27.21	$29.86	$31.63	$33.24	$35.47	$37.57				
Meter Service Installer	$27.21	$29.45	$31.01	$32.45	$34.45	$39.36	$40.55	$42.10		
Meter Service Mechanic - Electric	$27.21	$29.45	$31.01	$32.45	$34.45	$39.36	$40.55	$42.10	$43.18	$47.02
Meter Specialist - Electric Meter Lab	$34.00	$36.84	$39.69	$42.53	$45.37	$48.19	$51.04	$53.71		
Parts Handler - Garage	$27.21	$29.86	$31.63	$33.24	$36.38	$38.38	$39.54	$42.40	$43.40	
Splicer/ Cable Splicer	$29.45	$31.63	$33.74	$36.25	$37.57	$39.04	$40.59	$43.34	$45.35	$49.74
Stockhandler	$27.21	$31.01	$34.81	$38.60	$42.40					
Store Worker	$27.21	$29.95	$31.63	$33.24	$36.38	$38.38	$39.54	$42.40		
Streetlight Mechanic	$27.21	$29.86	$31.63	$33.24	$35.47	$39.26				
Survey Party Assistant	$26.70	$28.16	$29.92	$31.42	$32.93	$34.70	$37.57			

Tester - Electric Meter Laboratory	$39.36	$40.39	$42.10	$43.00	$46.51			
Tester - Electric Meter Laboratory Helper	$27.21	$29.45	$30.87	$32.45	$34.44			
Tractor Trailer Driver	$27.21	$30.77	$34.27	$37.71	$42.40			
Transmission Line Mechanic Helper	$28.20	$30.86	$34.04	$37.32	$40.57	$43.80		
URD Equipment Operator	$27.21	$29.86	$31.63	$33.24	$35.47	$39.26	$41.40	$43.75
Utility Worker	$27.97	$30.78	$33.53	$36.38	$39.15	$41.99		

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2021

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$29.05	$31.51	$33.17	$34.81	$36.86	$38.70	$41.81			
Building Maintenance Worker	$28.07	$31.69	$35.24	$38.84	$43.42	$45.98				
Carpenter Helper	$29.05	$31.51	$33.17	$34.81	$36.86	$38.70	$44.70			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$51.60	$53.37	$53.37							
Chief of Party	$47.30	$51.80	$52.68	$52.68						
Collector	$28.69	$33.22	$34.94	$37.32	$41.79	$41.79				
Construction Equipment Operator	$28.03	$35.29	$38.84	$43.56	$46.97	$51.23	$51.23			
Construction Mechanic Helper	$29.05	$33.17	$34.81	$36.86	$38.70	$41.81	$41.81			
Construction Welder	$44.70	$45.94	$48.24	$51.54						
Distribution Equipment Operator	$31.70	$36.98	$39.53	$42.11	$44.64	$44.64				
Electrician Helper	$29.10	$34.13	$37.24	$38.70	$39.97	$41.80	$44.64	$44.64		
Equipment Test Helper	$28.03	$30.33	$31.80	$33.42	$35.47					
Equipment Tester	$40.54	$41.60	$43.37	$44.29	$47.90					

Express Driver	$28.92	$33.17	$34.82	$36.86	$39.48					
Garage Mechanic	$28.92	$31.51	$33.17	$34.82	$36.86	$39.48	$42.97	$45.27	$47.41	
General Operating Mechanic Helper	**29.05**	**31.51**	**33.17**	**34.81**	**36.86**	**38.70**	**45.52**			
Ground Worker	$28.03	$30.76	$32.58	$34.24	$36.53	$40.44				
Instrument Mechanic	$40.96	$41.71	$42.45	$43.26	$43.89					
Janitor	$28.03	$29.79	$31.55	$33.16	$35.71					
Laborer	$28.03	$30.76	$32.58	$34.24	$35.90	$38.22	$38.70			
Line Helper	$29.05	$31.51	$33.17	$35.97	$37.93	$40.44	$42.27	$44.20		
Mason	$44.70	$45.94	$47.33	$51.36						
Mechanic A (Incumbent)	$45.64	$47.19	$48.92	$51.35						
Mechanic Helper	$29.05	$31.51	$33.17	$34.81	$36.86	$38.70	$41.81			
Meter Reader-AMR Driver	$28.03	$31.94	$33.42							
Meter Reader-AMR Driver (Incumbent only)	$28.03	$31.94	$33.42	$35.48	$40.54	$41.77				
Meter Service Installer	$28.03	$30.33	$31.94	$33.42	$35.48	$40.54	$41.77	$43.37		
Meter Service Mechanic - Electric	$28.03	$30.33	$31.94	$33.42	$35.48	$40.54	$41.77	$43.37	$44.47	$48.43
Meter Specialist - Electric Meter Lab	$35.02	$37.94	$40.88	$43.80	$46.73	$49.63	$52.57	$55.32		
Parts Handler - Garage	$28.03	$30.76	$32.58	$34.24	$37.47	$39.53	$40.73	$43.67	$44.70	
Splicer/ Cable Splicer	$30.33	$32.58	$34.76	$37.34	$38.70	$40.21	$41.81	$44.64	$46.71	$51.23
Stockhandler	$28.03	$31.94	$35.85	$39.76	$43.67					

Store Worker	$28.03	$30.85	$32.58	$34.24	$37.47	$39.53	$40.73	$43.67
Streetlight Mechanic	$28.03	$30.76	$32.58	$34.24	$36.53	$40.44		
Survey Party Assistant	$27.50	$29.01	$30.81	$32.36	$33.91	$35.74	$38.70	
Tester - Electric Meter Laboratory	$28.03	$32.58	$34.24	$36.53	$40.44			
Tester - Electric Meter Laboratory Helper	$28.81	$34.54	$37.47	$40.32	$43.25			
Tractor Trailer Driver	$28.03	$31.69	$35.29	$38.84	$43.67			
Transmission Line Mechanic Helper	$29.05	$31.79	$35.06	$38.44	$41.79	$45.12		
URD Equipment Operator	$28.03	$30.76	$32.58	$34.24	$36.53	$40.44	$42.64	$45.06
Utility Worker	$28.81	$31.70	$34.54	$37.47	$40.32	$43.25		

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4	5	6
Admin Support C	18.65	19.19	19.78	20.36	20.97	21.60
Admin Support B	21.84	22.49	23.16	23.85	24.56	25.30
Admin Support A	25.95	27.89	28.48	29.05	29.85	30.78
Senior Division Admin Support	32.47	32.98	33.48	33.99	34.54	35.54

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	29.96	31.79	33.59	35.39	37.19	39.00	40.79	42.64	45.18	46.76	47.54

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	49.96	51.65	53.26	54.92	56.56

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	**25.95**	**27.89**	**28.48**	**29.05**	**29.85**	**30.78**

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4
TEST ASSISTANT	35.34	37.83	40.28	42.75
TEST SPECIALIST	46.03	48.28	50.36	52.44
PROJECT TEST SPECIALIST	54.66	56.85		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	2	3	4	5	6
Admin Support C	19.21	19.77	20.38	20.97	21.60	22.25
Admin Support B	22.49	23.16	23.85	24.57	25.30	26.06
Admin Support A	26.73	28.72	29.33	29.93	30.75	31.70
Senior Division Admin Support	33.45	33.97	34.49	35.01	35.57	36.60

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	**26.73**	**28.72**	**29.33**	**29.93**	**30.75**	**31.70**

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	30.86	32.74	34.59	36.46	38.31	40.17	42.02	43.92	46.54	48.16	48.96

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	51.46	53.20	54.85	56.57	58.26

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	2	3	4
TEST ASSISTANT	36.40	38.97	41.49	44.03
TEST SPECIALIST	47.41	49.73	51.87	54.01
PROJECT TEST SPECIALIST	56.30	58.55		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	2	3	4	5	6
Admin Support C	19.78	20.36	20.99	21.60	22.25	22.92
Admin Support B	23.17	23.86	24.57	25.30	26.06	26.84
Admin Support A	27.53	29.59	30.21	30.82	31.67	32.65
Senior Division Admin Support	34.45	34.99	35.52	36.06	36.64	37.70

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	**27.53**	**29.59**	**30.21**	**30.82**	**31.67**	**32.65**

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	31.79	33.73	35.63	37.55	39.46	41.37	43.28	45.24	47.93	49.61	50.43

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	53.01	54.79	56.50	58.26	60.00

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	2	3	4
TEST ASSISTANT	37.49	40.13	42.73	45.35
TEST SPECIALIST	48.83	51.22	53.42	55.63
PROJECT TEST SPECIALIST	57.99	60.31		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019*

	1	2	3	4
ENGINEERING DESIGNER I	34.23	35.60	37.03	38.50
ENGINEERING DESIGNER II	40.05	41.65	43.31	45.04
ENGINEERING DESIGNER III	46.62	48.25	49.94	51.61

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4	5	6	7	8	9	10	11
FIELD ENGINEERING DESIGNER I	**29.96**	**31.79**	**33.59**	**35.39**	**37.19**	**39.00**	**40.79**	**42.64**	**45.18**	**46.76**	**47.54**

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2
FIELD ENGINEERING DESIGNER II**	**53.69**	**56.56**

****Field Engineering Designer Steps 1 and 2 are filled by promotion.**

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020*

	1	2	3	4
ENGINEERING DESIGNER I	35.25	36.67	38.14	39.66
ENGINEERING DESIGNER II	41.25	42.90	44.61	46.39
ENGINEERING DESIGNER III	48.02	49.70	51.44	53.16

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**
FIELD ENGINEERING DESIGNER I	**30.86**	**32.74**	**34.59**	**36.46**	**38.31**	**40.17**	**42.02**	**43.92**	**46.54**	**48.16**	**48.96**

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	**2**
FIELD ENGINEERING DESIGNER II**	**55.30**	**58.26**

****Field Engineering Designer Steps 1 and 2 are filled by promotion.**

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021*

	1	2	3	4
ENGINEERING DESIGNER I	36.31	37.77	39.28	40.85
ENGINEERING DESIGNER II	42.49	44.19	45.95	47.78
ENGINEERING DESIGNER III	49.46	51.19	52.98	54.76

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**
FIELD ENGINEERING DESIGNER I	**31.79**	**33.73**	**35.63**	**37.55**	**39.46**	**41.37**	**43.28**	**45.24**	**47.93**	**49.61**	**50.43**

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	**2**
FIELD ENGINEERING DESIGNER II**	**56.96**	**60.00**

****Field Engineering Designer Steps 1 and 2 are filled by promotion.**

APPENDIX "A" – Field Communications

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2019

	1	2	3	4
Distribution Automation Technician	**32.10**	**34.15**	**36.33**	**38.65**
Distribution Automation Specialist	**41.11**	**43.74**	**46.53**	**49.50**
Substation Automation Technician	**32.10**	**34.15**	**36.33**	**38.65**
Substation Automation Specialist	**41.11**	**43.74**	**46.53**	**49.50**

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2020

	1	2	3	4
Distribution Automation Technician	**33.06**	**35.17**	**37.42**	**39.81**
Distribution Automation Specialist	**42.34**	**45.05**	**47.93**	**50.99**
Substation Automation Technician	**33.06**	**35.17**	**37.42**	**39.81**
Substation Automation Specialist	**42.34**	**45.05**	**47.93**	**50.99**

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

APPENDIX "A" – Field Communications

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2021

	1	2	3	4
Distribution Automation Technician	**34.05**	**36.23**	**38.54**	**41.00**
Distribution Automation Specialist	**43.61**	**46.40**	**49.36**	**52.51**
Substation Automation Technician	**34.05**	**36.23**	**38.54**	**41.00**
Substation Automation Specialist	**43.61**	**46.40**	**49.36**	**52.51**

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

APPENDIX B

THE CONNECTICUT LIGHT AND POWER COMPANY
TECHNICIAN JOB CLASSIFICATIONS

NON-EXEMPT	JOB CLASSIFICATION
	Test Assistant
	Test Assistant Transmission
	Test Specialist
	Project Test Specialist
	Test Specialist – Transmission
	Project Test Specialist – Transmission
	Electric Service Designer
	Electric Service Designer Specialist
	Junior Technician*
	Field Technician C*
	Regional Test Technician C*
	Regional Test Technician B*
	Field Technician B*
	Field Technician A*
	Regional Test Technician A*
	Test Specialist B*
	Test Specialist A*

EXEMPT	JOB CLASSIFICATION
F	Engineer - Eastern Region Test Unit, Central Regional Test Unit, South Windsor Test Unit, Western Region Transmission Test Unit, Western Region Distribution Test Unit
	Engineering Technologist - Eastern Region Test Unit, Central Regional Test Unit, Eastern Region Transmission Test Unit, Western Region Transmission Test Unit, Western Region Distribution Test Unit

***** Listed only for NLRB 34-RC-1553 dated April 15, 1998 (Central Region Test Department), and 34-RC-1655 dated December 9, 1998 (Eastern Region Test Department).

** Listed only for NLRB 34-RC-1589 dated July 10, 1998.

THE CONNECTICUT LIGHT AND POWER COMPANY
ADMINSTRATIVE SUPPORT
JOB CLASSIFICATIONS

	JOB CLASSIFICATION
s	Junior Clerk
	Junior Clerk-Typist
	Junior Clerk-Stenographer
	Text Processor C
s	Clerk
	Division Administrative Representative C
	Clerk-Typist
	Cashier
	Clerk-Stenographer
s	Customer Service Center Representative C
	Text Processor B
	Meter Service Clerk B
	Division Administrative Representative B
	Telephone Operator
s	Customer Service Center
	Representative B
	Secretary B
	Text Processor A
	Meter Service Clerk A
	Customer Accounts Clerk
	Special Accounts Clerk
	Secretary A
	Division Administrative Representative A
s	Customer Service Center Representative A

	JOB CLASSIFICATION
	Meter and Service Dispatcher
	Chief Operating Records Clerk
	Customer Field Representative
	Senior Division Administrative Representative
	Storekeeper
s	Senior Customer Service Center Representative

s - subject to shift assignment

DUES INITIATION CARD

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a four (4) week per month basis-Local 420 and a weekly basis-Local 457. Deductions will be made only when authorized on the forms provided, the text of which is as follows:

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.
OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

APPENDIX "C"
"LOCAL SENIORITY AREAS"

Region, Plant or Department	District	"Local" Seniority Area Designation; Office, Service Building or Plant 1/
Eastern	Willimantic	Willimantic 2/
"	"	East Hampton 2/
"	"	Mystic 2/
"	Middletown	Middletown
"	New London	New London
"	Shoreline	Madison
"	Eastern Test	Tolland Test, Hartford Test, Madison Test, Massirio Drive
"	---	System Projects East
"	---	**RSO Zone 2**
"	---	**RSE Eastern Zone**
Northern	Enfield	Enfield
"	"	Tolland
"	Hartford	Hartford
"	Windsor	Windsor
"	Danielson	Danielson
"	---	**RSO Zone 1**
"	---	**RSE Central Zone**
Southern	Newtown	Newtown
"	New Milford	New Milford
"	Norwalk	Norwalk- Wilton
"	Greenwich	Greenwich
"	Stamford	Stamford
"		Harbor Avenue Transmission Electricians/ Norwalk
"	Norwalk	Norwalk Test
"	---	**RSO Zone 4 (Local 420)**
"	---	**RSO Zone 5**
"	---	**RSE Southwest Zone**
Western	Cheshire	Cheshire- Bristol
"	Simsbury	Simsbury
"	New Britain	New Britain
"	---	System Projects Central
"	Torrington	Torrington
"	Falls Village	Falls Village
"	Waterbury	Waterbury- Oxford
"	Waterbury	Waterbury – Test (Railroad Hill)
"	---	System Projects West
"		Mattatuck Heights Transmission Electricians/ Waterbury
"	---	**RSO Zone 3**
"	---	**RSO Zone 4 (Local 457)**

“	---	**RSE Northwest Zone**
Berlin Construction	---	3333
Berlin	---	Central Warehouse, Test, General Services, Transportation, Survey Department, CMS
“		Sequin Drive Transmission Electricians/ Glastonbury

1/ Including various points in immediate vicinity such as attended substations, small power plants, etc.
2/ For purpose of "Promotion" only; Willimantic, East Hampton and Mystic combined shall be considered as one "Local" Seniority area.

PROVISIONS PERTAINING EXCLUSIVELY TO TEST/TECH EMPLOYEES (FORMERLY TECHNICAL CONTRACT)

WAGES

1.(a) Appendix "A" attached hereto and made a part hereof lists the job classifications covered by this agreement for non-exempt individuals. Appendix "A" shows the basic straight-time hourly rates of pay applicable to each job classification effective as of **June 1, 2019, June 1, 2020 and June 1, 2021,** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

1.(b) Effective **June 1, 2019, June 1, 2020 and June 1, 2021,** each exempt individual's current salary will be adjusted based on their latest performance rating as follows:

Performance Rating	**Percent Ranges**
Top Achiever	0% - 8%
High Contributor	0% - 6%
Successful Contributor or Developing	0% - 6%
Improvement Needed to be a Successful Contributor	0%
Did Not Meet Performance Expectations	0%

When to pay lump sum:

Performance	**Relationship to Band Max**
Top Achiever	100% or greater
High Contributor	97.5% or greater
Successful Contributor or Developing	95% or greater
Improvement Needed to be a Successful Contributor	No lump sum or pay increase
Did Not Meet Performance Expectations	No lump sum or pay increase

1.(c) The Company will determine an individual's salary adjustment amount based on the pay increase percent ranges of Section 1.(a) and 1.(b).

2. All employees will be reviewed annually on the effective date of wages as to their progress within the rate range of the job based on their most recent performance review.

3. The Company's determination on such reviews shall not be subject to grievance or arbitration.

4. The job classifications within the respective wage rates shall be as provided in Appendix "B".

OVERTIME – FOR TEST ONLY

a. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Overtime distribution for Lead Test Advisor assigned to a project is described in section 11.b. below. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis. Overtime lists will be furnished to the Business Manager on a monthly basis.

b. Lead Test Advisor Project Overtime Distribution

1. Insofar as necessary for a project where periods of extended overtime is involved; job classifications in the area in which the work is to be performed and the overtime list will be used in the selection of the lead test advisor for a project.

2. The lead test advisor shall be afforded all overtime hours associated with the project. The lead test advisor’s overtime hours will be evaluated every 2 months to maintain equitable distribution of overtime in accordance with Article 11, Section a.

3. In the event the lead test advisor assigned to the project is unavailable to work overtime and there is a second qualified test person assigned to the project, this person will be afforded the first right to assume the lead test advisor position for a limited time.

CALLOUT

Travel Time

Employees utilizing company supplied transportation, who have completed their scheduled workday and are called out without advanced notice will be paid at the rate applicable and equal to the time spent en route to and from work location.

LEAVES OF ABSENCE

1. The Company, at its discretion, may grant leaves of absence for personal reasons.

2. Requests for leaves of absence, including any extensions, must be submitted in writing as far in advance of the requested period of absence as is possible, shall designate the period of the leave and its purpose.

3. Written requests for leaves of absence shall be considered on a case-by-case basis.

4. Leaves of absence that are granted by the Company will be in writing, shall designate the period of the leave and its purpose.

5. An employee's seniority shall cease and such employee will be terminated as an employee if such employee fails to return to work upon termination of the leave of absence.

TOPIC: EXEMPT PAY PROVISIONS

Central Region Distribution Test Unit
Eastern Region Distribution Test Unit
Western Region Transmission Test Unit
Western Region Distribution Test Unit
Eastern Region Transmission Test Unit

These pay provisions apply to all union employees covered by this contract who are designated "exempt" under the Fair Labor Standards Act (FLSA). These pay provisions supersede all other pay provisions of this contract.

Work Day - Work Week

Exempt employees are paid an annual salary (paid biweekly) and are expected to work those hours necessary to complete the assignments of their job. Exempt employees are not normally compensated for working hours in excess of the normal scheduled work day or work week. The normal scheduled work week shall be five (5) days, Monday through Friday.

Salary

The negotiated Time Merit Progression with rates of pay shall be provided in Appendix A.

The job Classifications shall be provided in Appendix B.

All exempt employees will have their performance reviewed annually. Their progress within the range of the job will be based on their most recent performance review. The Company's determination on such reviews shall not be subject to grievance or arbitration.

An exempt employee whose current base salary is at or above the going rate of their salary grade, will receive any pay increase as a lump sum amount.

An exempt employee whose current base salary is below the going rate of their salary grade will receive a salary adjustment up to a maximum of the going rate, and any amount of the increase that would be over the going rate will be paid as a lump sum amount.

Overtime

Exempt employees will be paid an annual salary (paid biweekly). This salary will cover the regular work schedule and a reasonable amount of hours outside of the regular schedule. The normal work schedule will consist of five days.

When exempt employees are assigned to work outside their regular work schedule or on Saturdays, Sundays, or holidays, it will normally be without additional salary, unless it is authorized overtime and a four-hour weekly corridor will be applied, or during an emergency. During an emergency, exempt employees will be paid in accordance with Company policy for exempt pay during Storm Restoration (See Storm Restoration Guide below).

Exempt employees are not subject to the pay provisions of this contract concerning overtime pay (Article 11), callout pay (Article 12), rest time pay (Article 13), meal time pay (Article 14-paragraph 2), or jury duty (Article 20). Exempt employees not serving an on-call rotation assignment are not normally eligible for on-call pay. (See Storm Restoration Guide below.)

Records of distribution of overtime work for exempt employees will be made available to designated union representatives upon request and also posted on a weekly basis.

Storm Restoration

When assigned for storm restoration to other utility companies outside of the State of Connecticut, which are not within the NU System, an exempt employee will receive compensation at approximately two times salary, paid biweekly.

During storms within the NU System, an exempt employee will receive a special overtime rate in accordance with the NU System Emergency Restoration Guide.

NU System Emergency Restoration Guide

Exempt employees are expected to participate in NU System Emergency Restoration as needed. A System emergency is one created by natural or technological disasters that interrupt electric service to NU customers.

Exempt employees assigned to NU System Emergency Restoration duty will be paid a flat rate per hour for each hour worked: 1) over and above their regular work schedule, or 2) after the first eight hours worked each day (time code 232). During such Storm Restoration Assignments, exempt employees are paid from first hour worked over and above their regular work schedule. Exempt employees are not paid for travel time to their assigned emergency location.

Qualified on-call supervisors (normally serve an on-call rotation assignment) who are assigned to the supervision of line/electrical craft workers during Emergency Storm Restoration will be paid at an overtime rate of 1.4 times their hourly flat rate for all hours worked 1) outside their regular work schedule, or 2) after the first eight hours worked each day (time code 208). Such an on-call supervisor, if placed on-call, is required to remain fit for duty, near the reporting area, and to be continuously available for duty as assigned.

Exempt employees will be reimbursed for personal vehicle use during NU System Emergency Restoration at the standard flat rate per mile in accordance with Article 14-paragraph 4. Out-of-pocket meal expenses, when accompanied by a receipt, will be reimbursed for the reasonable cost of such meal.

TOPIC: UPGRADING – PROJECT TEST SPECIALIST / TEST SPECIALIST 3 or 4

Central Region Distribution Test Unit
Eastern Region Distribution Test Unit
Western Region Transmission Test Unit
Western Region Distribution Test Unit
Eastern Region Transmission Test Unit

In the absence of a supervisor for an extended period of time (e.g., vacation, illness), when a Project Test Specialist / Test Specialist 3 or 4 is specifically assigned supervisory responsibilities, the employee will be upgraded and will be paid two dollars and fifty cents ($2.50) per hour in addition to their basic straight-time hourly rate for all hours so-assigned.

Upgrade to supervisor will normally be offered on a senior to junior departmental seniority basis.

When a Project Test Specialist is assigned to a major/complex project (as defined below) ** to temporarily provide Lead Advisory direction in their specific area of expertise, the employee at the job location/satellite will be upgraded and will be paid two dollars ($2.00) per hour in addition to their basic straight-time hourly rate for all hours so-assigned.

When a Test Specialist 3 or 4 is assigned to a project to temporarily provide Lead Advisory direction in their specific area of expertise, the employee at the job location/satellite will be upgraded and will be paid two dollars ($2.00) per hour in addition to their basic straight-time hourly rate for all hours so-assigned. Test Specialists 3 or 4 cannot be forced to take an upgrade.

Upgrade to Lead Test Advisor will normally be offered on a senior to junior departmental seniority basis or by Article 11.b (Lead Test Advisor Project Overtime Distribution) where extended overtime is involved.

**The definition of eligible jobs which qualify for Lead Advisory upgrade is shown by the following examples:

Examples of prior major/complex jobs are:

Branford Substation Conversion Project (Ref. 1997 work)
AMTRAC (Ref. 1999 work)
Simsbury Substation (Ref. 1998/1999 work)
Williams Street Substation (Ref. 1999 work)
Cheshire Industrial Park (Ref. RSAM Project 1997/1998)
23kV conversion - Cheshire/Madison (Ref. 1997/ 1998 work)
Stepstone Substation (2008)
Rood Avenue Substation (2009)
Bloomfield Substation Breaker and Relay Refurbishment (2010)
Southington 345.115 Autotransformer LTC Control (2012)
Westside Substation Project (2010)
Boehringer/Ingelhiem VISTA gear with SEL protective relays (2011)
Middlesex Hospital Co-Gen (2012)

Major/complex job assignments typically include several of the following elements:

Advance job planning
Major/complex equipment installation
Major/complex field reengineering/redesign

Coordination of multiple work group disciplines
Coordination of work schedules for multiple work entities, i.e., contractors, customers.
Potential for major customer exposure

Examples of jobs that do not qualify for upgrade include:

Doble Testing
Battery Testing
Cable Testing
Recloser Testing
Timer Testing
Bucket Truck Testing
Distribution Relay Testing
Transmission Relay testing
Insulation Testing
Ground Testing
Cable Fault location
Radio/TV interference
Troubleshooting equipment failures
Power Quality investigations
Stray Voltage investigations
Records management

Jobs which would normally not qualify for upgrade, but depending on the complexity and size of a specific job, would be evaluated by the supervisor on a case-by-case basis:

Mobil Transformer Installation
Commission Auto Loop System
Substation/Distribution Disturbance Analysis
Commissioning NUGs/Cogens

TOPIC: PROJECT TEST SPECIALIST UPGRADE

MEMORANDUM OF UNDERSTANDING

Project Test Specialist/Test Specialist 3 or 4 Upgrade

One test person Project Test Specialist/Test Specialist 3 or 4) per construction project will receive a double upgrade for providing technical support to contractors for complex substation construction electrical wiring projects where the scope of the job includes:

- Sequencing of work, work plan development and job planning functions, and
- Leading the contractors with translating the schemes, wiring changes, device identification and functionality, and
- Providing technical direction although not supervisory direction for the job.

Note: the testing services for these construction projects would be provided by the Regional Test personnel.

/s/ Theresa Kmetetz, Assistant Business Manager 12/11/01
Local 457

/s/ Raymond C. DiCenso, Sr HR Consultant 12/10/01
Labor Relations

TOPIC: UPGRADE TO ELECTRIC SERVICE DESIGNER SPECIALIST

When a fully qualified top step Electric Service Designer is specifically assigned by his/her supervisor to perform work on a network system, primary metering or mentoring, the employee will be upgraded to the first step rate of the Electric Service Designer Specialist for those hours assigned to perform the upgraded work.

TOPIC: ON-CALL ASSIGNMENTS – ELECTRIC SERVICE DESIGNERS AND ELECTRIC SERVICE DESIGNER SPECIALISTS

The Company will extend the Teal Book on-call rate to Electric Service Designers and Electric Service Designer Specialists, who **shall** be put on-call at the request of the Company **for Storm/Weather events where all hands are needed and all three RMTs are open**. All of the provisions and requirements of on-call will apply to employees who **are** placed on-call.

On-call assignments will remain voluntary for Electric Service Designers and Electric Service Designer Specialists except for all hands Storm/Weather events as described above.

Exempt Employees

Exempt employees whose job requirements include assignment to take trouble calls outside of normal scheduled hours will use on-call pay codes and will be paid in accordance with Company policy.

PROVISIONS PERTAINING EXCLUSIVELY TO ENGINEERING DESIGNERS AND DISTRIBUTION DESIGN ENGINEERS

Engineering Designers and Senior Engineering Designers

Engineering Designers and Senior Engineering Designers whose base rate is above the Engineering Designer III, Step 4 rate will receive the negotiated contractual wage increase in the form of a lump sum until the Engineering Designer III, Step 4 rate catches up to their respective base rate. See Appendix A. In addition, Engineering Designers and Senior Engineering Designers will be eligible for overtime compensation in accordance with the contract.

Engineering Designers

Engineering Designers III will receive a $1.75 per hour upgrade to their base rate for those hours specifically assigned by his/her supervisor to:

- Act on behalf of Engineering Supervisor in his/her absence
- Act as team lead in project assignments in which multiple designers are needed
- Provide engineering training and technical leadership for more than one hour

Distribution Design and Senior Distribution Design Engineers

This group of employees will not be eligible for overtime or any other premium pay cited in Article VI and VII of the Teal contract.

Distribution Design Engineers and Senior Distribution Design Engineers shall receive the negotiated general wage increases.

PROVISIONS PERTAINING EXCLUSIVELY TO FIELD COMMUNICATIONS EMPLOYEES

On Call

Where the Company establishes an annual rotational scheduled on-call, all employees shall be subject to such scheduled on-call and may not opt out. The Company may establish two separate on-call lists, one for Distribution Automation and one for Substation Automation. The annual scheduled on-call rotation may include both union and non-union employees.

Nothing shall restrict the Company's right to assign any employee to be on call for unscheduled emergency situations, such as the forecast of a storm.

Nothing shall restrict the Company's right to eliminate or combine annual rotational scheduled on-call.

Article VI, Section 10 shall not apply.

TOPIC: OVERTIME

Insofar as practicable, overtime will be equitably distributed among suitably qualified employees in the job classifications in the area in which the work is to be performed.

For purposes of project continuity, where periods of extended overtime and/or where a long term project is involved, an employee assigned to such project shall be offered all overtime hours associated with the project.

CALLOUT

Travel Time

Employees utilizing company supplied transportation, who have completed their scheduled workday and are called out without advanced notice will be paid at the rate applicable and equal to the time spent en route to and from work location.

PROVISIONS PERTAINING EXCLUSIVELY TO FIELD COMMUNICATIONS EMPLOYEES AND FIELD ENGINEERING TEST

TOPIC: USE OF COMPANY VEHICLES

The Company may authorize an employee who is assigned a Company vehicle to take the vehicle home. An employee who takes a Company vehicle home shall be subject to the following conditions:

The hours of work shall be the normal hours of work assigned to the employee. When an employee reports to his or her assigned office at the start of the day, the employee must be in the office at the beginning of his or her regular shift. If the employee is expected to report elsewhere at the start of the day and the reporting location is closer to the employee's home than the assigned office, the employee must be at the reporting location at the beginning of his or her regular shift. If the reporting location at the start of the day is further from the employee's home than the assigned office, the time spent traveling to the reporting location beyond the employee's regular commute shall be on Company time. For example, if an employee normally has a 30-minute commute and the reporting location is 45 minutes away, the employee is expected to show up at the reporting location 15 minutes after the beginning of his or her regular shift.

APPENDIX "D"

TOPICS

TOPIC: Labor/Management Committee

The Company and Union agree to establish a joint labor/management committee to meet periodically (quarterly) during the term of the agreement to identify opportunities and develop plans to improve the quality and performance of our operations.

The Committee shall be composed of five bargaining unit employees and five management employees. The first meeting will be scheduled in September 2016 (or any other mutually agreed date).

The topics and issues to be addressed may include but not be limited to:

- "State of the Company" session including Business Plan and objectives
- Safety/Training
- Opportunities to partner on specific initiatives
- New technology (engineering)
- Employee engagement

Topic: Expanded Loading Duties for Stockhandlers

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

May 25, 2016

This confirms an agreement reached between The Connecticut Light & Power dba Eversource Energy and IBEW Locals 420 and 457 for the expanded loading duties for the Stockhandlers:

1. The Company will expand the current practice of loading by the Stockhandlers, to include material and equipment such as but not limited to, cable reels and transformers onto Company vehicles.
2. It is not the intent of the Company to remove loading duties from any classification that presently performs these duties, nor is it the intent to give any classification exclusivity to the duties associated with loading and unloading.
3. The Company will train Stockhandlers on equipment necessary to perform the expanded loading duties.
4. The Company may need to reassign Stockhandlers to schedules between the hours of 6:00 AM to 6:00 PM to perform the expanded loading duties.
5. The Company will agree to post and fill 5 Stockhandler positions, locations to be determined.
6. $1.00 adder to incumbent employee base rate that obtains and maintains CDL (B).
7. New hires must be able to obtain and maintain valid CDL (B).

Sincerely,

Manager, Labor Relations

Agreed:

Joe Malcarne
Business Manager, IBEW, Local 420

John Fernandes
Business Manager, IBEW, Local 457

TOPIC: Training of Cadets – It is not the intent to train Cadets for Supervisor positions or for the acquisition of manual skills.

Company Intent – It is the Company's intent to accomplish the training of Cadet Engineers without adversely affecting training or promotional opportunity for helpers and classified workers covered by the Union Agreement and the Company will not exclude helpers and classified workers from consideration for appointment to the position of Engineering Assistant in training. Cadet Engineers will not be assigned as substitutes for helpers or classified workers to avoid employing helpers and classified workers needed to meet the Company's work requirements. Engineering Assistants may be assigned to assist supervisors in the performance of their duties by preparing and transmitting work orders, inspecting work progress and such other specific tasks which they may, in the management's opinion, be capable of performing.

TOPIC: Vacations

(A) With reference to discussion of Article VII –Vacations, it is the Company's intention to continue to administer vacation policies in accordance with Employee Relations Instruction No. 9314 and 9904 as set forth in The Connecticut Light and Power Company Manual of Procedures. Should the Company contemplate any change in these instructions affecting bargaining-unit employees, the matter will be discussed with the union in advance of the change.

(B) Illness or Injury Immediately Preceding or During Scheduled Vacation.

(C) In the event that an employee becomes incapacitated immediately preceding or during the employee's scheduled vacation, due to illness or injury, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

(D) In determining whether the employee's vacation should be rescheduled due to illness or injury, occurring immediately preceding or during the employee's scheduled vacation, the Company may request from the employee verification from the attending physician.

(E) In the event vacation to be rescheduled under paragraph 3.(D) cannot be rescheduled during the current calendar year, it will be rescheduled (up to eighty hours), in accordance with Article VII, Section 3, within the following calendar year.

(F) When a former employee of the Company is re-employed and completes five years of continuous service, such prior service will be included in the employee's total length of service for the purpose of determining the amount of vacation eligibility, provided such prior service had been for a period of six months or more and other than on a temporary basis.

(G) Granting of credit for prior service for vacation eligibility will not change an employee's company or classification seniority date.

TOPIC: Replacement of Employee's Tools when Stolen and Garage Mechanic Tool Allowance. (Effective January 1, 2010)

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

The Company will provide an annual tool upgrade allowance of up to $250.00 per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

TOPIC: Subcommittee Agreements with Respect to Line-Tensioning Equipment and Progression Sequence of the Construction Equipment Operator Classification.

The parties agree that line-tensioning equipment that was being operated by construction equipment operators may be operated by any qualified employee(s).

TOPIC: Time-Merit Progression Programs in Effect

Letter of April 26, 1966
Line Helper to Lineman – (effective May 29, 1966, revised September 23, 1985, and January 6, 2005)
Electrician Helper to Electrician – (effective May 29, 1966, revised November 5, 1985 and March 19, 2008)
Splicer Helper to Splicer – (effective May 29, 1966, revised October 25, 1985, and March 19, 2008)

Letter of April 4, 1968
Mechanic Helper to Construction Mechanic – (effective April 1, 1968)
Mechanic Helper to Construction Mechanic (revised January 6, 1986)
Stockhandler – (effective January 5, 1969, revised June 1, 1986 and June 1, 2004)

Letter of January 14, 1970
Garage Mechanic Helper to Garage Mechanic – (effective January 4, 1970, revised November 14, 1985 and August 1, 2005)

Letter of June 3, 1993
Meter Service Mechanic/Installer (effective 1993, revised May 9, 2008)

TOPIC: Executive Instruction No. 18 – Uniforms: Customer Contact Personnel

Once a year the Company will arrange and pay for a complete overhaul and cleaning of all uniforms, at which time any replacements and repairs that may be necessary should be made. This overhaul and cleaning should be arranged for locally and performed without interfering with normal work assignments. In addition, the Company will provide for cleaning every two weeks.

TOPIC: Upgrading to Construction Eq. Op.

An employee upgraded to Construction Equipment Operator will be paid at the rate of $36.11 effective May 31, 2009; $37.19 effective May 30, 2010; $38.31 effective May 29, 2011.

TOPIC: Job Specifications

The following job specifications have been agreed on by the Company and the Union:

Automotive Equipment Mechanic (Berlin and Waterbury only)
Laborer
Building Maintenance Mechanic
Groundman
Survey Party Assistant (Berlin)
Instrument Mechanic (Berlin)
Chief of Party (Berlin) (Revised April 19, 1987)
Carpenter
URD Equipment Operator
Tester – Electric Meter Laboratory Helper – Tester – Electric Meter Laboratory
Meter-Service Mechanic Helper – Electric – Meter-Service Mechanic – Electric (Revised June 1, 1989)
Meter Service Installer (Revised June 1, 1993)

TOPIC: Employee Progress Reports

In the future Employees will be furnished with a copy of their progress reports.

TOPIC: URD Construction Crew

URD Construction Crews will consist of one, two, three or more qualified personnel. The number of employees assigned will be dependent on the work to be done, and will be made from the Line, Splicer, or Electrical classifications. Additional Groundman, Line Electric or Splicer classified personnel will be supplied whenever required or requested by the person in charge in order to perform the work safely.

TOPIC: Installation of Submersible Transformers in Energized Silos

The scheduled installation or removal of submersible transformers in energized silos will be performed by URD crews equipped with corner-mounted derricks or other equipment assigned to the department involved.

TOPIC: Summer Employees Working Overtime

The Company will not assign temporary summer employees to prearranged overtime work on a day outside of their normal schedule when other employees capable of performing the work are available.

TOPIC: Berlin Construction, Jackson Street and 3333 Employees, Nuclear Plant Assignments

Berlin Construction employees from Jackson Street or 3333 who accept assignment to work nuclear plants, including radiation controlled areas, will be required to accept assignment for a period of not less than one year.

TOPIC: The Effect on Employees of the Establishment of Building 3333

1. It is anticipated that the Company would transfer the following classifications and numbers of employees to Newington Building 3333 during the term of the Agreement.

(1) Chief Construction Mechanic

(3) Construction Mechanics

(3) Carpenters

(2) Utility Workers

(8) Construction Equipment Operators

(2) Construction Welders

2. These transfers of Berlin Construction personnel would be offered on a volunteer basis. If the requirements above are not met on a volunteer basis in the time required, then such transfers will be required on a junior to senior basis in the classifications involved.

3. Additional required numbers of Berlin Construction employees will be reassigned to Newington Building 3333 on a volunteer basis. If the Company is unable to meet its requirements on this basis, then the Company and the Union will discuss the matter and attempt to work out a satisfactory solution. Should a satisfactory solution not be arrived at, the subject will be discussed during the next Company/Union Negotiations.

4. Present Berlin Construction employees headquartered at Jackson Street, Waterbury transferred under Paragraph 2 above, or who are reassigned to Newington Building 3333 either through voluntary action, in

response to job posting or transfer, will have their per diem base "grandfathered" for one year from the date of reassignment.

5. Present Berlin Construction employees reassigned from Jackson Street, Waterbury to Newington Building 3333 will be eligible for moving expenses for the period of one year from the date of their reassignment. Moving expenses include the following:

a. Packing of household furniture and personal effects.

b. Disconnection of major appliances.

c. $100.00 for incidental expenses.

d. Insurance coverage for the move. Employee may suggest mover. Company will engage the mover and make the arrangements with the mover.

6. If the Berlin Construction workload requires, the Company will post and hire into Building 3333.

7. The Company Proposal made on "mileage towns" dated August 9, 1977 is part of this Proposal. Any questions on distance from Newington Building 3333 to work locations will be worked out as they occur.

TOPIC: Seniority – Berlin Construction – Jackson Street (Waterbury)

Employees assigned to Jackson Street (Waterbury) as of August 1, 1982 and are reduced will have available, in addition to their options as stated in Article V, the option to displace the least senior employee within the employee's classification at 3333 or Myrock Avenue.

TOPIC: Berlin Construction

All employees hired into Berlin Construction after May 30, 1982 will be required to work at Connecticut Yankee and/or Millstone when so assigned.

TOPIC: J Schedules-Meter Service Department

J Schedules will not be utilized during the term of the Agreement in the Meter Service Department.

TOPIC: Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs Include:

a) endorsements
b) various test fees
c) issuance of permit

In addition, the Company will pay the cost difference of the employee's license fee and the license fee of the job-required CDL.

TOPIC: METER SERVICE INSTALLERS

Meter Service Installers will progress in their respective districts to Meter Service Mechanic without a job posting providing there is an approved vacancy to be filled and they have successfully passed the CAST test.

TOPIC: STORM ASSIGNMENT OR OTHER EMERGENCY SITUATION

If an employee is assigned to an out of district storm assignment or other emergency situation that may require an overnight stay, and the assignment is made during the employee's regular work hours, the Company will provide ½ hour early dismissal, without loss of wages. In the event that the employee was not provided ½ hour early dismissal, the Company will provide a one time $25.00 payment to the employee for that overnight storm or emergency event. (Code 029).

TOPIC: SYSTEM PROJECTS

The Company agrees to maintain the existence of a System Projects Group through the term of the Agreement.

TOPIC: GROUND RULES

The Company and Union agree to establish ground rules prior to future negotiations. In addition, the parties will start negotiations six months prior to the expiration date and conduct negotiations in such a manner that ensures conclusion by contract expiration.

TOPIC: PATH OF PROGRESSION (SILO SENIORITY)

This letter confirms our understanding reached concerning the merging of the Blue and Green Books. Seniority will be Grandfathered separately for the purpose of promotion only. Any vacancy to be filled by promotion from a former Green Book employee leaving will be offered to the senior qualified former Green Book Employee. Any vacancy to be filled by promotion as a result of a former Blue Book employee leaving will be offered to the Senior Qualified Blue Book employee. Any vacancy to be filled by promotion that cannot be identified as a former Blue/Green position will be offered to the senior qualified employee.

In the event displaced employees from a district or locality that is closed are reassigned to more than one district such displaced employees shall retain their

promotional sequence rights from their former district or locality (Blue or Green).

In the event a displaced employee has no promotional sequence in the district that he is reassigned to, the promotional sequence from his former district will apply for wage purposes only.

Retrogression drops in reverse sequence of classification progression.

Promotion to Teal means any promotion slots in at junior most position in said classification.

Promotional sequence will not apply to any District/ AWC not listed under this Topic.

All former Local 457 Blue/ Green locations, for example, are the former Green locations of Hartford, New London, Middletown and the former Blue locations of Tolland, Mystic, Madison, East Hampton, Danielson, Cheshire, and System Projects East and Central.

All former Local 420 Blue/ Green locations, for example, are the former Green locations of Stamford, Torrington, Falls Village, Simsbury and the former Blue locations of Greenwich, Newtown, Norwalk, Waterbury, New Milford, Waterbury/ Oxford, System Projects West, Torrington, Mattatuck Heights, Berlin Construction/ G.O, and Norwalk Transmission Electricians.

TOPIC: Hartford/ Simsbury/ Windsor/ Stamford Meter Readers- Green Vacation Choice Seniority

This letter confirms our understanding reached concerning the merger of the Blue and Green Books. Seniority for the purposes of selection of vacation periods will be grandfathered for existing employees in Hartford, Simsbury, Windsor and Stamford Meter Readers. Existing Hartford, Simsbury, Windsor and Stamford Meter Reading employees will be granted preference in selecting vacation periods in descending order of Teal Book seniority on a departmental basis as involved.

In the event of an employee transferring to Hartford, Simsbury, Windsor or Stamford Meter Reading their vacation preference will be based on Teal Book seniority.

In the event of an existing Hartford, Simsbury, Windsor or Stamford Meter Reader employee transferring to another district (other than Hartford, Simsbury, Windsor or Stamford Meter Reader), whether voluntary or displaced, their vacation preference will be based on Teal Book seniority in relation to other employees in their new district.

TOPIC: ADOPTION ASSISTANCE BENEFIT

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses employees actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave

Employees are eligible for company-paid adoption leave after completing three months of employment with Eversource. An employee's pay during the duration of his or her adoption leave will be based on his or her base pay in effect on the day the leave starts.

An employee must give his or her supervisor at least three months written notice of the date the leave will start and when the employee expects to return to work. If an employee is also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave

Adoption leave begins on the date the child is received into an employee's home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	**Maximum Amount of Leave***
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

TOPIC: ON CALL ASSIGNMENTS (ADMINISTRATIVE SUPPORT UNITS ONLY)

Employees who volunteer to be placed on-call at the request of the Company may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24 hour periods. Employees who volunteer and are assigned for such on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24 hour period (or less than a 24 hour period) that they are on call as follows:

(i) if the majority of the 24 hour on-call period (or less than a 24 hour assignment) is served during a weekday (Monday through Friday), employees will receive 1.5 hours at basic straight time rates;

(ii) if the majority of the 24 hour on-call period (or less than a 24 hour assignment) is serviced during a holiday, weekend (Saturday or Sunday), or the employees day off (only for employees working a shift or special schedule), employees will receive 3 hours at basic straight time rates. With the exception of weekend on-call periods containing Company recognized holidays employees will receive no more than two 3 hour payments and one 1.5 hour payment for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday).

If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except that they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

TOPIC: COMPANY TO ESTABLISH (R) SHIFT FOR STOCKHANDLERS IN THE DISTRICTS

Hours: Between 4:00 a.m. to 6:00 p.m.
Workweek: Monday – Friday

•One qualified Stockhandler per district.
•All incumbents are affected.
•Shift offered in order by classification seniority. Ask the Stockhandlers senior to junior; absent volunteers, force junior qualified Stockhandler.
•Management may elect to fill the shift during a scheduled temporary vacancy— such as vacations or other scheduled absences.
•Filling of temporary shift vacancies will be done by volunteers; absent volunteers, junior qualified Stockhandler will be required to take the shift in their local seniority area.
•Overtime by area – No change to present practice.
•Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift.
•On an annual basis, the R shift will be offered by order of classification seniority. Ask Stockhandlers senior to junior; absent volunteers, force junior qualified Stockhandler.

TOPIC: G.O. PROJECT OVERTIME DISTRIBUTION

Insofar as necessary for a project involving a wiring task where overtime is involved, the qualifications of the employee and the overtime list will be used in the selection of the G.O. Electrician to perform the wiring task for a project.
The G.O. Electrician who performs wiring tasks shall be afforded overtime hours associated with the project if needed. The overtime hours will be evaluated every 2 months to maintain equitable distribution of overtime.

Records of training and distribution of overtime work will be made available to designated Union representatives upon request. Overtime lists will be posted on a weekly basis.

TOPIC: TRANSMISSION LINE DEPARTMENT

Employees in the Transmission Line Department are considered day workers and will be required to work any of the following hours of work:

- **Four ten (10) hour days.**
- **Five eight (8) hour days.**

TOPIC: HOLIDAYS FOR REGULAR 10 HOUR SCHEDULE

Effective January 1, 2020, day workers on a regular 10 hour per day work schedule will receive ten federal holidays as set forth in Article VII, Section 7. The Floating holiday hours will be used to make up the difference between the 8 hour holidays and 10 hour regular schedule.

For employees working a Monday through Thursday schedule, if the holiday falls on Friday, the employees will have the preceding Thursday designated as the holiday. For employees working a Tuesday through Friday schedule, if the holiday falls on Monday, the employees will have the following Tuesday designated as the holiday.

This supersedes the provision in the March 16, 1998 letter regarding holiday weeks for 10 hour per day employees.

Article V- Employee Option Sheet Example:

6/23/2016

ARTICLE V SECTION 3(b) TRANSFER

In accordance with Article V of the current Agreement, I, _____have been offered the following options: _____, and I elect option number _____.

1. Displace the employee having least Teal Book Seniority in my classification:

A. _____ District B. _____ Region

2. Displace the employee having least Teal Book Seniority in my classification:

_____ Company

3. Displace the employee having least Teal Book Seniority in a lower job classification within my normal sequence of job progression within the locality:

_____ Classification

4. If qualified, displace the employee having least Teal Book Seniority within the locality:

_____ Classification

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1) or (3) then the employee may:

5. Displace the employee having least Teal Book Seniority in a lower job classification within my normal sequence of job progression:

A. _____ Classification-District B. _____ Classification-Region C. _____ Classification-Company

6. If qualified, displace the employee having least Teal Book Seniority:

A. _____ District-Classification B. _____ Region-Classification

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1),(2), (3), (4), (5), or (6):

7. If qualified, displace one of the five employees having least Teal Book Seniority within the Company:

A. _____ Classification-Location B. _____ Classification-Location C. _____ Classification-Location
D. _____ Classification-Location E. _____ Classification-Location

8. If qualified, layoff with recall rights.

9. If qualified, layoff with severance pay without recall rights.

10. If qualified, displace least senior excess employee in the same job classification in the same locality.

11. Elect vacancy of _____ listed on back of option sheet.

_____ Employee's Signature and Date _____ Present Classification and Location

_____ Displaced Employee _____ Classification _____ Seniority Date _____ Location

THE HARTFORD ELECTRIC LIGHT COMPANY

and

Local 1419, I.B.E.W.

Effective as of July 1, 1960

In addition to matters agreed upon and incorporated in the collective bargaining Agreement of even date between the parties, the following are agreements and understandings reached concurrently with such collective bargaining Agreement.

1. *** Obsolete

2. While the collective bargaining Agreement between the parties provides that there will be no other restriction on the Company's use of outside contractors, this will confirm our understanding in respect to the use of outside contractors so far as it involves or affects work in classifications in the bargaining unit.

When contractors employing I.B.E.W. members are readily available and qualified to perform live wire work usually done by employees in the bargaining unit, they will be given any contracts involving live wire work and, all things being equal, will be given preference for other work usually done by employees in the bargaining unit. It is understood that this limitation does not apply to the kinds of work other than live wire work customarily given to outside contractors in the past such as tree trimming and group replacement of streetlights.

Also, the Company, all things being equal, will not have work done by contract which is usually done by employees in the bargaining unit when this would cause a layoff of such employees. This will in no way apply to the use of nonbargaining unit personnel in the employ of the Company which is covered in a separate memorandum.

3. It is understood that any part-time employees of the Company currently performing work in classifications in the bargaining unit are excluded from the bargaining unit and that the Company will not add to the number of such employees.

4. *** Obsolete

5. *** Superseded

This memorandum shall be considered to be a part of the collective bargaining Agreement between the parties although not incorporated physically therein and shall be effective for the duration of said collective bargaining Agreement.

THE HARTFORD ELECTRIC LIGHT COMPANY
By: /s/ H. Warren Lawrence, Vice President

Witness:
/s/ Robert F. Burnham

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1419
By: /s/ Alexander E. Walach, Business Manager

Witness:

/s/ Leonard Jaworski

THE HARTFORD ELECTRIC LIGHT COMPANY

and

Local 383, I.B.E.W.

Effective as of July 1, 1960

In addition to matters agreed upon and incorporated in the collective bargaining Agreement of even date between the parties, the following are agreements and understandings reached concurrently with such collective bargaining Agreement.

1. *** Obsolete

2. While the collective bargaining Agreement between the parties provides that there will be no other restrictions on the Company's use of outside contractors, this will confirm our understanding in respect to the use of outside contractors so far as it involves or affects work in classifications in the bargaining unit.

When contractors employing I.B.E.W. members are readily available and qualified to perform live wire work usually done by employees in the bargaining unit, they will be given any contracts involving live wire work and, all things being equal, will be given preference for other work usually done by employees in the bargaining unit. It is understood that this limitation does not apply to the kinds of work other than live wire work customarily given to outside contractors in the past such as tree trimming and group replacement of streetlights.

Also, the Company, all things being equal, will not have work done by contract which is usually done by employees in the bargaining unit when this would cause a layoff of such employees. This will in no way apply to the use of nonbargaining unit personnel in the employ of the Company which is covered in a separate memorandum.

3. It is understood that any part-time employees of the Company currently performing work in classifications in the bargaining unit are excluded from the bargaining unit and that the Company will not add to the number of such employees.

4. *** Obsolete

5. *** Superseded

This memorandum shall be considered to be a part of the collective bargaining Agreement between the parties although not incorporated physically therein and shall be effective for the duration of said collective bargaining Agreement.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: H. Warren Lawrence, Vice President

Witness: H. John Mosher

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 383

By: Reginald W. Butts, Business Manager

Witness: Harold P. Meyer

June 27, 1962

Mr. Chester Reynolds
Business Manager, Local 383, I.B.E.W.
345 Riverside Avenue
Torrington, Connecticut

Dear Mr. Reynolds:

This is to confirm yesterday's discussion as to our reasons for eliminating from the Agreement we signed, Item 11 which was a new Section 12 to be included under Article X and which is found in the Agreement with Locals 468, 469, and 1419. This Section was left out, not because we expect the Agreement to operate very differently on this subject from those we have with the other Locals, but rather because Local 383 had some concern as to its meaning and application and preferred not to have it in their Agreement. Rather than hold up proceedings, we have agreed to remove it with the understanding that it is the intent of our Agreement that temporary assignments to higher classifications may be made occasionally under circumstances where there is no vacancy and where there is no employee absent. Along with this understanding, the Union reserves the right to bring up a claim of vacancy if, in their judgment, they feel that temporary assignments of this special nature are so frequent as to indicate a need for additional full-time help. Please indicate your acceptance of this by signing and returning the copy of this letter which is enclosed.

Very truly yours,

THE HARTFORD ELECTRIC LIGHT COMPANY
/s/ R. H. Pearson
Robert H. Pearson
Director of Employee Relations

Accepted for Local 383:

/s/ Chester R. Reynolds
Business Manager
June 29, 1962

AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 383, I.B.E.W.

as of July 1, 1963

*** Paragraph Obsolete

We have also agreed to the following interpretations and applications of Section II of Article VI concerning temporary assignments to a higher classification:

1. That it is the intent of our Agreement that temporary assignments to higher classifications may be made occasionally under circumstances where there is no vacancy and where there is no employee absent. Along with this understanding, the Union reserves the right to bring up a claim of vacancy if, in their opinion, temporary assignments of this special nature are so frequent as to indicate the need for additional help.

2. Although the Agreement only requires the Company to rotate temporary assignments among qualified employees in order of seniority where such assignments exceed two weeks, it is the intent that in any case where assignment to a given classification occurs frequently that such assignments be rotated even though they be less than a week's duration, provided the largest share of such assignments are given to the senior employee.

IN TESTIMONY WHEREOF:

The parties hereto have executed this Agreement the day and year first above written.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: /s/ R. H. Peterson

Witness: /s/ R. H. Pearson
/s/ W. L. Baldwin

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 383

By: /s/ Chester R. Reynolds

Witness: /s/ Charles A. Martin

AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 1419, I.B.E.W.

as of July 1, 1963

*** Paragraph Superceded

We have also agreed to the following interpretations and applications of Section 11 of Article VI concerning temporary assignments to a higher classification:

1. *** Deleted

2. Although the Agreement only requires the Company to rotate temporary assignments among qualified employees in order of seniority, where such assignments exceed two weeks, it is the intent that in any case where assignments to a given classification occur frequently that such assignments to be rotated even though they be less than a week's duration, provided the largest share of such assignments are given to the senior employee.

IN TESTIMONY WHEREOF:

The parties hereto have executed this Agreement the day and year first above written.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: /s/ R. H. Pearson

Witness: /s/ R. H. Peterson
/s/ Robert F. Burnham

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1419

By: /s/ Charles F. McBrien

Witness: /s/ Richard Krivanec

July 3, 1963

Mr. Chester Reynolds, Business Manager, Local 383, I.B.E.W.

Mr. Charles McBrien, Business Manager,
Local 1419, I.B.E.W.

This is to confirm certain statements of intent made by the Company during our recent negotiation meetings and certain understandings which are not a part of the Agreement itself.

1. *** Obsolete

2. Superseded (June 1, 1980)

3. *** Implemented

4. The Company plans to hold meetings with supervisors for the purpose of reviewing the terms of the Agreement and to emphasize the following points:

a. *** In Contract

b. That every effort will be made to give a shift employee as much advance notice as is practicable when the employee is to be given a holiday off. Further, that when such a holiday off is scheduled, it will not be interfered with except in case of emergency or the unforeseen absence of another employee.

c. Special mention will be made of the contract limitations on the amount and kinds of work to be performed by supervisors.

5. During the period of our Agreement, the Director of Employee Relations plans to arrange periodic meetings with the representatives of each of the local unions for the purpose of discussing on an informal basis, any subjects of current interest.

Very truly yours,

THE HARTFORD ELECTRIC LIGHT COMPANY
Robert H. Pearson
Director of Employee Relations

MEMORANDUM OF AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 1419, I.B.E.W.

This is to confirm understandings reached as a result of our current negotiation discussions.

A. The following policy changes will be made effective as of July 1, 1966:

1. *** Superseded

2. *** Superseded

3. *** Superseded

4. *** In Contract

5. *** In Contract

B. The following practices will be reaffirmed through meetings with supervisors to be held during the month of July:

1. On-call schedules will be posted at least one month in advance, hopefully more, and will cover as long a period as is practicable, recognizing that there will necessarily be later revisions to accommodate unanticipated absences or changes in personnel or in operating requirements.

2. A regular system must be maintained whereby an employee will be notified the actual hours of overtime work recorded as soon as practicable after having worked overtime.

3. If supervision decides a replacement is needed to cover the illness of a person "oncall," it is supervision's responsibility to designate the substitute, giving consideration to the relative amounts of accumulated overtime worked by those qualified for the assignment.

4. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

5. On days of extremely cold weather, particularly when accompanied by high winds, supervision is expected to use discretion so as to minimize exposure

aloft of any one lineman in the performance of nonemergency work which does not have to be completed that day.

Accepted for the Company:

/s/ Robert H. Pearson
Director of Employee Relations

Accepted for the Union:

July 8, 1966 /s/ Richard Krivanec
Business Manager, Local 1419, I.B.E.W.

/s/ Richard Hennessey

MEMORANDUM OF AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 383, I.B.E.W.

This is to confirm understandings reached as a result of our current negotiation discussions.

A. The following policy changes will be made effective as of July 1, 1966:

1. *** Superseded

2. *** Superseded

3. *** Superseded

4. *** In Contract

5. *** In Contract

B. The following practices will be reaffirmed through meetings with supervisors to be held during the month of July:

1. On-call schedules will be posted at least one month in advance, hopefully more, and will cover as long a period as is practicable, recognizing that there will necessarily be later revisions to accommodate unanticipated absences or changes in personnel or in operating requirements.

2. A regular system must be maintained whereby an employee will be notified the actual hours of overtime work recorded as soon as practicable after having worked overtime.

3. If supervision decides a replacement is needed to cover the illness of a person "oncall," it is supervision's responsibility to designate the substitute, giving consideration to the relative amounts of accumulated overtime worked by those qualified for the assignment.

4. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

5. On days of extremely cold weather, particularly when accompanied by high winds, supervision is expected to use discretion so as to minimize exposure aloft of any one lineman in the performance of nonemergency work which does not have to be completed that day.

Accepted for the Company:

/s/ Robert H. Pearson
Director of Employee Relations

Accepted for the Union:

July 15, 1966 /s/ Peter A. Perlotto
Business Manager, Local 383, I.B.E.W.

/s/ Donald A. Hand

Mr. Philip A. Lent

Business Manager, Local 383, I.B.E.W.

This is to confirm our understandings on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1969:

1. *** Implemented

2. *** Implemented

3. Under the Company's current plan with the American Optical Company for providing safety glasses where required on the job, the Company will revise its plan to provide for payment of lens for prescription glasses in addition to frames. It will be the responsibility of each employee to furnish to the Company at the employee's own cost, a current prescription.

4. In connection with Article VI, Section 9 "The Company will accept a written application from any employee who believes the employee is qualified, provided such application is received within ten days of the date the notice is posted" it is agreed that the Company may waive such ten day limitation for those employees who are absent from work due to vacation, illness, etc., during the entire original ten day posting period.

5. The Company agreed to discuss with supervision, the results of its discussions with the Union on its intentions with respect to the following items:

a. Introduction of new employees to a Union official.
b. *** Not applicable.
c. Conditions for "call-out" of Stores employees.
d. Reprimanding of employees.
e. Performance of regular work by supervision.
f. Work assignments during extreme heat and cold.
g. Time allowed for funerals.
h. Work on days when assigned to jury duty.

Very truly yours,

/s/ Robert H. Pearson
Robert H. Pearson
Vice President
Employee Relations

Accepted for the Union:

June 30, 1969 Philip A. Lent

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

This is to confirm our understandings on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1969:

1. *** Implemented

2. *** Implemented

3. Under the Company's current plan with the American Optical Company for providing safety glasses where required on the job, the Company will revise its plan to provide for payment of lens for prescription glasses in addition to frames. It will be the responsibility of each employee to furnish to the Company at employee's own cost, a current prescription.

4. In connection with Article VI, Section 9, "The Company will accept a written application from any employee who believes the employee is qualified, provided such application is received within ten days of the date the notice is posted," it is agreed that the Company may waive such ten day limitation for those employees who are absent from work due to vacation, illness, etc., during the entire original ten day posting period.

5. The Company agreed to discuss with supervision the results of its discussions with the Union on its intentions with respect to the following items:

a. Introduction of new employees to a Union Official.
b. Posting of overtime in Middletown.
c. Conditions for "call-out" of Stores employees.
d. Reprimanding of employees.
e. Performance of regular work by supervision.
f. Work assignments during extreme heat and cold.
g. Time allowed for funerals.
h. Work on days when assigned to jury duty.

Very truly yours,

Robert H. Pearson
Vice President
Employee Relations

Accepted for the Union:

July 3, 1969 /s/ Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 24, 1970

Mr. Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1970:

1. In the event that an employee suffers a serious verified incapacitating illness or injury during the employee's scheduled vacation, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

An employee who has been unable to take all of the employee's vacation by December 31 due to verified incapacitating illness or Company operating requirements will have their vacation period extended up to eighty (80) hours until the end of the following year.

In determining whether the employee's vacation should be rescheduled, the Company may request from the employee verification from the attending physician.

2. In connection with the administration of Section 2 of Article IX of the current Agreement, in the event the Union wishes to question whether or not the Company has acted reasonably in making a change in a safety regulation, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties.

In the event the Committee is unable to agree, then the same issue shall be submitted to arbitration under Article IX of the current Agreement and the Arbitrator may use the two safety specialists as consultants in reaching the employee's decision following a hearing on the issue.

3. This will confirm the Company's intent with respect to the application of paragraph (a) of Section 2, Article X of the current Agreement. In administering Section 2(a), the Company intends to use the twenty percent as a guideline in relation to the Fair Labor Standards Act and not as an authorization for supervisors to do regular work a full twenty percent of the time under normal operating conditions.

Both the Company and the Union plan to follow the administration of this clause very carefully during the period of the contract year.

4. The sentence in paragraph 3 of the Memo of Agreement signed June 30, 1967, which reads, "Similarly, any hours worked but offset by equivalent rest time shall not be recognized," shall be deleted. As a result, paragraph 3 will read:

> "In connection with the revision of Article IV, Section 2(e), the following interpretation is agreed upon. Double the straight time rate will be paid for those hours worked beyond sixteen within any twenty-four hour period but not beyond such twenty-four hour period. Only such hours actually worked shall be recognized for these purposes. It is also agreed that any consecutive hours actually worked beyond sixteen consecutive hours actually worked will be paid at double the straight time rate whether offset by rest time or not." (Amended July 1, 1976)

5. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed, in connection with Article VIII, Grievance Procedure, that:

In the event a Business Manager and/or Assistant Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of the Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager and/or Assistant Business Manager having first notified the employee(s) affected, may initiate a grievance in the Second Step at any time within ten working days after the date of the claimed violation. This period will be extended to fifteen working days should the Assistant Business Manager be absent during the original ten-day period.

6. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed that in addition to the two weeks Armed Forces training leave provided for in Article X, Section 14, an employee required to report for duty by a Reserve Component of the Armed Forces in the event of civil disturbance or natural disaster shall for an additional maximum of five working days, be paid the difference between the pay received for such service and the employee's regular straight time pay.

7. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed in connection with Article X, Section 8(a) that: The Company will not permanently transfer any employee from the Bargaining Unit to positions outside the Bargaining Unit unless the employee himself so desires.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 24, 1970 Philip A. Lent

Business Manager, Local 383, I.B.E.W.

Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 24, 1970
Mr. George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Mr. Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1970:

1. In the event that an employee suffers a serious verified incapacitating illness or injury during the employee's scheduled vacation, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

An employee who has been unable to take all of the employee's vacation by December 31 due to verified incapacitating illness or Company operating requirements will the employee's vacation period extended until the end of the following calendar year.

In determining whether the employee's vacation should be rescheduled, the Company may request from the employee, verification from the attending physician.

2. In connection with the administration of Section 2 of Article IX of the current Agreement, in the event the Union wishes to question whether or not the Company has acted reasonably in making a change in a safety regulation, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties. In the event the committee is unable to agree, then the same issue shall be submitted to arbitration under Article IX of the current Agreement and the arbitrator may use the two safety specialists as consultants in reaching the employee's decision following a hearing on the issue.

3. This will confirm the Company's intent with respect to the application of paragraph (a) of Section 2, Article X of the current Agreement. In administering Section 2(a), the Company intends to use the twenty percent as a guideline in relation to the Fair Labor Standards Act and not as an authorization for Foremen and other supervisors to do regular work a full twenty percent of the time under normal operating conditions.

Both the Company and the Union plan to follow the administration of this clause very carefully during the period of the contract year.

4. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed in connection with Article VIII, Grievance Procedure, that:

In the event a Business Manager and/or Assistant Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of the Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager and/or Assistant Business Manager having first notified the employee(s) affected, may initiate a grievance in the Second Step at any time within ten working days after the date of the claimed violation. This period will be extended to fifteen working days should the Assistant Business Manager be absent during the original ten day period.

5. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed that in addition to the two weeks Armed Forces training leave provided for in Article X, Section 14, an employee required to report for duty by a Reserve Component of the Armed Forces in the event of civil disturbance or natural disaster shall for an additional maximum of five working days, be paid the difference between the pay received for such service and the employee's regular straight time pay.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 24, 1970

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Mr. George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Mr. Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1971:

1. Letter of Agreement dated July 24, 1970 (Paragraph 1. In the event that an employee, etc.) is extended until July 1, 1972.

2. *** Deleted

3. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

4. *** Obsolete

5. That normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch period should be kept at a minimum. Further, that when the work requirements make it necessary to postpone a lunch period for an hour or more, the practice will be to pay the employee time and one-half for the lunch period so that the employee will be considered to be on continuous duty from the start to the finish of the workday, eating when the employee can find the opportunity without any stated meal period.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1971 George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

Dear Mr. Fillmore:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1971:

1. The following Letters of Agreement dated July 1, 1970 Agreement are extended until July 1, 1972:

July 24, 1970 (Paragraph 1. In the event that an employee, etc.)

July 3, 1969
June 30, 1967
July 8, 1966
July 3, 1963
July 1, 1963
July 1, 1960

2. *** Deleted

3. The Company agrees to instruct its supervisors to make reasonable assignments in all departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

4. *** Obsolete

5. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1971 Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 14, 1972

Philip A. Lent
Business Manager, Local 383, I.B.E.W.

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Robert J. Chamis
Business Manager, Local 1419, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1972:

1. The Letter of Agreement dated July 15, 1971 and other Letters of Agreement cited in paragraph 1 of that letter are extended until July 1, 1973.

2. *** Obsolete

3. Overtime records for the calendar year will be maintained locally for each work group. These will be updated weekly for the purposes of overtime assignments. In the case of an employee excused from a particular overtime assignment by supervision, the number of hours worked by the excused employee's replacement will be added to the excused employee's overtime listing.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 14, 1972 Philip A. Lent
Business Manager, Local 383, I.B.E.W.

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Robert J. Chamis
Business Manager, Local 1419, I.B.E.W.

Mr. Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Dear Mr. Lent:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1972.

1. The following Letters of Agreement as appearing in the July 1, 1970 Agreement are extended until July 1, 1972:

July 24, 1970 (Paragraph 1. In the event that an employee, etc.)

June 30, 1969
June 30, 1967
July 15, 1966
July 1, 1963
July 3, 1963
December 27, 1962
June 27, 1962
July 1, 1960

2. *** Deleted

3. The Company agrees to instruct its supervisors to make reasonable assignments in all departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

4. *** Obsolete

5. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1972 Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meeting in connection with a new Agreement to be effective as of July 1, 1973.

1. The Letter of Intent dated July 14, 1972 and other Letters of Intent referred to in paragraph 1 of that letter are extended until July 1, 1975.

2. Copies of all Bargaining Unit Job Vacancy Postings will be sent to all Business Managers and Assistant Business Managers.

3. Records will be maintained in Divisional Electric Operations offices relative to assignment of linemen to various types of trucks. Such records will be available for inspection to Business Managers and Assistant Business Managers upon request.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 17, 1973 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

July 18, 1975

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1975.

1. The Letter of Intent dated July 17, 1973 and other Letters of Intent referred to in paragraph 1 of that letter are extended until July 1, 1976 except as noted in paragraph 2 below.

2. Delete Paragraph 2 - Letter of Intent July 15, 1971 to Local 383.

Delete Paragraph 2 - Letter of Intent July 15, 1971 to Locals 468 and 469.

Delete Paragraph 2 - Letter of Intent July 15, 1971 to Local 1419.

3. As an alternative to the Company's current plan with the American Optical Company for providing safety glasses where required on the job, an employee so desiring may purchase prescription safety glasses through commercial sources. For such purchases the Company will pay the following allowances: $12 single lens, $22 bifocal lens, $29 trifocal lens, providing such lens and frames are certified to conform to Z87.1 U.S.A. Standard Practice for Occupational and Educational Eye and Face Protection.

4. (Effective January 1, 2005) When obtaining prescription safety glasses under the Company’s current plan with the American Optical Company (or other company approved vendor) employees will pay any costs for eye examinations which are not covered by their chosen medical or vision plan provisions.

The Company will reimburse the employee for all fitting fees.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 18, 1975 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

July 22, 1976

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1976.

1. The Letter of Intent dated July 18, 1975 and other Letters of Intent extended by that Letter are extended until July 1, 1977 except as noted in paragraph 2 below.

2. Delete Letter of Intent June 30, 1967 to Local 383.

Delete Letter of Intent June 30, 1967 to Local 1419.

Amend last sentence of paragraph 4 of Letter of Intent July 24, 1970 to Locals 383 and 1419 to read: "It is also agreed that any consecutive hours actually worked beyond sixteen consecutive hours actually worked will be paid at double the straight time rate whether offset by rest time or not. (Amended July 1, 1976)."

Delete paragraph 5 of Letter of Intent July 18, 1975 to Locals 420 and 457.

3. ***Deleted.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 22, 1976 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

September 14, 1982

Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm a statement of intent made by the Company during 1982 Company-Union (CL&P Green Book) negotiations.

The Labor Relations Department will provide, upon requests made at reasonable intervals by the Local Union(s) Business Manager(s), the year-to-date hours of employees temporarily upgraded to "chief" or "top" classification.

Very truly yours,

R. E. Pawloski
Labor Relations Administrator

August 21, 1995

Mr. J. R. Healey, Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly, Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of June 1, 1995.

1. The Letter of Intent dated July 22, 1976 (page 138 of current Agreement) and other Letters of Intent extended by that Letter are extended until June 1, 1998 except as superseded by paragraphs 2. and 3. below.

2. The Company will pay the full cost of lenses, frame, and case of clear and/or tinted prescription safety eyeglasses for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years for the term of the agreement. Employees who opt for safety glasses with Photochromatic (photogray) or progressive lenses will not receive a second pair of clear or tinted safety glasses. The company will pay for the cost of Photochromatic (photogray) or progressive lenses. The Company will provide for the replacement of safety eyeglasses when damaged on the job. Replacement will be limited to lenses only if the lenses are damaged or obscured.

The employee will provide the Company with a current (not over two years' old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

The Company will reimburse the employee for all fitting fees.

Very truly yours,

C. W. Grisé
Senior Vice President - Human Resources
and Administrative Services

Accepted for the Union:

August 21, 1995 _____
Business Manager, Local 420, I.B.E.W.

August 21, 1995 _____
Business Manager, Local 457 I.B.E.W.

August 21, 1995

Business Managers
Locals No. 420 and 457
International Brotherhood of Electrical Workers

Gentlemen:

This letter concerning live-wire practices, referred to in Article XVIII of the June 1, 1989 Agreement, is to confirm our understanding of certain operating practices to be observed in the performance of work on energized primary conductors.

A. Work assignment of employees classified as Line Helpers

When a line helper is in the first three rate steps, the employee may be assigned to perform work on energized circuits of not higher than secondary voltage. When a line helper has attained the fourth rate step, the employee may be assigned, under close supervision, to apply protective equipment on primary conductors necessary to perform work safely on energized conductors not in excess of 600 volts. When a line helper has attained the fifth rate step, the employee may be assigned to perform simple work on poles involving energized primary circuits provided a Lineman is in the work area.

B. Energized primary work at two working levels or cutting in or out slack

Live-wire work involving either transferring of primary wires on poles or cutting in or out slack, or handling energized wire at two working levels shall be carried on by two Linemen or a Lineman and an eligible Line Helper in the sixth, seventh, or eighth rate step, except that the sixth-step helper will not be required to perform the work of cutting in or out of slack on energized wires unless under close supervision.

The following is our understanding of operating practices to be observed under paragraph B.

1. For the purposes of this paragraph, the following definitions shall apply:

a. Straight-Line Pole

A pole in line where the energized primary wires are carried on pin-type insulators and the angle of pull is not more than 18 feet (20 degrees).

b. Corner Pole or Angle Pole

A pole located at an angle in excess of the above or where the energized primary wires are carried on disc insulators or the equivalent.

c. Junction Pole

A pole where the energized primary wires extend in three or more directions from the pole, or where the energized wires extend in two directions from the pole and are supported on crossarms attached to the pole at two different levels.

2. The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out in accordance with the number of qualified line department personnel described in the attached Live-Wire chart. The chart will be interpreted within the following scope:

a. Where the required numbers are two (2) or four (4), one-half (½) of the assigned number must be Linemen or Chief Linemen or a combination of both. The remainder may include Line Helper(s) in the sixth, seventh, or eighth rate steps.

b. Where the required number is three (3), two (2) must be Linemen or Chief Linemen or a combination of both, the remainder may be a Line Helper in the sixth, seventh, or eighth rate step.

3. The cutting in or cutting out of slack in energized primary wires shall be carried out by two Linemen or one Lineman and a Line Helper in the seventh or eighth rate step.

4. It is understood that in the event the transferring of energized wires from one pole to another also involves the cutting in or cutting out of slack or the installation of energized primary taps, or both, the provisions of 3. of this letter shall not require Linemen in addition to those provided for in the chart.

5. The Company may assign more than the specified number of employees to carry out any of the above jobs for expediting the work or for other purposes and the Union agrees that such use of extra employees shall not be considered as establishing a precedent.

6. The installation of energized primary taps on junction poles, and elsewhere where it is current standard practice, shall be carried out by two Linemen or one Lineman and one Line Helper in the sixth, seventh, or eighth rate step.

7. During 1976 contract negotiations discussions of the Company proposals for modifications of the June 18, 1975 live-wire practices letter, the Company explained that it was not its intent to change its method of assigning three-person crews as a result of the redesigning of the required number of personnel with respect to the live-wire practices, as described in the Letter of Understanding and attached chart.

On limited occasions, a line crew consisting of two qualified line department personnel could be assigned to perform jobs listed as 1 through 3 under the heading Personnel Lifting Devices of the live-wire practices letter interpretation chart, where the jobs could be performed without the use of a lifting tong in conjunction with a holding stick.

However, it is recognized that some line functions, other than the assignments listed in the live-wire practices chart, are now performed by and will continue to be performed by a two-person line crew.

Very truly yours,

Senior Vice President-Human Resources and Administrative Services

CONFIRMED FOR THE UNION:

By _____ Date *August 21, 1995*
Business Manager, Local 420

By _____ Date *August 21, 1995*
Business Manager, Local 457

March 16, 1998

Mr. William Hogg, Assistant Business Manager Local 420 – I.B.E.W.

Ms. Theresa Kmetetz, Assistant Business Manager
Local 457 – I.B.E.W.

Dear Mr. Hogg and Ms. Kmetetz:

This letter serves to confirm understandings reached as a result of our current negotiation discussions regarding the new CL&P Blue Book Department – System Projects.

Scope of System Projects

System Projects work is defined as any assignment that exceeds 120 continuous manhours.

Reporting Locations, Classifications and Population

	East (East Hampton)	West (Newtown)
Chief Lineman (rubber gloving)	3	3
Lineman (rubber gloving)	9	9
Helper	1	1

Hours of Work – Premium Pay – Holidays

All employees transferring into System Projects will be required to work any of the following hours of work:

- Four ten (10) hour days:
  - Eight (8) hour schedules during work weeks that contain holidays.
  - Premium pay will be in accordance with Article VII, Section 13(b).
- Straight eight (8) hour days.
- Eight (8) hour days with an unpaid lunch.

Overtime Rotation

Insofar as practicable, overtime work will be equitably distributed among suitably qualified employees who are assigned to the project in which the overtime work is required on a weekly basis.

Temporary Upgrades

When required, employees will be offered temporary upgrades according to greatest classification seniority on the project.

Work Practices

- Rubber gloving practices and procedures will be in accordance with the Blue Book Topic.

- System Projects line classifications will not perform switching in substations.

- It is not the Company's intention to mix district and System Projects linemen except for conversions. Any other mixing of district and System Projects linemen will be on a voluntary basis.

Incentive Compensation

Company and Union agree to meet and discuss, within 120 days from the date of this Letter of Understanding, the feasibility of adopting an incentive compensation program for System Projects bargaining unit employees.

Company and Union Review Committee

Representatives of the Company and Local Unions shall meet from time to time, at the request of either party to discuss matters pertaining to safety, efficiency and other cooperative efforts.

Storm Restoration Protocol

Available district linemen will be utilized first on storm restoration activities and then available System Projects Linemen, followed by Transmission linemen. If System Projects is working in an area hit by a storm, they may be required to perform storm restoration activities until they are relieved by available outside district crews from the area (as defined in Appendix C).

Seniority

Reassignment and layoff (see attached option sheet).

Appendix C

Department	Local Seniority Area
System Projects	East (East Hampton) West (Newtown)

Training

Training for helpers will be in accordance with the existing Lineman's Time Merit Progression Program. If a "non-rubber gloving" lineman applied for a System Projects position, rubber glove training will be provided.

Inclement Weather

System Projects linemen shall not be required to perform outdoor work when weather conditions might make such work unsafe. Work to be performed during inclement weather will be by mutual agreement.

Job Positions

The Company will give preference to its regular Blue Book bargaining unit employees and then its regular Green Book bargaining unit employees over hiring new employees when making placements within System Projects. Vacancies created by Green Book and Blue Book bargaining unit employees posting into System Projects will be filled in a timely manner, but not necessarily in the same location.

The Company and Union will act in accordance with all other provisions of the Blue Book Agreement.

Very truly yours,

/s/ Raymond C. DiCenso
Sr. Consultant – Labor Relations

RCD/tjk

ACCEPTED FOR THE UNION:

/s/ William Hogg, Assistant Business Manager	3/16/98
Local 420 – I.B.E.W.	Date
/s/ Theresa Kmetetz, Assistant Business Manager	3/16/98
Local 457 – I.B.E.W.	Date

11/10/2003

An agreement on a protocol for assigning CL&P-System Project crews to participate in major storm restoration activities at locations other than those owned or operated by the Company (Northeast Utilities)

The agreement is as follows:

- System Project crews will comprise of approximately 15% of the total number of crews participating in major storm restoration activities
- This agreement does not take effect until a minimum of 10 crews from the Divisions are assigned
- The Company will make an earnest effort to draw these crews from the various system project locations as evenly as practicable
- System Project crews will be selected on the basis of low overtime by location where practicable
- As the determined supervision, System Project line-workers will be mixed with Division line-workers when work requirements dictate (consistent with present practices)

For the Union:

/s/ Theresa Kmetetz
Business Mgr.

/s/ William Hogg
Assistant Business Mgr.

For the Company:

/s/ Raymond DiCenso Assistant
Sr. HR Consultant

April 17, 2003

LR-03-20

Mr. Dennis J. Phelan, Jr., Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Re: Extension of 'Gold Coast' Program to Local 420 Bargaining Unit Employees

Dennis:

Pursuant to our March 28th telephone call, I am providing our written commitment to extend to your members the subject Gold Coast program. This program, outlined in the attached memorandum, has already been implemented for qualified non bargaining unit employees, and may be discontinued at any time at the discretion of the company.

Please indicate your acceptance of this offer in the space provided below. I will be happy to answer any questions or address any comments you may have on this program.
/s/ Robert G. Lizotte, Executive Director
HR & Labor Relations

Accepted: /s/ Dennis J. Phelan, Jr. Date: 4/22/03
Business Manager – IBEW Local 420

Cc:
T. Kmetetz

To: Impacted Employees

From: Lee Olivier

Date: April 17, 2003

Re: "Gold Coast" Program (Revised)

Revised – June 2016

To support Eversource's efforts of attracting and retaining employees in or near the high-cost, high-traffic area of Connecticut commonly referred to as the "Gold Coast," the Company maintains a program of the same name, which provides additional compensation above and beyond an employee's base salary.

Highlights of the program include:

- The Company will pay an initial Transfer Bonus Payment (or "Anniversary" payment) for new employees being hired and transferees into specific job locations, and an Annual Geographic Adjustment Payment to employees in designated job locations – specifically, the Stamford and Norwalk work centers.
- We will formally relax the 30-minute resident rule to 60-minutes.

The specifics of the plan:

1. Existing employees in the designated job locations as of 02-17-03 who are still in one of those specific locations on 12-31-03 will receive an annual $3,000 Geographic Adjustment Payment. This will occur every year as long as the Company deems this program necessary. The Company, in its sole discretion, retains the right to end this program at any time. In future years January 1 will be used as the start date.

2. Any employees who transfer or are initially hired into these designated job locations while the program is in effect will receive a one-time, once-in-a-lifetime $15,000 Transfer Bonus Payment, in the form of $5,000 after each of the first three anniversaries of such transfer, assuming the employee is still in a qualifying position.

3. The Annual Geographic Adjustment Payment will be payable in February. If an employee transfers out at any point in a calendar year, he/she is ineligible for that year's payment.

4. Should an employee transfer out of these job locations at any time, there is no obligation to repay any of the payments; however, no further payments will be made, and the employee will be ineligible for any additional Transfer Bonus Payments. The only exception is for an employee transferring out to accept a supervisory position; such employee will receive a pro-rated Transfer Bonus Payment for the number of days in the year the employee was assigned to one of the designated job locations. The employee will be eligible for the remainder of the Transfer Bonus Payment if he/she ever transfers back to one of these job locations as a supervisor or above.

5. The Geographic Adjustment Payment is pensionable each year, if the payment is made prior to the last month before your separation from Eversource. The Transfer Bonus Payment is not pensionable.

Q&A's for Proposed Gold Coast Program

Q1 – If I am in the program, assigned to one of the qualifying job locations, and retire during the year, what is the status of the Geographic Adjustment Payment I would have received at year's end?

A – The Geographic Adjustment would be prorated, for the time worked during the year up to the date of retirement, and would be paid out within 30 days after your effective retirement date.

Q2 – What happens if I am currently working in one of the qualifying job locations and I am assigned to a rotational assignment outside any of the qualifying job locations during the year?

A – If the Company assigns you to a temporary assignment at the Company's convenience, and you are expected to return to a qualifying location at the end of the assignment, you will be paid a full Geographic Adjustment Payment at year's end, when the other recipients are paid.

Q3 – What happens if I am currently working in one of the qualifying job locations and am downsized during the year?

A – You would first try to locate another position within Eversource. If you were unable to find another position and were terminated from Eversource employment, a prorated share of the Geographic Adjustment Payment would be paid to you at year's end, in the same time frame as other payment recipients.

Q4 – Are any employees currently assigned to a qualifying job location when the program begins qualified for the one-time initial Transfer Bonus Payment?

A – No, only new transfers and new hires into the qualifying job location, with effective dates of assignment after 01-01-03 will qualify for the one-time, once in a lifetime initial payment.

Q5 – Would an employee who transferred into a qualifying job location before the program's inception qualify for the one-time initial Transfer Bonus Payment?

A – No. The one-time initial Transfer Bonus element of the program only applies to people transferring into a qualifying job location with an effective date after 01-01-03 for the transfer. Employees who were assigned to the qualifying job location prior to 01-01-03 do not qualify for the one-time initial payment. However, they may still qualify for the Annual Geographic Adjustment for each subsequent year they remain in a qualifying job location while the program is in effect.

Q6 – For employees eligible to receive the one-time initial Transfer Bonus Payment for transferring into the qualifying job location, would they receive a pro-rated portion of the annual payment for a year in which they retired, or left the area due to, for instance, taking a new position outside the area?

A – The one-time initial Transfer Bonus Payment will only be paid out to employees who stay within the qualifying job location for three consecutive years and will be paid in equal increments at the end of each 12 month period, for those three years. If at any time during this three-year period they leave the area or retire, they would become ineligible for any additional payments through this part of the program.

Q7 – Do these payments affect benefits or overtime?
A – Both the Transfer Bonus Payment and the Annual Geographic Adjustment Payment will be included as base pay, retrospectively, for the purpose of calculating nonexempt overtime. Neither adjustment will be included in any calculation of e-share or401K. The annual

Geographic Adjustment Payments are included in pensionable earnings each year, if paid prior to the last month before your separation from Eversource. The Transfer Bonus Payments are not pensionable.

Q8 – Are these payments taxable?

A – Yes.

Q9 – Who is eligible for the Geographic Adjustment Payment?

A – Active, regular, full time and part time employees permanently assigned in qualifying job locations.

Q10 – If eligible, could employees receive both the Transfer Bonus Payment and the Annual Geographic Payment in the same year?

A – Yes.

Rev. 6/1/16



Northeast

Utilities System

107 Selden Street, Berlin, CT 06037

Northeast Utili ties Service Company
P.O. Box 270
Hartford, CT 06141-0270
(860) 665-5000

November 22, 2004

Mr. John Unikas, Business Manager
Local Union 420 - I.B.E.W.
550 Wolcott Street
Waterbury, CT 06705

MS. Theresa Kmetetz, Assistant Business Manager
Local Union 457 - I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, Ct 06450

Re: 2004 Blue Book & Green Book Announcements

John & Terry:

As part of the 2004 Blue Book and Green Book negotiations the Company announced that it would discontinue certain practices upon expiration of the current contract. Of the seven (7) Blue Book and six (6) Green Book announcements, the Union Locals expressed specific membership concerns regarding the three (3) announcements below, and requested that the Company commit that any future changes to these announcements be negotiated with the Locals.

In agreeing to the Union's request, the Company is agreeing—without precedent and without in any way committing to negotiate with the Locals with respect to any other announcements (whether made in the past, present or future)—to negotiate future modifications of the three (3)
2004 announcements listed below:

- **Announcement** - displaced employees, *who are hired after June 1, 2004*, will be required to successfully pass applicable aptitude tests (i.e., CAST, Tech., etc.) prior to exercising bumping options under Article V, Reassignment, Layoff and Demotion.

- **Announcement** - the Company eliminates the practice of rotating crews after 1½ hours worked for the sole purpose of equitable distribution of overtime. The Company will attempt to change-out crews after 3 hours**.**

- **Announcement** - On-call Prearranged Overtime Practices - with the exception of Saturday and Sunday, the Company eliminates the practice of using the scheduled oncall lineworker for prearranged overtime.

It is also understood and agreed that this agreement in no way affects the Company's management rights, including but not limited to, determining qualifications (including testing), establishing schedules (including establishment of the on-call week, shifts, etc.), and making work assignments.

Agreed to by the Company:

/s/
Robert G. Lizotte January 6, 2005

Agreed to by the Locals:

/s/
Ms. Theresa Kmetetz (Local 457)
January 6, 2005

/s/
Mr. John Unikas (Local 420)
January 6, 2005

August 29, 2005 LR-05-50

Mr. John Unikas, Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Re: Resolution of Overtime Distribution Issue – Local 420

John:

Pursuant to our August 24th telephone conversation the Company (CL&P) is agreeing to extend the practice of administratively assigning 2000 hours of overtime to those individuals who have reached the age of 45 and have removed themselves from scheduled on-call as permitted by the Blue Book (Article X) and Green Book (Article IV). This practice, which was originally initiated to accommodate the ACOS callout process, will result in these individuals being placed at the bottom of the overtime list for their area. Overtime assignments will be accomplished as follows:

- For unplanned overtime, ACOS will typically be used to run the entire list pursuant to normal practices. (See Attached).
- For planned overtime, work area supervision will disregard the administrative 2000 hour figure and offer the overtime to the person with the lowest number of net hours. (See Attached).

Implementation of the above process will, upon agreement from Local 420, become effective on September 1, 2005. Affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined above. Affected employees who wish to return to on-call status will be given the one time opportunity to return to the on-call list without waiting the one year timeframe. Specifically, employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the January 1, 2006 calendar date (for establishment of the 2006 on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work. Even if returned on-call employees are not working scheduled on-call they will be subject to the same overtime offerings as those employees who work scheduled on-call work.

As we have discussed this action (to include the waiving of the waiting period for return to scheduled on-call) is taken without precedence and without prejudice to the company's established position on overtime distribution. Additionally, the Company's action is predicated on the assumption that mathematical errors may occur in the assignment of planned overtime work – due to the need to deduct the 2000 hours. Accordingly, the company and/or the union reserve the right to discontinue this overtime process (i.e., using an administrative 2000 hours) with appropriate notice, if it is determined to be problematic or unmanageable. It is also understood that this agreement will resolve any grievances specific to the distribution of overtime where the adding of 2000 hours may have been a factor.

Please sign below to indicate your agreement on this issue.

Very Truly Yours,

/s/ Robert Lizotte

Agreed: /s/ John Unikas – Business Mgr. Local 420

Attachment
Cc: T. Kmetetz – Local 457
J. Gavell
LR Files

Letter-2000 Hours Rule

October 23, 2012

Mr. Ed Hammett
Executive Director-Labor Relations Connecticut
Light & Power Co.

Re: Blue Book 2000 Hours Rule-457

Dear Mr. Hammett:

This letter serves to explain, in greater detail, Article X, Section 8(e). The affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined in Article X, Section 8 (e). Specifically employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the April 1st calendar date (for establishment of the next year's on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work.

Implementation of the above process will, upon agreement, become effective on April 1, 2013. Affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined above. Affected employees who wish to return to on-call status will be given the one time opportunity to return to the on-call list without waiting the one year timeframe. Specifically, employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the March 1, 2014 calendar date (for establishment of the 2013 on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work. Even if returned on-call employees are not working scheduled on-call they will be subject to the same overtime offerings as those employees who work scheduled on-call work, per the overtime list.

As we have discussed this action (to include the waiving of the waiting period for return to schedule on-call) is taken without precedence and without prejudice to the company's established position on overtime distribution. Additionally, the Company's action is predicated on the assumption that mathematical errors may occur in the assignment of planned overtime work-due to the need to deduct the 2000 hours. Accordingly, the company and/ or the union reserve the right to discontinue this overtime process (i.e., using an administrative 2000 hours) with appropriate notice, if it is determined to be problematic or unmanageable.

The parties hereby agree to the terms above.

For the Company:	For the Union:
/s/Ed Hammett	/s/John Fernandes
Ed Hammett, CL&P	John Fernandes, IBEW Local 457

JF/sb
Opeiu 376 afl-cio

November 3, 2010

LR-10-162
Ref:

Mr. Frank Cirillo, Assistant Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager Local
Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Agreement – Scheduling Vacation and On-call

Dear Rich & Frank:

This letter documents our August 2, 2010 agreement in principle and my subsequent discussion with Frank Cirillo regarding the company's development, approval and posting of annual vacation and on-call schedules. This agreement applies to the CL&P Blue Book and Green Book union contracts, the Yankee Gas White Book Contract, and the CL&P Technical Contract and as applicable, modifies the language contained in these contracts on this subject and replaces any side agreements or practices currently in existence regarding this topic. This agreement also applies to the Transmission Group as applicable.

It is also agreed that neither the Union or the Company will use this agreement as part of Local 457's grievance 2010-014 (Company No. 2010-10-457), or the arbitration of that grievance.

Purpose: This agreement reflects an effort by the parties to eliminate unnecessary controversy surrounding conflict between the on-call schedule and the employee's vacation submittal. To date, the company has processed these schedules independently – leaving some employees in a position where their vacation preference has conflicted with their on-call schedule. These employees have often had to swap their on-call schedule with another employee or otherwise modify their vacation plans. This agreement is specific to this conflicting schedule issue. All other vacation requests will continue to be processed in accordance with the applicable union contract (Blue Book and Green Book).

This agreement also documents the company's intent to fill on-call schedule vacancies (e.g., for planned medical absences) as soon as they are made aware of such. To fill short notice vacancies (less than 30 days) the company will seek volunteers, and if none will use the overtime list effective the Monday prior to the vacancy. For longer notice vacancies, the company will use the established on-call schedule rotation and will assign the vacancy to one of the scheduled employees provided the employee does not get back to back on-call schedules.

It is understood that the company may decide not to fill vacancies (particularly short notice absences) if it determines that the existing on-call response resources are appropriate for the anticipated trouble call volume.

Company actions for 2010: Effective November 3, 2010, the company will review the existing on-call schedule to determine if there is a conflict between the approved vacation schedule and the on-call schedule. Identified conflicts will be resolved by filling the vacancy through the overtime list of employees – specifically those employees eligible for scheduled on-call assignment. The company is not obligated to take action on any other vacation request.

Concurrent with its actions on resolving the vacation/on-call scheduling conflicts, the company will extend the current on-call schedule rotation until April 24, 2011. Employees requesting vacation during the period of January 1, 2010 through April 24, 2010, will submit their requests in accordance with the applicable contract language.

Company Actions for 2011 [and Future Years]: Effective April 24, 2011, and every year thereafter, the company will post the on-call schedule by the last Sunday in April. The on-call schedule will be prepared using approved vacation schedules to ensure there is no conflict with the employees approved vacation. Company management will process the employees' vacation preference in accordance with Article IX of the Blue book and Article V of the Green book, Article IX White book, and Article 22 of the Technical Contract as applicable. Once the vacation and on-call schedules are finalized by the Companies the employee (not the company) will be responsible for addressing any swapping or other schedule change, outside of those resulting from illness or disability.

Both parties understand and agree that this agreement will terminate with the expiration of each cited contract and this agreement will be incorporated into the next version of these contracts or will otherwise be dispositioned through the contract negotiations process. Additionally either party may request a revision to this agreement.

Agreed to by the Company:	/s/ R. Lizotte
Agreed to by the Union:	/s/ R. Sank
Agreed to by the Union:	/s/ F. Cirillo

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

November 30, 2016

Topic: Floating Holiday Protocol

Bargaining unit employees have the ability to choose two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, Teal seniority shall govern.

Process

- Employees will make their selection of vacation periods (A,B,C,D....., weeks) by March 1 and vacation schedule will be posted by April 1.
- If an employee wants to use their floating holiday for either – Good Friday and Day after Thanksgiving those days must be selected at the same time as vacation. The total number of bargaining unit employees off for those two days cannot exceed the limits designated by local management. Management will make best effort to be as flexible as possible when designating these local limits.
- On-Call schedule, where applicable, will be prepared using the approved vacation and floating holiday schedules and posted by the last Sunday in April.

Supervisors may require employees to complete a Flexible Holiday Preference form at the start of each year to avoid scheduling conflicts.

Agreed to:

Joseph Picone
Labor Relations Manager

Joe Malcarne
Local 420 Business Manager

John Fernandes
Local 457 Business Manager

Memorandum of Understanding
Between
The Connecticut Light and Power Company dba Eversource Energy and IBEW Locals 420 and 457

Response Specialist - Line

The purpose of this document is to outline the scope and parameters of the Response Specialist position in Connecticut as agreed to between Connecticut Light and Power dba Eversource Energy (the "Company") and IBEW Local 420 and 457 (the "Union"), collectively referred to herein as the "Parties." In accordance with collective bargaining agreements between the Parties dated June 1, **2019** (the "CBAs"), both Parties agree as follows.

Job Duties and Description
Attachment "A"

Schedule:
The hours of coverage will be 24 hours daily and 7 days per week. See attachment **D**. The Company commits to maintain the schedule for **the term of the contract**. **However, the Company and Union recognize that for the 12 hour shift to work properly, RSO employees must make a good faith effort to be available to work when needs dictate. The Company shall monitor the response for both planned overtime and call outs. If the Company determines that employees are engaging in overtime abuse, the Company may cancel 12 hour shifts. Such cancellation may be limited to specific zone(s) where the overtime abuse occurs. Prior to implementing the schedule change, the Company and Union shall meet and discuss the abuse concerns and make reasonable efforts to address these issues.**

Holidays:
For the determination of Holiday hours, a Holiday will start at 06:00 hours on the actual day of the holiday and end at 06:00 hours the following day.

There will continue to be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, they will receive eight (8) hours of holiday pay at basic straight time rate and the hours worked will be paid at the applicable rates. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, **for any shifts greater than eight (8) hours**, **the employee shall elect to use either vacation pay, lieu time, if available, or up to twenty-four (24) hours of "no pay" per calendar year for the remaining hours of the shift**.

Number of positions for the staffing of the Response Specialist:
Range of 81-100 positions **for the initial staffing**. See Attachment **C**. **Subsequent to that, the Company can determine the staffing levels with the maximum number of positions for the organization set at 126. The Company can force qualified employees up to a maximum of 126 positions.**

Backfilling shift vacancies within the Response Specialist organization:
The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective zones. Incremental backfills; will be attempted to be filled from within the zone, if unsuccessful, the company will then utilize the entire Response Specialist roster as appropriate. Scheduled backfills; will be posted and attempted to be filled in the respective zone. All vacancies will be filled in accordance with the overtime list. See Attachment **E**. **If the Company adds additional resources equally in each zone due to weather related events, the Company retains the right to move resources across zones based on operational needs regardless if the Response Specialists are on straight time or overtime.**

Reporting location(s):
Closest district to home within the zone **or a mutually agreed upon location within the zone. However, the Company reserves the right to change the mutually agreed upon reporting location. Such change shall either be to another mutually agreed upon location or the closest district to home within the zone.** See Attachment **C***.

Coverage area:
The area that is covered by The Connecticut Light And Power Company.

Supervisory Direction:
Response Specialists will be directed through the Systems Operation Center ("SOC") **and RSO Management**. The **RSO** organization will consist of a Director, Managers, and **RSO**/Field Supervision. The Field Supervisor will provide the day-to-day direction for the Response Specialists. When necessary, the local AWC Supervisor- Electric Field Operations will also provide direction, in coordination with **RSO** management.

Mutual Aid:
Response Specialists will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

Storm Assignments:
Local AWC personnel, System Projects and Transmission Line will be asked and required prior to Response Specialist being offered to perform Storm assignments on Company property outside of the Connecticut Light and Power service territory.

Training:
The Response Specialist position requires a minimum qualification of Line Mechanic.
The Company will schedule all required ongoing training and updates. **Ongoing training and updates will be furnished to the Business Manager on a semi-annual basis.** See Attachment **F**.

Response Specialist Initial Staffing:
Step One
Response Specialist positions will be offered to and filled by the respective districts. The selection of employees will be in accordance with departmental seniority.*

Step Two
Remainder of the vacancies will be filled in accordance with the contractual provisions.

*Length of service in the Department since date of last employment by the Company shall constitute Department seniority.

Response Specialist Staffing

- **Internal Candidates** – Hiring process in accordance with contractual provisions.

- **External Candidates** – Potential candidates to be given a physical skills assessment. Successful candidates to be offered a position within the Response Specialist organization. Candidates who accept a position will receive training/orientation prior to beginning their new role. External hires will start at the minimum **RSO** rate and be held at that rate through their probationary period in accordance with the contract.

Retention
Initial incumbent qualified employees who elect to accept a position within the Response Specialist classification will be retained for a period of two (2) years from date of transfer and will not be entitled to apply for posted job openings during this period. Exceptions to this two year restriction would be promotions attained through the employee's normal sequence of progression.

The initial incumbent employees, who wish to return to their respective districts and classifications, must notify **RSO** management in writing, at least thirty days prior to their intention to leave the Response Specialist organization. However, an adequate complement of Response Specialists must be maintained to operate the Response Specialist organization. Therefore, an incumbent employee will not be released if the complement would be below a certain threshold, set forth in Attachment D. The Response Specialist reclassified to their previous classification will not be required to accept upgrade to the Response Specialist for a period of two (2) years.

All others, subsequent to the initial posting, once qualified as a Response Specialist, will remain in the position for a minimum of three (3) years and will not be entitled to apply for posted job openings during this period.

The junior qualified employee(s) by Teal Book seniority in the affected Local 420 or Local 457 territory will be required to accept any unfilled vacancies in the Response Specialist classification. Incumbent employees forced into the Response Specialist position will be retained for a minimum of **eighteen (18) months. An employee who is forced into the Response Specialist classification for a minimum of eighteen (18) months will not be required to accept upgrade to the Response Specialist classification for a period of one (1) year starting from the date of being released from the organization. Exceptions to this eighteen (18) month retention period restriction would be promotions attained through the employee's normal sequence of progression.**

Seniority:
For the purposes of Article V, Section 2 (a) only, Response Specialist and Line Mechanic will be considered as the same classification.

In addition, **during the initial two (2) year startup period,** Response Specialists formerly classified as a Lead or Chief Line Mechanic will be treated as a Lead or Chief Line Mechanic respectively for the purposes of Article V, Section 2 (a) only.

All initial incumbent employees who chose to remain in the RSO following the two (2) year startup period will have their classification seniority date adjusted to the implementation date for Zone 1.

Implementation:
Post and fill **initial** Response Specialist positions upon **June 1, 2016** contract ratification.

Upgrading:
When the Company assigns three (3) or more people to a crew, the Company will designate an employee to direct the workforce and be responsible for the crew for all hours so assigned on that day provided the assignment is for one (1) or more hours. The designated employee in charge will be paid one dollar and seventy-five cents per hour ($1.75) in addition to the employee's basic straight time hourly rate for all hours so assigned. Upgrading will normally be on a classification seniority basis.

Meals:
Any earned meals will be paid at the contractually higher rate ($20.00**). Meal time not taken shall not count as hours worked for the purposes of determining sixteen hours of work or rest time in accordance with Article VI, Sections 6 and 7.**

Rest Time:
Except in case of emergency or the case of unforeseen absence of other employees, employees shall not be required to work more than sixteen hours in any one twenty-four hour period.

The rest time window set forth in Article VI, Section 6 does not apply to Response Specialist employees. A Response Specialist must work beyond 16 hours in any 24 hour period, not including meal time not taken, in order to be allowed 8 hours off, once released, before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby.

Planned Overtime:
Planned overtime shall be defined as overtime work for which at least forty-eight hours advance notice has been given and will be assigned among employees as equally as possible. Effective June 1, 2020, the planned overtime notice will be reduced from forty-eight hours to thirty-six hours. Effective June 1, 2021, the planned overtime notice will be reduced from thirty-six hours to twenty-four hours.

If a Response Specialist accepts a planned overtime shift, the Response Specialist cannot accept a call out prior to the planned overtime shift that would preclude him or her from filling the initial planned overtime shift.

A Response Specialist cannot accept a planned overtime shift prior to his or her regular shift if taking such planned overtime will make the employee unavailable to work all of his or her regular shift.

Attachment A

Eversource Response Specialist Duties

The responsibilities will include, but not be limited to, clearing faulty and unsafe conditions, including maintaining or restoring electrical service, by temporary or permanent means to include replacing or bracing/lashing poles, securing pole tops, floating conductors, extending secondary, or as described in the below listed duties.

The below illustrative duties will be performed as a single-person crew or as a multi-person crew as dictated by the task and applicable work methods.

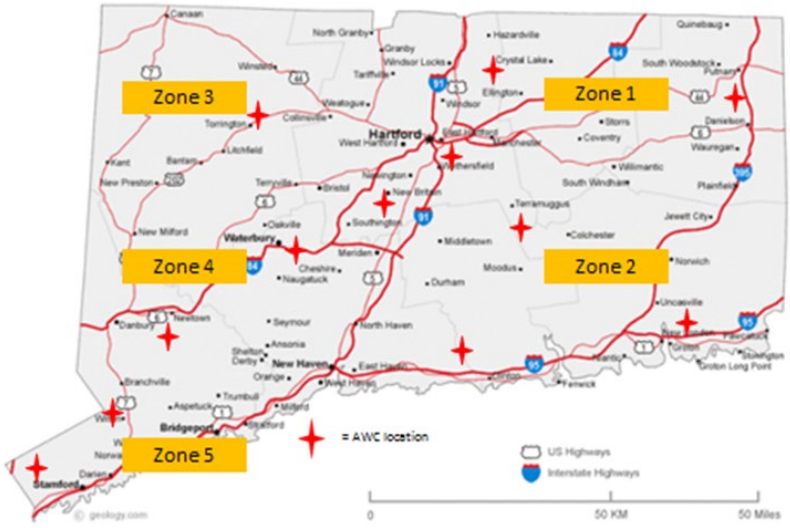
1. Clearing faulty and unsafe conditions including maintaining or restoring electrical service by temporary or permanent means;
2. Operate primary* and secondary fault locating equipment on URD systems in order to isolate the faulted equipment and restore the customers**. This includes all URD/DB single phase systems and three phase radials;**
3. Operate switching and control devices on both the overhead and underground systems (pad mounted equipment). See Attachment **B** for further information;
4. Connect, disconnect, and operate portable transformers and temporary primary jumpers under emergency or urgent conditions;
5. Replace failed transformers with assistance of other qualified employee(s);
6. Replace damaged or faulty equipment during the initial response;
7. Perform street light repair work including replacing defective bulbs, photocells, and heads along with new installations (up to a 250 watt head and under a 12' bracket);
8. Install and remove minimal cover up as needed. This may include primary conductors;
9. Perform secondary overhead and URD service connections associated with connecting customers;
10. Perform overhead distribution system line patrols;
11. Perform URD and overhead equipment inspections;
12. Make current and voltage measurements, as required;
13. Determine and record causes of failures and communicate the findings to the SOC;
14. Communicate the status of outages to the SOC – on-site, restoration projections, ETRs, etc.;
15. Investigate customer concerns, communicate with customer when needed to provide information;
16. Investigate and correct complaints of interference to telephone, radio, or television reception;
17. Document and submit required records and reports associated with trouble, line patrols, equipment inspections, and other related work;
18. Utilize mobile data terminals as **instructed**;
19. Operate GOABs that Line Mechanics operate (excluding GOABs with keyed interlock systems), reclosers and cutouts when needed, as well as other equipment that Line Mechanics currently operate;
20. **External substation inspections.**

Attachment B

There are two types of pad mounted switchgear in CT. The first is air insulated PMH Gear (Type 3, 5, 8, 9, 11, 12, and 13). The second is SF6 insulated (Vista, Trayer). In addition, there are wall mounted (Elastimold) located in customer vaults (primarily in Stamford and Hartford) that are tied into the UG system. Response Specialists would not normally respond to these outages. However, the Company may train them if they were to be utilized to restore customers while UG personnel are responding to an event.

There are many more types of gear in the industry. Therefore, this is for discussion purposes only and not meant to be all-inclusive.

Attachment C



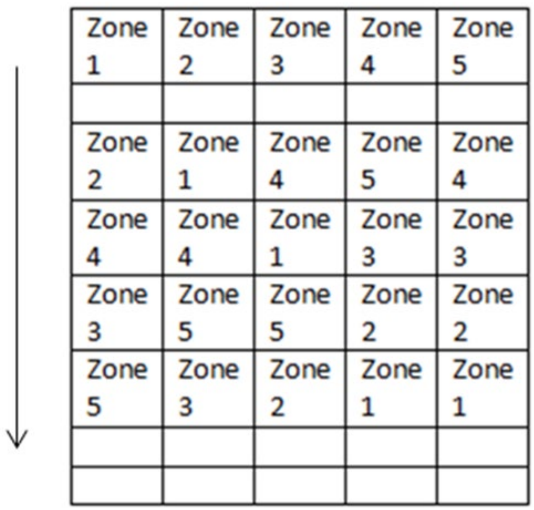
Attachment D

6 Week Rotation

Schedule	RSO Schedule						
	S	M	T	W	T	F	S
Week 1	D	D	D	D		*	
Week 2	*				N	N	N
Week 3	N			*		DA	DA
Week 4	DA		*		D	D	D
Week 5	*	DA	DA	DA	DA		
Week 6	*	N	N	N			
Total RS's per day	63	63	63	63	63	63	63
Total RS's 0600-1800 (D)	21	21	21	21	21	21	21
Total Rs's 0600-1800 or 1000-2200 (DA)	21	21	21	21	21	21	21
Total Rs's 1800-0600 (N)	21	21	21	21	21	21	21

***Denotes Double Time Days**

Attachment E



Zone 1	Zone 2	Zone 3	Zone 4	Zone 5
Zone 2	Zone 1	Zone 4	Zone 5	Zone 4
Zone 4	Zone 4	Zone 1	Zone 3	Zone 3
Zone 3	Zone 5	Zone 5	Zone 2	Zone 2
Zone 5	Zone 3	Zone 2	Zone 1	Zone 1

- Matrix establishes the protocol to be followed when requesting backfilling for Response Specialist coverage.

Attachment F

Response Specialist **Initial/Annual** Training Subjects

- Work site protection
- Auto transformer installation and removal
- Customer interaction
- ETR estimates/importance
- Stray voltage initial response
- Computer/tablet training
- Transformer connections, standard and unusual
- Ferroresonance
- Capacitor operations
- Regulator operations
- Direct buried & grounding
- DB trailer set up
- Von DB Primary fault finding
- Safe excavation practices
- Spitfire and Pin Pointer secondary fault finding
- PMH Switch gear and S&C fuse handling
- Recloser and loop scheme operations

- Environmental training
    - Oil spill containment, transport and reporting
    - Endangered species nest removal
- Outage prevention – best practices (upgrading the event to prevent future outages)
- Standard SERT subjects will continue to be scheduled through the training department

*This list of subjects may not be all inclusive and could expand as business needs demand.

Memorandum of Understanding
between
Eversource Energy Connecticut
and
IBEW Locals 420 and 457
Reliability Shift Electrician

The purpose of this document is to outline the scope and parameters of the **Reliability Shift Electrician** position in Connecticut as agreed to between Eversource Energy (the "Company") and IBEW Local 420 and 457 (the "Union"), collectively referred to herein as the "Parties." In accordance with collective bargaining agreements between the Parties dated June 1, **2019** (the "CBAs"), both Parties agree as follows.

Job Duties and Description:

Attachment "A"

Schedule:

The Company reserves the right to set the schedule. The hours of coverage will be 24 hours daily and 7 days per week. **The Company is committed to have the attached schedule (Attachment D) for the RSE Organization for the term of the Contract. However, the Company and Union recognize that for this schedule to work properly, RSE employees must make a good faith effort to be available to work when needs dictate. The Company shall monitor the response for both planned overtime and call outs. If the Company determines that employees are engaging in overtime abuse, the Company may change the schedule accordingly. Prior to implementing the schedule change, the Company and Union shall meet and discuss the abuse concerns and make reasonable efforts to address these issues.**

Holidays:

There will continue to be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, they will receive eight (8) hours of holiday pay at basic straight time rate and the hours worked will be paid at the applicable rates. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, **for shifts greater than eight hours, the employee shall use vacation time, or no pay code for the remaining hours of the shift**.

Number of positions for staffing of the Reliability Shift Electrician organization:

36 positions will be initially staffed upon ratification of this contract. Future staffing levels will be determined by the Company. Forcing will be limited to maintain the initial staff of 36 positions for the term of the contract.

Backfilling shift vacancies within the Reliability Shift Electrician organization:

The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective **division**. Incremental backfills; will be attempted to be filled from within the division; if unsuccessful, the Company will then utilize the entire **Reliability Shift** Electrician roster as appropriate. Scheduled backfills; will be posted and attempted to be filled in the respective **division**. All vacancies will be filled in accordance with the overtime list. **The Company reserves the right to fill any portion of a shift. The Company retains the right to move resources across divisions based on operational needs regardless if the RSE are on straight time or overtime.**

Reporting location(s):

Reliability Shift Electricians will report to a show up site within the zones listed in Attachment B. The Company will determine the number of employees required to report within each zone. Priority on reporting zone will be based on classification seniority by division.

Coverage area:

The area that is covered by The Connecticut Light and Power Company.

Supervisory Direction:

Reliability Shift Electricians will be directed through **Substation Operations Supervision and** the Systems Operation Center ("SOC"). The Supervisor will provide the day-to-day direction for the **Reliability Shift** Electrician. **On a limited basis**, the local AWC Supervisor- Electric Field Operations will also provide direction, in coordination with **Substation Operations** management.

Mutual Aid:

Reliability Shift Electricians will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

Storm Assignments:

Local AWC personnel, General Operating and Central Maintenance will be asked and required prior to **Reliability Shift** Electricians being offered to perform storm assignments on Company property outside of the Connecticut Light and Power service territory.

Training:

The **Reliability Shift** Electrician position requires a minimum qualification of Electrician. The Company will schedule all required ongoing training and updates. **Ongoing training and updates will be furnished to the Business Manager when requested.**

Electrician Helpers hired into the RSE organization will be placed in to the TMP, evaluated and trained to become fully qualified.

On Call:

On-Call will be paid in accordance to Article VI, Section 9 of the Teal book.

Reliability Shift Electrician Staffing:

Internal Candidates – Hiring process in accordance with contractual provisions. **Reliability Shift Electrician positions will be posted by zone and filled by Teal book seniority with Electricians qualified to be RSE. If one or more vacancies are not filled through the posting process, the junior qualified Electrician(s) by Teal Book seniority within the affected division will be required to accept any remaining vacancies not exceeding the initial 36 positions. The Reliability Shift Electrician(s) reclassified to their previous classification will not be required to accept upgrade to the Reliability Shift Electrician for a grace period of one (1) year.**

External Candidates – External candidates are defined as applicants external to the Company or not in the Substation Operations Electricians organization. Successful candidates will be offered a position within the Reliability Shift Electrician organization. Candidates who accept a position will receive training/orientation prior to beginning their new role. **External hires will be offered a position at an appropriate step in the TMP or depending on experience, be offered the** minimum **qualified Electrician** rate and be held at that rate through their probationary period in accordance with the contract**. Candidates will receive the maximum qualified electrician rate upon completion of six months at the minimum electrician rate and have demonstrated competence. The RSE rate will be applicable once the employee is fully performing the responsibilities of a Reliability Shift Electrician. External candidates hired into the TMP progression will be paid at the applicable rate in accordance with the TMP.**

Retention:

During the initial posting, following the ratification of the June 2019 contract, incumbent qualified employees who elect to accept a position within the Reliability Shift Electrician organization will be retained for a period of two (2) years from date of transfer and will not be entitled to apply for posted job openings **or change divisions during the retention period. The two (2) year retention will begin once initial training period is completed and the employee enters the shift rotation. The RSE rate will be applicable once the employee enters the shift rotation.**

All others, subsequent to the initial posting, once qualified as a **Reliability Shift Electrician,** will remain in the position for a minimum of **two (2) years** and will not be entitled to apply for posted job openings **or change divisions during this retention period.**

Incumbent qualified employees forced into the Reliability Shift Electrician position will be retained for a minimum of 18 months. If there are more than 36 fully qualified RSE in the shift rotation, the forced employee will have the option to be released; however, the

forced employee relinquishes the one year grace period and is eligible to be forced back into the RSE for the full 18 month retention period. The 18 month retention will begin once initial training period is completed and the employee enters the shift rotation. The RSE rate will be applicable on the date of transfer into the RSE organization. Promotions attained through the employee's normal sequence of progression in their home district will be granted; however, the employee must fulfill the 18 month retention. If an employee elects to remain in the organization after 18 month retention period the employee forfeits their rights to promotion in their respective district. After 1 year as a full RSE, an Electrician who wishes to return to their respective district and classification must notify the Substation Operations Manager with a binding letter of their intention to leave the RSE organization. The Company will release the employee after six months from the date the letter of intent was accepted as long as 16 qualified RSE are in the division. An adequate complement of **Reliability Shift Electricians** must be maintained to operate the **RSE** organization. Therefore, an incumbent employee will not be released **until a fully qualified replacement is placed on the RSE schedule. No more than two RSE will be allowed to leave at one time per division at the end of the retention period. Forced employees are allowed to post for positions outside Substation Operations. Forced employee(s) will be allowed to post for Substation Operations positions after their letter of intent to leave is accepted; however, they will complete the 18-month retention and the Company will hold positions they are offered and have accepted.**

Seniority:

For the purposes of Article V, Section 2 (a) only, **Reliability Shift** Electrician and Electrician will be considered as the same classification. In addition, **Reliability Shift** Electrician formerly classified as a Lead or Chief Electrician will be treated as a Lead or Chief Electrician respectively for the purposes of Article V, Section 2 (a) only.

Meals:

Any earned meals will be paid at the contractually higher rate ($20.00). **Meal time not taken shall not count as hours worked for the purposes of determining sixteen hours of work or rest time in accordance with Article VI, Sections 6 and 7.**

Rest Time:

Except in case of emergency or the case of unforeseen absence of other employees, RSE employees shall not be required to work more than sixteen hours in any one twenty-four hour period.

The rest time window set forth in Article VI, Section 6 does not apply to Reliability Shift Electrician employees. A Reliability Shift Electrician must work more than 16 hours in a 24 hour period, not including meal time not taken, in order to be allowed 8 hours off, once released, before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby.

Planned Overtime:

If a Reliability Shift Electrician accepts a planned overtime assignment, the Reliability Shift Electrician cannot accept a call out prior to the planned overtime shift that would preclude him or her from filling the initial planned overtime assignment.

A Reliability Shift Electrician cannot accept a planned overtime assignment prior to his or her regular shift if taking such planned overtime will make the employee unavailable to work all of his or her regular shift.

Attachment A

Eversource Reliability Shift Electrician Duties

Under general supervision, inspects, maintains repairs and operates substations, and does such similar work in the electric system, performing such duties as:

Performing the duties included in the Time Merit Progression Program for Electrician

Essential Functions:

- Repairing and maintaining circuit breakers, switchgear, transformers, and similar equipment, including the replacing of sub-assemblies;
- Installing circuit breakers, switchgear, transformers, and similar equipment as directed;
- Making all electrical tests using standard test equipment, including but not limited to carrier and transfer tripping equipment testing and battery testing;
- Performing switching operation involving any voltage;
- Is thoroughly familiar with switching and tagging procedures, switchboard facilities, and related apparatus in area of normal assignment;
- Operating substations and network equipment;
- Checking, inspecting, and testing underground system and maintaining equipment;
- Reading and interpreting wiring diagrams, blue prints, etc.;
- Making repairs to tools and work equipment;
- Recognizing, correcting if possible, and reporting abnormal conditions that develop during the progress of the work;
- Obtaining miscellaneous items from suppliers;
- Repairs or replaces insulators, conductors, transformers, fuses, disconnects and lighting arresters, etc., associated with normal duties;
- Makes standard types of transformer connection;
- Assembles, disassembles, and maintains major rotating equipment such as motors, generators, etc., as required by normal assignment;
- Works on live electrical conductors using proper tools and protective equipment;
- Installs and repairs switchboard wiring and controls, major devices and equipment, complicated wiring, relaying and control circuits, using plans and drawings as required by normal assignment;

- Tests insulators on substation structures Electrical Insulation Systems, Electrical Equipment Operating Parameters, and Distribution System Protective Relays and Devices as required by normal assignment;
- Assembles, disassembles, and rebuilds power circuit breakers, voltage regulators, power transformers, distribution transformers, etc., as required within normal assignment;
- Tests with meggers, Ohmmeters, voltmeters, ammeters, metester and similar instruments and interprets results;
- Testing Contact Resistance for breakers and connections using a DLRO (Ductor);
- Makes electrical connections on copper or aluminum cable and bus, or between dissimilar materials;
- Installs all types of electrical bus work as required by normal assignment;
- Performs routine inspection, maintenance and adjustments on electrical equipment following manufacturer's instructions and/or Company procedures;
- Secondary and primary cable testing;
- Recloser programming and network testing;
- Makes simple electrical calculations and measurements;
- Bend and installs conduit;
- Performs simple rigging;
- Has a working knowledge of insulating oils and SF6 gas applications and uses, including storage, clean-up, filtering and testing;
- Cleans and paints structures, equipment, and devices;
- Operates motor vehicles safely in the performance of required duties;
- Operating a motor vehicle and associated equipment;
- Performs work in clean and neat manner and exercises care to prevent damage to Company or customer's property;
- Provide substation escort for non-qualified individuals;
- Keeping the substation buildings and grounds in good order, including minor repairs and snow removal;
- Works either indoors or outdoors as required, and is subject to overtime work;
- May have storm restoration and emergency assignments.

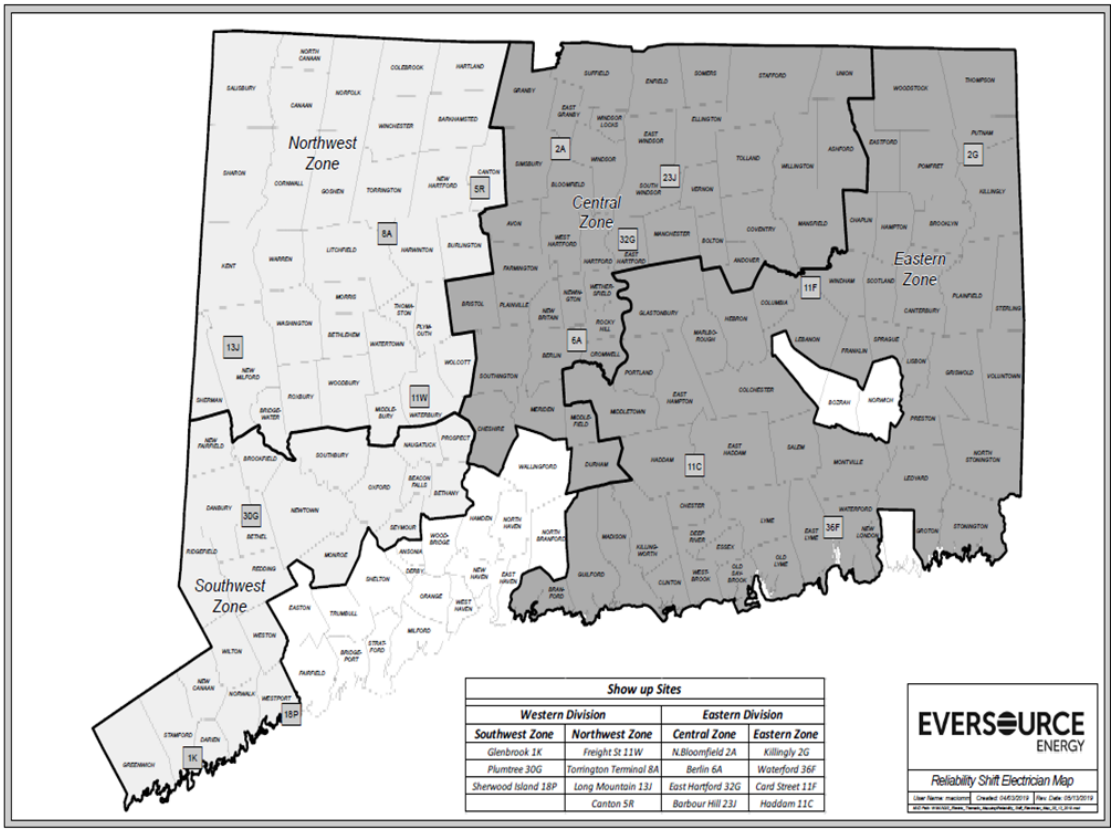
Attachment B

(Show up sites)

Southwest Zone	Northwest Zone	Central Zone	Eastern Zone
Glenbrook 1K	Freight Street 11W	North Bloomfield 2A	Killingly 2G
Plumtree 30G	Torrington Terminal 8A	Berlin 6A	Waterford 36F
Sherwood Island 18P	Long Mountain 13J	East Hartford 32G	Card Street 11F
	Canton 5R	Barbour Hill 23J	Haddam 11C

Attachment C

West Division	East Division
Torrington	Danielson
Falls Village	Tolland
Newtown	Hartford
Norwalk	East Hampton
Stamford	Central Maintenance
	New London
	Madison
	Cheshire


Northwest Zone
Central Zone
Eastern Zone
Southwest Zone
2A
23J
2G
5R
8A
32G
11F
13J
6A
11W
11C
30G
36F
1K
18P
Show up Sites
Western Division
Eastern Division
Southwest Zone
Northwest Zone
Central Zone
Eastern Zone
Glenbrook 1K
Freight St 11W
N.Bloomfield 2A
Killingly 2G
Plumtree 30G
Torrington Terminal 8A
Berlin 6A
Waterford 36F
Sherwood Island 18P
Long Mountain 13J
East Hartford 32G
Card Street 11F
Canton 5R
Barbour Hill 23J
Haddam 11C
EVERSOURCE ENERGY
Reliability Shift Electrician Map

Attachment D

Week	Team	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Hours
1	1	10	10				10	10	40
2	1	10				10	10	10	40
3	1	10			10	10	10		40
4	1		10	10	10	10			40
5	1		10	10		10	10		40
6	1		10	10	10	10			40
7	1	10	10	10	10				40
8	1		10	10			10	10	40
9	1		10	10			10	10	40

Day Shift	0500 - 1500
Afternoon Shift	1100 - 2100
Night Shift	2100 - 0700

Week	Team	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Hours
1	1	700 2100 to	700		*	2100 to	700 2100 to	700 2100 to	40
2	1	700		*		0500 - 1500	0500 - 1500	0500 - 1500	40
3	1	0500 - 1500		*	1100 - 2100	1100 - 2100	1100 - 2100		40
4	1	* 2100 to	700 2100 to	700 2100 to	700 2100 to	700			40
5	1	*	0500 - 1500	0500 - 1500		1100 - 2100	1100 - 2100		40
6	1	*	0500 - 1500	0500 - 1500	0500 - 1500	0500 - 1500			40
7	1	1100 - 2100	1100 - 2100	1100 - 2100	1100 - 2100		*		40
8	1	*	1100 - 2100	1100 - 2100			1100 - 2100	1100 - 2100	40
9	1	*	0500 - 1500	0500 - 1500		2100 to	700 2100 to	700 2100 to	40

*Denotes Double Time Days

This schedule consists of 10 hour shifts and, for purpose of determining overtime, premiums and holidays, the work day shall start 21:00 hours the previous day and end at 20:59 the day of and the workweek shall start 21:00 hours Saturday and end at 20:59 hours the following Saturday.

AGREEMENT

between

THE CONNECTICUT LIGHT

AND POWER COMPANY

DBA

EVERSOURCE ENERGY

and

LOCALS

420 and 457

THE

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

AFL—CIO

effective

JUNE 1, 2022 to JUNE 1, 2026

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AGREEMENT

between

CONNECTICUT LIGHT

AND POWER COMPANY

DBA

EVERSOURCE ENERGY

and

LOCAL UNIONS

420 & 457 I.B.E.W.

TORRINGTON BLUE/GREEN, STAMFORD, FALLS VILLAGE, SIMSBURY,
HARTFORD, WINDSOR, NEW LONDON, MIDDLETOWN, MYSTIC,
MADISON, EAST HAMPTON, TOLLAND, DANIELSON, CHESHIRE, NEWTOWN,
WATERBURY, NEW MILFORD, GREENWICH, NORWALK, BERLIN
EASTERN PROJECTS, CENTRAL PROJECTS, WESTERN PROJECTS,
GENERAL OPERATIONS, TRANSMISSION HARBOR AVE,
TRANSMISSION MATTATUCK HEIGHTS, TRANSMISSION SEQUIN DRIVE

This Agreement, effective June 1, **2022**, is between Eversource, hereinafter referred to as the Company, as the Successor to The Connecticut Light and Power Company, The Hartford Electric Light Company and Locals 420 and 457 of the International Brotherhood of Electrical Workers, hereinafter jointly referred to as the Union and shall be final and binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation, or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

ARTICLE I

Torrington
General

Section 1. The Company recognizes Local 420 as the exclusive collective bargaining representative with respect to rates of pay, hours of employment and other conditions of employment for employees in the former Torrington bargaining unit of The Hartford Electric Light Company who were on the eligibility list for voting in the NLRB election in case number 1-RC-5243 and any employee hired or permanently transferred to replace any such employee and any additional personnel covered by the provisions of Section 2 hereof.

Section 2. If (a) additional personnel are hired for, or Company personnel are transferred permanently to, classifications included in the bargaining unit description in case number 1-RC-5243 or classifications added to the coverage of this Agreement, and (b) such personnel are assigned to the same reporting headquarters as any employee on said eligibility list or a reporting headquarters within the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, they shall become members of the bargaining unit and shall be added to the group referred to in Section 1 hereof, as of their date of hire, if newly hired, or as of their date of transfer, if permanently transferred. Nothing in this Article shall be deemed to require the hiring or transfer of personnel.

Section 3. An employee covered by Section 1 above who is permanently transferred to any reporting headquarters of the Company which was not the reporting headquarters of any of the employees on said eligibility list or to any position not included in the classifications set forth in Appendix A of this Agreement, shall cease to be a member of the bargaining unit as of the date of such transfer, but such employee shall retain seniority rights in the event of layoff for one year as provided in Section 4 of Article V. If a currently recognized reporting headquarters within the Torrington Bargaining Unit is relocated in the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, recognition herein will extend to all employees at such reporting headquarters with respect to job classifications appearing in Appendix A, Nomenclature, or in any other classification added to the Unit by agreement of the parties.

Section 4. By way of example as to the application of this Article, employees now or hereafter covered by Section 1 hereof who are permanently transferred to any service center located outside the above-mentioned town will cease to be members of the bargaining unit in accordance with Section 3 hereof. Similarly, a meter shop repairman now covered by Section 1 hereof who is permanently transferred to the Company's meter shop in Hartford where it is contemplated to centralize meter repair work, will cease to be a member of the bargaining unit. There shall be no personnel added to the bargaining unit in connection with either such change in the Company's operations. By way of further example, in the event of a change in the reporting headquarters in Torrington, from one location to another within the Towns of Torrington, New Hartford, Burlington, Thomaston or Plymouth, Connecticut, the employees permanently transferred from their present reporting headquarters in Torrington to such new reporting headquarters will not result in such employees ceasing to be members of the bargaining unit.

Section 5. In the event of any dispute between the parties as to whether an individual is a member of the bargaining unit or not, such dispute shall be handled under the grievance procedure of this Agreement except that if the grievance shall not have been satisfactorily disposed of after the meeting with the Grievance Committee under Section 4 of Article IV of this

Agreement, instead of proceeding to arbitration as therein provided, the dispute shall be resolved by joint submission of the bargaining unit issue to the National Labor Relations Board through the filing of a Motion for Clarification on the Certification.

ARTICLE I
Stamford
General

The Company recognizes Local 420, IBEW as the exclusive representative of all employees in the former Stamford bargaining unit of The Hartford Electric Light Company, as were certified by proper authorities for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

ARTICLE I
Stamford Meter Readers
General

ARTICLE I
New London
General

The Company recognizes Local 457, IBEW as the exclusive representative of all employees in the former New London bargaining unit of The Hartford Electric Light Company, as were certified by proper authorities for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment or other conditions of employment.

Middletown

This Agreement, dated as of June 1, 2016, is between The Connecticut Light and Power Company, hereinafter referred to as the Company, as the Successor to The Hartford Electric Light Company and Local 457 of the International Brotherhood of Electrical Workers, AFL-CIO, hereinafter referred to as the Union, in respect to the bargaining unit certified by the National Labor Relations Board on April 2, 1959, in case number 1-RC-5240, and which is described under Article I below and hereafter referred to as the "Middletown Bargaining Unit."

ARTICLE I
Middletown
General

Section 1. The Company recognizes the Union as the exclusive collective bargaining representative of those employees who were on the eligibility list for voting in the NLRB election in case number 1-RC-5240 and any employee hired or permanently transferred to replace any such employee and any additional personnel covered by the provisions of Section 2 hereof.

Section 2. If (a) additional personnel are hired for, or Company personnel are transferred permanently to, classifications included in the bargaining unit description in case number 1-RC-5240 or classifications added to the coverage of this Agreement, and (b) such personnel are assigned to the same reporting headquarters as any employee on said eligibility list or a reporting headquarters within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, Connecticut, they shall become members of the bargaining unit and shall be added to the group referred to in Section 1 hereof, as of their date of hire, if newly hired, or

as of their date of transfer, if permanently transferred. Nothing in this Article shall be deemed to require the hiring or transfer of personnel.

Section 3. An employee covered by Section 1 above who is permanently transferred to any reporting headquarters of the Company which was not the reporting headquarters of any of the employees on said eligibility list or to any position not included in the classifications set forth in Article V of this Agreement, shall cease to be a member of the bargaining unit as of the date of such transfer, but such employee shall retain seniority rights in the event of layoff for one year as provided in Section 4 of Article V. It is understood that the designation of a new or different reporting headquarters within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, for any of the employees on said eligibility list shall not be deemed a reporting headquarters which was not the headquarters of any of the employees on said eligibility list.

Section 4. By way of example as to the application of this Article, employees now or hereafter covered by Section 1 hereof who are permanently transferred to any service center located outside the above-mentioned towns will cease to be members of the bargaining unit in accordance with Section 3 hereof. Similarly, a meter shop repairman now covered by Section 1 hereof who is permanently transferred to the Company's meter shop in Hartford where it is contemplated to centralize meter repair work, will cease to be a member of the bargaining unit. There shall be no personnel added to the bargaining unit in connection with either such change in the Company's operations. By way of further example in the event of a change in the reporting headquarters in Middletown, from one location to another within the Towns of Middletown, Middlefield, Durham, Haddam, Portland, or Cromwell, the employees permanently transferred from their present reporting headquarters in Middletown to such new reporting headquarters will not result in such employees ceasing to be members of the bargaining unit.

Section 5. In the event of any dispute between the parties as to whether an individual is a member of the bargaining unit or not, such dispute shall be handled under the grievance procedure of this Agreement, except that if the grievance shall not have been satisfactorily disposed of after the meeting with the Grievance Committee under Section 4 of Article IV of this Agreement, instead of proceeding to arbitration as therein provided, the dispute shall be resolved by joint submission of the bargaining unit issue to the National Labor Relations Board through the filing of a Motion for Clarification on the Certification.

ARTICLE I
Simsbury

The Company recognizes Local 420 as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees who were on the eligibility list for voting in the NLRB election in case number 34-RC-1465, 34-RC-1486 and 34-RC-1561, and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Hartford and Windsor

The Company recognizes Local 457 as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees who were on the eligibility list for voting in the NLRB election in case number

34-RC-1485 and 34-RC-1560, and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Madison
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Madison Area Work Center and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Torrington
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Torrington Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Falls Village
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Falls Village Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
East Hampton
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the East Hampton Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Tolland
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Tolland Unit and any employee hired or permanently transferred to

replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Danielson
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Danielson Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Cheshire
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Cheshire Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Newtown
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Newtown Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Waterbury
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Waterbury Area Work Center and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Greenwich
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Greenwich Unit and any employee hired or permanently transferred

to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Norwalk
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Norwalk Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Eastern Projects
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Eastern Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Central Projects
General

The Company recognizes Local 457, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Central Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Western Projects
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Western Projects Unit and any employee hired or permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Berlin Construction/ G.O.
General

The Company recognizes Local 420, IBEW as the sole collective bargaining representative with respect to wages, hours of employment, and other conditions of employment for those employees in the Berlin Construction/ G.O. Unit and any employee hired or

permanently transferred to replace any such employee and any additional personnel hired into classifications included in the bargaining unit description.

ARTICLE I
Technical Units

Recognition

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all field technicians and test technicians employed by the Employer at its Mystic, Willimantic, East Hampton, Madison, Niantic, New London, Enfield, Tolland and Danielson, Connecticut offices, but excluding all other employees, senior technicians, office clericals, professionals, confidential employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Cases Numbered 1-RC-14,849, dated January 21, 1977 and 1-RC-14,733 dated November 12, 1976.

(b) The Company recognizes Local 457 - IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all Test Specialists A and Test Specialists B, and Technicians in the Central Region Test Department, and all Test Specialists A and Test Specialists B, Test Engineers and Test Engineer Technologists in the Eastern Region Test Department, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of representatives of the National Labor Relations Board in cases numbered 34-RC-1553 dated April 15, 1998 (Central Region Test Department), and 34-RC-1655 dated December 9, 1998 (Eastern Region Test Department).

(c) The Company recognizes Local 420 - IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all New Service Consultants and Technicians employed by the employer at its Simsbury, Stamford, Torrington, Waterbury, Newtown, Greenwich, New Milford, and Norwalk facilities, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1589 dated July 10, 1998.

(d) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all New Service Technicians employed by the employer at its Cheshire and Hartford facilities, but excluding all other employees, supervisors, guards, clerical and confidential employees as described in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number (Cheshire) 34-RC-1803 dated April 21, 2000 and case number (Hartford) 34-RC-1792 dated February 18, 2000.

(e) The Company recognizes Local 420 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions for all full-time and part-time Project Test Specialists, Regional Test Specialists A and Regional Test Specialists B employed by the Employer (CL&P) in the Test Departments at the Employer's Waterbury, Connecticut and Norwalk, Connecticut facilities, but excluding all other employees, office clerical employees, and guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1987 dated November 13, 2002.

ARTICLE I
Administrative Support Units

Recognition

1.(a) The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours and other conditions of employment for all office clerical employees, including operating clerical employees, customer field representatives, order dispatchers, clerks, cashiers, storekeepers, telephone operators, typists, business office representatives, customer service center representatives, senior customer service center representatives, and stenographers employed by the Employer at its Enfield, Tolland and Danielson, Connecticut offices, excluding all other employees, confidential employees, professional employees, guards and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in Case Number 1-RC-14,670, dated November 12, 1976.

1.(b) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all employees, including senior representative-records, district business services-representative A, representative A-records, and representative B-records employed by the employer at its Cheshire Connecticut facility; but excluding secretary A, and all other employees, and guards, professional employees, supervisors and confidential employees as described in the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 34-RC-1819 dated June 19, 2000.

1.(c.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Administrative Support Group employees employed by the Employer at its Torrington, Connecticut facility; but excluding all other employees, planners, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certification of Representative of the National Labor Relations Board in case number 34-RC-2271 dated June 27, 2008.

1.(d.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its 49 Randolph Road,

Middletown, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2287 dated October 31, 2008.

1.(e.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its 135 New Road, Madison, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2288 dated October 31, 2008.

1.(f.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Newtown and New Milford, Connecticut facilities; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2331 dated October 2, 2009.

1.(g.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Stamford, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2338 dated October 30, 2009.

1.(h.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Hartford, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 34-RC-2439 dated August 26, 2011.

1.(i.) The Company recognizes Local 457-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its New London, Connecticut facility; but excluding all other employees, and guards, professional employees and

supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-112609 dated November 13, 2013.

1.(j.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Simsbury, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-115491 dated December 11, 2013.

1.(k.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Waterbury, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-114044 dated November 14, 2013.

1.(l.) The Company recognizes Local 420-IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Division Administration Representative A and Senior Division Administration Representative employees employed by the Employer at its Norwalk, Connecticut facility; but excluding all other employees, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the Stipulation of Representation dated October 11, 2016 (case number 01-RC-185500).

Definition of an employee

1. The word "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired on a full-time or part-time basis for continuing nontemporary work in an established job classification.

2. A temporary employee is one hired for a special project of limited duration not to exceed twelve (12) months, unless a longer period is agreed to by the Company and the Union. Employees changed from temporary to regular employee status shall have their Teal Book Seniority count from the first date of their most recent employment as a temporary employee. Any time served as a temporary employee shall be considered as a part of the probationary time required.

ARTICLE I
Engineering Designer and Distribution Design Engineer Units

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time senior circuit owners, circuit owners and large and complex construction engineers, senior engineers, assistant engineers, associate engineers, engineering technologists, associate engineering technologists, senior engineering technologists, engineering specialists, and senior field technicians, employed by Connecticut Light & Power Company throughout the State of Connecticut, excluding guards, clerical and confidential employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-112451 dated December 13, 2013.

ARTICLE I
Field Communications Unit

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Test Technicians, Test Specialists A, Test Specialists B, and Senior Test Specialists in Distribution Automation and Substation Automation employed by Connecticut Light & Power Company at its Berlin, Connecticut area facility, excluding all other employees, guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-231775 dated December 31, 2018.

ARTICLE I
Meter Reading Support Unit

The Company recognizes the Union as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full-time and regular part-time Rep A Mobile Meter Reading employees employed by Connecticut Light & Power Company at its Cheshire and Hartford, Connecticut area facilities, excluding all other employees, office clerical employees, and all guards, professional employees, and supervisors as defined in the Act. Recognition is granted pursuant to the Certificate of Representative of the National Labor Relations Board in case number 01-RC-234774 dated February 20, 2019.

ARTICLE IA
General

Section 1. The Union agrees that its members who are employees of the Company will individually and collectively perform efficient work and service, and that they will avoid and discourage waste of materials, time and manpower, and that they will use their influence and best efforts to protect the property of the Company and its interests and to prevent loss of tools and materials, and that they will cooperate with the Company in promoting and advancing the welfare of the Company and the service at all times.

Section 2. Employees who were members of the Union in Stamford on June 21, 1968, in New London on May 22, 1968, in Torrington and Middletown on July 1, 1976, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

(a) Employees hired or transferred into the Bargaining Unit in Stamford after June 21, 1968, in New London after May 22, 1968, in Torrington and Middletown after July 1, 1976 will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later.

(b) Stamford employees on June 21, 1968, New London employees on May 22, 1968 or Torrington and Middletown employees on July 1, 1976 who were not members of the Union in their respective areas are exempt from the provisions of Article II, Section 3 above.

(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of required initiation fees and periodic dues, the employee shall be exempt from the provisions of Article II, Section 3 above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Article II, Section 3. Should the Union fail to solicit the membership of an employee within the time period prescribed in Article II, Section 3, that employee shall be exempt from the provisions of Article II, Section 3 until the first day of the calendar month within which the employee's membership is first solicited by the Union.

(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged. If during the two week period the employee complies with the Union membership provisions of this Article, the Company will not be obliged to discharge the employee.

(e) If a dispute arises under Article II, Section 3 hereof concerning the discharge of an employee, the Director-Labor Relations and the Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Article II, Section 3 hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 3. Each new employee shall upon the commencement of employment be given a copy of the collective bargaining Agreement, informed that the Company has recognized the local Union as the exclusive bargaining representative of all employees in the bargaining unit,

and introduced to the Union steward or other Union official employed in the same department or unit.

ARTICLE II
Recognition And Union Membership

Section 1. Recognition of Union

1. (a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

1. (b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1. (c) Each Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to the Director - Labor Relations.

Section 2. Exclusive Bargaining Agent for New Job Classifications

If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

Section 3. Union Membership Requirements

The following provisions will apply to employees in job classifications covered by this Agreement:

3. (a) **Where permitted by applicable law,** employees who are members of the Union or its predecessor Union on June 1, 2009, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3. (b) **Where permitted by applicable law,** employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later. Employees hired for temporary summer

assignment are excluded from this requirement for an additional sixty-day period in that summer and in any subsequent summers of temporary employment from their date of employment.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

3.(d) **Where permitted by applicable law,** should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to the Director-Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, the Director-Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

Section 4. Union Dues and Initiation Fees

4.(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to the Director-Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A" the Company will make a single deduction for the required initiation fee and in addition will deduct required monthly Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix **"**B**"** attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, the employee's authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which the employee's transfer is effective.

4.(c) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Union's COPE fund. Such deductions shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

Section 5. Nondiscrimination Clause

It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE III
The Functions Of Management

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE IV
Grievances

Section 1. Weingarten

Employees have the right to have a union representative present during any investigatory interview/meeting which the employee reasonably believes may result in disciplinary action.

Section 2. Open-Door Policy

Management will discuss problems or potential problems with Business and Assistant Business Managers. In a letter to the Local Union the Company stated it has always believed in an "open-door" policy regarding its treatment of employee problems and contemplates no change in that policy. Under such a policy, an employee or an employee's representative in the person of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

Section 3. Introduction to Grievance Procedure

Any complaint made by an employee to the employee’s immediate Supervisor concerning the employee’s wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. At such times as are mutually agreeable, an aggrieved employee and, if requested by the

Business Manager of the Local concerned, an employee from within the Local area concerned, other than the aggrieved, will be allowed time to discuss grievances with management in Steps One, Two or Three without loss of pay for normal schedule work hours providing overtime replacement is not required. This same provision will apply also for a Steward, Business Manager or Assistant Business Manager if the employee wishes one to appear with the employee in Step One, or for a Business Manager or the employee's designated representative or an Assistant Business Manager in Step Two, or for a Business Manager or the employee's designated representative in Step Three.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Section 4. Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the immediate Supervisor as promptly as possible following the incident which caused it. The immediate Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Section 5. Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or the employee's designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager concerned or the employee's designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a Representative of the Labor Relations Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

The Company will furnish written answers to the Union for grievances which are concluded with adjustment in Step Two. When grievances are concluded in Step Two without adjustment, the Union will so-notify the Company in writing.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Section 6. Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to the Director - Labor Relations. The latter shall refer the grievance to a joint committee consisting of:

(A) three representatives appointed by the Company, and
(B) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or the employee's designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

6.(a) Designee to Appear for the International Representative - An International Representative may designate an alternate representative to appear for the employee in Step Three grievance meetings with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and the Director of Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by the Director - Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

6.(b) Notifications Required When Grievances are Concluded - The Company will furnish written answers to the Union for grievances which are concluded with adjustment in Step Three. When grievances are concluded in Step Three without adjustment, the Union will so-notify the Company in writing.

6.(c) Filing of a Union or Company Grievance - At this Step in the grievance procedure, a "Union Grievance" or a "Company Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union or the Company, in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization or of the Company as management has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step. If a "Company Grievance" is initiated, it shall be forwarded by the Director - Labor Relations to the Business Manager of the Local Union concerned and the International Representative who shall refer the grievance for settlement to a joint committee as provided in this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, either party may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

Section 7. Time Off For Grievance

Employees will be allowed necessary time off without loss of pay for attending scheduled grievance discussions with the Company at the second or third step. In addition to the time allowed above, the Assistant Business Manager or, in the employee's absence, the employee's designated representative, will, upon specific request, be allowed necessary time off to assemble data for scheduled grievance meetings.

Additional time off without pay will be allowed to not more than two representatives each from the Torrington Unit, Stamford Unit, New London Unit, Falls Village Unit, Simsbury Unit, Hartford Unit, Middletown Unit, Madison, Torrington Blue, East Hampton, Tolland, Danielson, Cheshire, Newtown, Waterbury, Greenwich, Norwalk, Berlin, Eastern Projects, Central Projects, Western Projects, General Operations, Transmission Harbor Avenue, Transmission Mattatuck Heights, Transmission Sequin Drive and two additional representative at large (upon written request by the Union) for the time required to attend state, regional, and national labor conventions.

Section 8. Grievance Committee/ Major Policy Changes

The Company and Union shall have the right to use Section 3 of this Article of the grievance procedure including arbitration, to settle any alleged violation or dispute over the interpretation or application of any provision of this Agreement. In such case, if the matter in question is one of major policy and Companywide application, and if the provisions in question are identical in all Agreements, the Grievance Committee may, by mutual consent, be increased to eight persons representing the Union and eight persons representing the Company. This clause shall not be used to circumvent the grievance procedure as provided in Section 1 hereof, which must be followed in any matter which involves individual employees.

Section 9. Failure To Pursue Or Respond

Any grievance not presented or followed up through the grievance procedure above outlined shall be deemed waived. If at any step in the grievance procedure the Company fails to give its answer within the prescribed time, the grievance will automatically proceed to the next step unless the time is extended by mutual consent.

Section 10. Precedent Setting

Where either party so states in writing in the disposition of a matter not submitted to arbitration under the grievance procedure, the acceptance of the action or disposition shall not be binding on either party as a precedent for the future on the same or related matters.

Section 11. Agreements Concerning Grievance

In the event any Agreement affecting the interpretation or application of this Agreement is reached with any local Union, a copy of such Agreement shall be sent immediately to the Business Manager of those local Unions not participating therein. In the event the Business Manager of such local Union informs the Company in writing within one month that such disposition or Agreement is not acceptable to the employee's local Union, such Agreement shall not be binding on that local Union. This does not apply to awards made as a result of arbitration which shall be binding on all local Unions.

Section 12. Processing of Discharge Grievance

The Company agrees to expedite the processing of grievances involving discharge as rapidly as possible.

Any employee who has been disciplined or discharged and who is subsequently exonerated, shall be reinstated without prejudice or loss of seniority and compensated for any loss in wages, unless the Grievance Committee or the Arbitrator determine otherwise.

Section 13. Grievance Procedure for Berlin Construction Department

Due to work assignments of employees at remote locations, there could be a delay of several days before a grievance could be presented to the supervisor. Supervisors are requested to make arrangements for prompt attention to any grievance, and Union representatives will advise bargaining-unit employees to telephone to request a meeting with the immediate supervisor when they have a grievance.

Section 14. Discipline or Discharge

14.(a) The Company shall, on the same day on which it occurs, orally advise the local Union concerned of any suspension or discharge, and if requested by the Union, the matter shall on the same day, be discussed by the proper Management representative and the Business Manager and/or Assistant Business Manager or designated representative of the local Union concerned. The Company shall advise the Union in writing of any disciplinary action or discharge, which shall only be for just cause, within three (3) working days of its occurrence, specifying the reason therefore. The Company and Union shall designate representatives in each Division who will represent them at each step of the grievance procedure, and both the Company and the Union shall have a person available within the time limits provided for steps 1 and 2 of the grievance procedure.

14.(b) The Union shall have the right to question the propriety of any such disciplinary action or discharge through the grievance procedure herein outlined, including arbitration, but any such grievance shall be filed within fifteen days after receipt by the Union of notification of the Company's action.

Section 15. Submission of Grievance; Selection of Arbitrator

If a grievance is not settled in Step Three of Article IV, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, either the Union or the Company may, within the time limits specified in Article IV, Step Three, submit the grievance to American Arbitration Association for arbitrator selection and hearing conducted under its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement.

Section 16. Payment Of Expenses For Arbitration

It is understood that for the term of this Agreement, where the original position of the Union is upheld by the Arbitrator, the Company will pay such fees charged by the Arbitrator or the American Arbitration Association for any grievance properly processed and properly referred to arbitration under the terms of Article IV.

In any other case such fees will be shared equally by the Company and the Union. In all cases, any costs incurred by either party in its own behalf, such as legal fees, stenographic costs, etc., will be paid by that party.

Section 17. Role of Arbitrator

The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining.

Section 18. Agreement Changes Nonarbitrable

It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
Seniority

Introduction

Seniority which employees accumulate is of two types:

(a) Total length of continuous time served with Local 420/ 457 legacy CL&P employees shall be known as "Teal Book Seniority."

(b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority."

(c) In addition to Union seniority, an employee accrues other types of service with the Company such as credited service and service recognition as described below:

i. Credited service date is used for pension and severance calculations as well as the three year vesting period for employees on K-Vantage.

ii. Service recognition is used for vacation and sick time eligibility as well as an employee's service anniversary date.

Generally, unless there is a break in service with the Company, an employee's credited service date and service recognition date would be the same.

Definition of an Employee

The term "employee" as used in this Agreement refers only to regular employees in the bargaining unit. Regular employees are employees hired for full-time employment on continuing nontemporary work in an established job classification. During the first six months of employment each such employee will be on a probationary or trial basis. Nonregular

employees are employees hired for temporary work whose term of employment will not exceed three months in any twelve month period and whose employment does not affect the advancement of or result in the layoff of a regular employee.

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Teal Book Seniority shall prevail. When Teal Book Seniority **is** equivalent, greater seniority shall prevail for the employee having the earlier birth date. The application of seniority as herein provided shall not be applied so as to conflict with any established seniority relationships existing prior to June 1, 1963.

New employees, other than temporary employees, shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during the employee's probationary period as defined above shall become a regular employee at the end of the probationary period and the employee's seniority shall start from the date of hiring. Employees hired on a temporary basis for special projects that require not more than twelve months to complete shall acquire no seniority status during such employment. If a temporary employee is retained as a regular employee, the employee's Teal Book Seniority shall start from the date of hiring and the employee's Classification Seniority shall start on the date the employee became a regular employee. Temporary employees must comply with Article II, Section 3. A regular employee shall lose the employee's seniority status if the employee resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4 of this Article. Where used in this Article the words "local" and "locality" describe designated areas of Company operations for which the immediate responsibility is directly assigned to an individual Manager or other in charge. Appendix **"**C**"** attached hereto shows a list of designated areas of Company operations which define "Local" seniority areas for application of the provisions of this Article.

Section 1. Promotion

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on a local departmental basis. Exceptions to such preference may be made only in (1) temporary situations where assigning a more senior employee would involve short notice change of a normal work schedule or unreasonably interfere with the conduct of a particular job assignment or (2) when a senior employee either has qualified previously for promotion or has demonstrated the employee's inability to do so and has been advised accordingly by the Company.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on a local or departmental basis. If this employee is qualified as evidenced by the employee's skill, efficiency, knowledge, ability and acceptable performance in training, the employee will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on a local or departmental basis. When no employee on a local or departmental basis is qualified, Classification Seniority will be applied secondly on a district basis, thirdly on a regional basis and fourthly on a Companywide basis.

1.(c) Vacancies in the bargaining unit, other than Helper or equivalent job classifications or classifications covered by the Time- Merit Progression Program which are to be filled by promotion will be filled within two weeks from the date of the vacancy excepting in situations when the employee who is to fill a vacancy is temporarily absent from work or requires additional time to complete necessary training. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

1.(d) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager of each Local Union. Each bulletin board posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not the employee's application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(d) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Teal Book Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

1.(e) Regular Employees who have been transferred or reassigned prior to June 1, 1979 under Sections 2.(a) or Sections 3, 3.(a) or 3.(b) or rehired under the provisions of 4.(b) of this Article will be considered as having greater Teal Book seniority within the employee's former local seniority area for purposes of Section 1.(d).

If more than one such Employee applies for the same job posting, greater Teal Book seniority will be the determining factor. Such Employee(s) will receive this consideration only if the Employee(s) notes on the job posting application that the employee is applying under this Section of Article V. Further, the Employee(s) affected will be allowed this seniority consideration only until the employee has been selected for one job opening under these provisions. An employee selected for a job posting under this Section 1.(e) will have the employee's rate established in accordance with Section 2.(d) of this Article.

Applicants who are selected for job postings to classifications covered by Time Merit Progression Programs under this Section will be considered for reinstatement rights under the provisions of Section 3.(e) or 4.(a) of this Article for a period of up to two (2) years from the date of transfer.

1.(f)(1) **Understanding Concerning Article V, Section 1.(d)** - When an employee with one year or more of satisfactory Company service is selected to fill a posted job opening for a position that has progression steps at six month intervals, the employee will be

transferred into the new position at the second rate step. If the employee has 18 months or more of satisfactory Company service, the employee will start at the third rate step.

If additional training is required, the employee may remain at the step the employee started the employee's new position at up to one year or eighteen months whichever the case may be.

When an employee with two years or more of satisfactory Company service is selected to fill a posted job opening for a position that has progression steps at twelve month intervals, the employee will be transferred into the new position at the second rate step. If the employee has three years or more of satisfactory Company service, the employee will start at the third rate step. If an employee is within two (2) months of reaching two or three years of satisfactory Company service, the Company may consider transferring the employee into the new position at the second or third rate step. Such consideration will be made on a case by case basis. If additional training is required, the employee may remain at the step the employee started the employee's new position at up to two years or three years whichever the case may be.

If prior work experiences were directly related to the new duties, the employee may be accelerated through the pay rate steps.

1.(f)(2) Employees accepted for a job posting back to their former Local Seniority Area under Article V, Section 1(e) who have previously been transferred or reassigned under Sections 2(a), 3, 3(a) or 3(b) of Article V, will have their rates established in accordance with Article V, Section 2(d). Application of Article V, Section 2(d) under this Section 2, will be applied only to the initial job posting for which the employee was accepted back to the employee's former Local Seniority Area and also only to employees who at the time of transfer or reassignment were not offered an option to remain in their Local.

1.(g) If the Company elects to fill a Senior Distribution Design Engineer position, the position shall be posted. In selecting an applicant to fill this position, the Company will determine the most qualified candidate as evidenced through experience, demonstrated abilities and the interview process.

Section 2. Reassignment, Layoff and Demotion

If at any time Company operations require a reduction of the existing working forces, employees in the localities or departments affected will be subject to reassignment in the order of least Teal Book Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of this Section 2.(a), may at the employee's option and to the extent the employee's Teal Book Seniority exceeds that of other employees,

(1) either displace the employee having least Teal Book Seniority in the same job classification within the district or region, or

(2) displace the employee having least Teal Book Seniority in the same job classification within the Company, or
(3) displace the employee having least Teal Book Seniority in a lower job classification within the employee's normal sequence of job progression within the locality, or
(4) displace the employee having least Teal Book Seniority within the locality.

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1) or (3), then the employee may

(5) displace the employee having least Teal Book Seniority in a lower job classification within the employee's normal sequence of job progression within the District, within the Region or within the Company, or
(6) displace the employee having least Teal Book Seniority firstly, within the District and secondly, within the Region.

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1), (2), (3), (4), (5) or (6), then

(7) the employee may displace one of the five employees having least Teal Book Seniority within the Company.

2.(b) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2(a) of this Article who has insufficient Teal Book Seniority to entitle the employee to reassignment or in lieu of displacing another employee, may elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Prior to being presented with the employee's options, an employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2.(a), of this Article may at the employee's option, after giving the Company at least one weeks' notification, elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

2.(c) In the event an employee subject to reassignment does not have sufficient Teal Book Seniority to entitle the employee to job placement, the employee may be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4.(b) of this

Article. Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached the employee‘s fifty-fifth birthday may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(d) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Sections 2 of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee‘s new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than the employee‘s present hourly rate a special basic rate of pay will be established for the employee in the following manner:

A. For an employee with less than five years of continuous service:

(1) If the employee‘s present rate is greater than the maximum rate of the employee‘s new classification, the employee will be paid the maximum rate of the new classification.

(2) If the employee‘s present rate is less than the maximum rate of the employee‘s new classification, the employee will retain the employee‘s present rate in the new classification until the employee is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If the employee’s present rate is greater than the maximum rate of the employee’s new classification, twenty-five percent of the difference between the employee’s basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(4) If the employee’s present rate is less than the maximum rate of the employee’s new classification, the employee will retain the employee’s present rate in the new classification until the employee is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If the employee’s present rate is greater than the maximum rate of the employee’s new classification, fifty percent of

the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(6) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds the employee's special rate.

2.(e) If it is definitely established that a regular employee is physically incapable of performing the duties of the employee's assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Teal Book Seniority of all employees affected, reassign such employee to an available job for which the employee is qualified at a rate which will result in a minimum reduction from the employee's former rate.

2.(f) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at the employee's own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of the employee's assignment, the employee's Classification Seniority for the purposes of promotion will retrogress in reverse sequence of classification progression. An employee who is demoted under item number (4), above, will retain the employee's Classification Seniority in the employee's former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(d) of this Article shall make written request to the Manager concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

Section 3. Transfer

When it is necessary for the Company to transfer an employee from one locality, or department to another under circumstances other than those outlined in Sections 2., 3.(a) or 3.(b) of this Article, the Company shall offer the transfer to qualified employees in descending order of Classification Seniority in the job classification affected in the locality or department from which the transfer is to be made provided first that Section 1.(b) is complied with on a local or departmental basis.

3.(a) If at any time there is an excess number of employees in a job classification which is to be retained in a locality or district and concurrently there is a vacancy in the same job classification in another locality the Company may, rather than apply Section 2 of this Article, transfer a qualified employee from the locality where there is an excess to the locality where the vacancy exists provided first that Section 1.(b) of this Article is complied with

on a local or departmental basis. Under these circumstances the Company shall offer the transfer to qualified employees in descending order of Teal Book seniority in the job classification affected, from the locality where the excess number exists to the locality where the vacancy exists. If no employee accepts the transfer, the least senior of the employees affected, will be subject to provision (2) of Section 2.(a) of this Article except that when the transfer is from one region to another the employee may displace the employee having least Teal Book Seniority in the same job classification within the region where the employee is employed. Any employee displaced from the same job classification may accept transfer to where the vacancy exists or exercise provision (2) of Section 2.(a) or elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article. Any employee displaced by the application of provision (2) of Section 2.(a) will, if qualified, be required either to accept the promotional transfer or to be laid off with recall privileges as outlined under Section 4.(b). If an employee displaced by this procedure is not qualified for promotional transfer the employee will be subject to provision (3) of Section 2.(a).

3.(b) If at any time Company operations require permanent elimination of a job classification or permanent reduction of the number of employees or both in a locality, under conditions not provided for under Sections 3. or 3.(a) of this Article, and requirement to fill existing or contemplated vacancies elsewhere can reasonably be coordinated with the elimination or reduction, the employees where the job elimination or reduction is to be made will be offered opportunities, consistent with their respective qualifications and seniority, either to remain in their present locality in job classifications remaining available there or to be reassigned to fill available vacancies elsewhere. Under these circumstances offers for available jobs will be made in descending order of Teal Book Seniority to (1) accept promotional transfer, or (2) remain in the present locality, or (3) accept reassignment to a different job classification and locality, or (4) in lieu of applying provisions (1), (2) or (3) of this Section 3.(b) be laid off with recall privileges as outlined under Section 4.(b) of this Article. If the application of provisions (1), (2) or (3) above would result in less favorable job placement for an employee than reassignment under Section 2.(a), then Section 2.(a) will be applicable for that employee. For the purpose of coordinating the permanent elimination of a job classification or the permanent reduction of the number of employees in a locality with requirement to fill existing or contemplated vacancies elsewhere the provisions of Sections 1.(b) and 1.(c) of this Article will not be applicable and the Company will give written notice of intent to the Business Manager of the Local Union concerned.

3.(c) If an employee is reassigned under provisions (2) or (3) of Section 3.(b) of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification. When by application of provisions (2) or (3) of Section 3.(b) an employee with five or more years of Teal Book Seniority is reassigned to a job classification with a lower hourly rate of pay than the employee's former hourly rate a special basic rate of pay will be established for the employee by application of the formula set forth in Article V, Section 12.(a) of this Agreement. Should such an employee subsequently be promoted to a job classification with a higher hourly rate of pay the employee's basic rate will be the starting rate for the higher job classification or the special basic rate as determined under Article V, Section 12.(a), whichever is higher. When an employee with less than five years of Teal Book Seniority is reassigned to a job classification with a lower hourly rate of pay by application of provisions (2) or (3) of Section 3.(b) the employee will be paid the maximum hourly rate for the lower job classification.

3.(d) In situations when the application of the seniority principles of this Article either involve groups of employees or involve two or more separate localities, plants or departments, the Company may, at its discretion, satisfy its obligation to contact affected employees by giving written notice. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the localities where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(e) When, for reasons other than the employee's own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) or Sections 3., 3.(a) or 3.(b) the employee will retain the employee's Classification Seniority in the employee's former location and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within the employee's normal sequence of progression, the employee's Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another locality, or is transferred to another locality for the mutual convenience of the employee and the Company, and no change in job classification is involved, the employee's Classification Seniority in the employee's former and new locations will be accumulative.

Employees reassigned since January 1, 1978 to another classification by the application of Section 2.(a) of this Article and who are later reinstated to their former classification, will have their Classification Seniority adjusted for a period up to the employee's recall rights had the employee elected layoff to reflect continuous former Classification Seniority.

3.(f) When an employee is transferred or reassigned from one locality, plant or department to another at the employee's own request, the employee's Classification Seniority in the employee's new assignment will begin on the effective date of the transfer and the employee will forfeit the employee's Classification Seniority in all job classifications the employee has held prior to the transfer.

[1]3.(g) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Teal Book Seniority for the purposes of this Article and the employee's Classification Seniority will be determined in accordance with the provisions of this Article. Effective June 1, 1975, Teal Book Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

[1] November 22, 2004

Section 4. Reinstatement and Recall

4.(a) Should opportunity for reinstatement to a higher job classification occur after an employee has been transferred or reassigned to a lower job classification for reasons other than the employee's own request or after demotion because of physical inability to perform the duties of the employee's assignment in accordance with provision (4) in Section 2.(f) of this Article, the employee involved will be reinstated in the higher job classification provided the employee is then able and willing to perform its duties. If more than one employee is involved, reinstatement to the higher job classification will be offered in reverse order to the previous reassignments.

4.(b) Employees with three or more years of continuous service who are laid off will be entitled to recall for a period of three years from the date of layoff. Employees laid off with less than three years but more than six months of continuous service will be entitled to recall for a period of one year from date of layoff. Employees with recall rights will be considered as regular bargaining unit employees for purposes of Section 1(e) of this article.

A certified letter to the Employees' last known address with a copy of the job posting and a reassignment application will be considered proper notification for purposes of this section. The completed reassignment application must be returned to the Company by certified mail within (10) calendar days from the date of the Company's mailing of the posting. In the event an employee is recalled the employee must be available, able, qualified to work and return to work within two weeks.

Laid off employees who are reemployed within their recall period will maintain continuous Teal Book and Classification Seniority status during the period of layoff for the purpose of this Article and the starting rate of pay will be established according to the provisions of Section 2.(d) of this Article.

4.(c) **Vacation and Sick Leave Payment Entitlement Upon Recall from Layoff** - Employees who are recalled, for other than temporary assignments, under Section 4(b) shall not have their eligibility interrupted for purposes of vacation and sick leave payment entitlement. The application of this topic will be effective retroactive to August 1, 1975.

Section 5. Adjustment of Classification Seniority

If a qualified employee is bypassed for a promotion in normal sequence to a higher job classification because of absence due to illness at the time the promotion is made and the employee is subsequently promoted to that higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed. If an employee is bypassed for promotion under these circumstances, the Company will advise the Business Manager of the Local Union concerned.

5.(a) In order to prevent an employee from being bypassed in the employee's normal sequence of promotion on or after June 1, 1972 within the locality or department by (1) the lateral transferring of an employee from another seniority area; (2) an employee being accepted for a job posting at other than the starting rate; or (3) by the hiring of an employee at

other than the starting rate or starting classification within the promotional sequence; an employee will retain the same Classification Seniority date the employee is assigned at the helper or starting classification within the sequence up through attaining journeyman (effective September 6, 1992, up through Troubleshooter where applicable), but not including the Lead or Chief Classifications. This will also apply to employees presently classified at the starting classification within the promotional sequence on June 1, 1972.

Employees who were classified journeyman prior to June 1, 1972 will have the number "2" immediately preceding their classification seniority date and will show primary seniority except for those employees who have been assigned the number "1" immediately preceding their classification seniority date as referred to in Section 9 (c) of this Article.

Section 6. Troubleshooter Assignments

6.(a) Vacancies in the Troubleshooter classification will be offered to the qualified lineman on a senior to junior classification seniority basis. Classified as a lineman for at least one year will be considered as qualified for promotion and upgrading to the Troubleshooter classification.

6.(b)Junior qualified Line Mechanic will be required to accept unfilled vacancies in the Troubleshooter classification.

6.(c) Troubleshooter can voluntarily elect to be reclassified to a lineman after one year in the Troubleshooter classification without loss of seniority.

6.(d) The Troubleshooter reclassified to lineman will not be required to accept promotion to a Troubleshooter for a period of one year.

6.(e) Employees classified as Troubleshooter on September 6, 1992, will be considered as having greater seniority than employees classified as lineman on that date.

6.(f) For the purpose of this Article, Section 2(a) only, Troubleshooter and Line Mechanic will be considered as the same classification.

Section 7. Employees in Military Service

The Company will reinstate without loss of Teal Book Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Teal Book Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Section 8. Adjustment of Veteran's Seniority

8.(a) If a regular employee is bypassed for a promotion in the employee's normal sequence of job progression because of a military leave of absence and the employee is subsequently promoted to the higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed.

8.(b) A returning veteran will be given credit for time in service plus Company service prior to entering service to determine the employee's rate step. One year of continuous Company and military service will entitle the employee to return at the 2nd rate step and 18 months will entitle the employee to 3rd rate step. Eighteen months is the maximum credit allowed. This does not apply to any veterans returning prior to June 1, 1973.

Section 9. Seniority Lists

9.(a) The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on a local, district or department basis.

9.(b) Effective with the June 1, 1963 Agreement, the wage band identification letters "A", "B" or "C", which appeared under the "Rate Per Hour" column of Appendix "A" in preceding Agreements between the parties, were made a part of the respective job classifications for which they previously identified the wage bands. The respective job classifications thereby became either two or three separate job classifications.

When seniority lists were prepared under Section 9.(a) above, job classifications which included the letters "A", or "B" or "C" were established in separate groupings and the Classification Seniority dates of the employees in the separate groupings were retained as they existed immediately preceding the June 1, 1963 Agreement. In some localities this reflected earlier Classification Seniority dates for certain employees in "B" or "C" job classifications than for other employees in higher job classifications within the same normal sequences of promotion. Each employee in the former category will, if promoted in normal sequence to the first available vacancy in the higher job classification, retain the employee's Classification Seniority date for relative position in the higher job classification.

If, under the above-described conditions, a senior employee is not promoted to the first vacancy available, but is promoted to a subsequent vacancy, the Classification Seniority date for that employee will be the effective date of such promotion unless modified by Section 5. or Section 8.(a) of this Article.

9.(c) In order to maintain related classification seniority established under the former classifications Lineman "A" and "B", Electrician "A" and "B" and Splicer "A" and "B", the number "1" immediately preceding the classification date of the new classification of Lineman, Electrician and Splicer will show primary seniority and will be assigned to employees classified Lineman "A", Electrician "A" and Splicer "A" as of May 28, 1966.

For purposes of Section 9.(b) the reclassification from Lineman "B", Electrician "B" and Splicer "B" to Lineman, Electrician and Splicer will be considered a promotion. Employees entitled to retain classification seniority under this Section will be shown in the primary group.

9.(d) Not later than August 1 of each year, the Company shall furnish the Union with an up-to-date District and departmental seniority list for the bargaining unit together with the classification and rate of pay and address of each employee on such list.

Section 10. Assignment of Job Classifications

Each employee will be assigned a job classification, the duties of which the employee is competent to perform and which generally reflects the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack or while the employee is being trained to better fit himself for advancement in grade as vacancies occur.

Section 11. Performing Duties of Higher Job Classifications

[2] [3]11.(a) An employee performing the duties of a higher job classification than the employee's own within the bargaining unit on a Shift, Automotive Equipment Mechanic (Berlin, Waterbury), (Bristol, Greenwich, Mystic, Oxford, Waterbury, Winsted), Construction Equipment Operator (Berlin Construction), Instrument Mechanic (Berlin), shall be paid the minimum rate of the higher job classification for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Stockhandlers performing the duties of Tractor Trailer Driver shall be uprated by one rate progression step (provided such rate does not exceed the maximum rate for Tractor Trailer Driver) for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Temporary upgrades to Chief or Lead will be at the maximum rate. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

11.(b) **Upgrading of and to Automotive Equipment Mechanic** - When assigned to perform the duties of Chief Garage Mechanic, the Automotive Equipment Mechanic or Garage Mechanic will be upgraded to the maximum pay rate of the Chief Garage Mechanic's job classification.

When upgraded to perform the duties of Automotive Equipment Mechanic, a Garage Mechanic will be upgraded to the maximum pay rate of the Automotive Equipment Mechanic's job classification.

[2] June 27, 1962
[3] September 14, 1982

11.(c) Provided a qualified supervisor is not present to direct the work forces in the Berlin Construction Department, the Company will assign a Chief or upgrade a journeyman to the maximum Chief rate of the employee's classification for all hours so-assigned on that day provided the assignment is for one or more hours under the following conditions:

(1) When the work crew consists of three or more bargaining-unit employees and they are assigned to perform work on a specific job assignment, as a work group;

(2) If the work content of the job assignment remains the same and the crew size is reduced from four or five to three.

Upgrading, under this section, will normally be on a classification seniority basis by job location assignment and in the classification that reflects the type of work being performed.

11.(d) When a Berlin Construction crew or crews of six or more employees per crew are assigned to perform work without a supervisor present, the Company will designate a Chief to direct the work forces and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's s basic straight-time hourly rate, or in the absence of a Chief the Company will designate a journeyman to direct the work forces and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the maximum Chief rate of the employee's classification, for all hours so-assigned on that day provided the assignment is for one or more hours.

Upgrading, under this section, will normally be on a classification seniority basis by job location assignment and in the classification that reflects the type of work being performed.

11.(e) If during a Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the maximum Chief rate in addition to one dollar and seventy five ($1.75) cents per hour for all hours so-assigned on one day provided the assignment is for one or more hours on that day. Upgrading under these sections will normally be based on classification seniority basis by job location assignment and in classifications that reflect the type of work being performed.

11.(f) When crews headed by Chiefs are combined, and in the absence of a Supervisor, a single Chief is assigned to direct the work performance of the crews the senior Chief will be upgraded to Supervisor, and the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. Upgrading under these sections will normally be based on classification seniority basis by job location assignment and in classifications that reflect the type of work being performed.

11.(g) If during a Supervisor's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the

Supervisor, the employee will be paid one dollar and seventy five ($1.75) cents per hour in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

11.(h) If during an Area Stockhandler's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Area Stockhandler, the employee will be paid the maximum rate of the Area Stockhandler classification for all hours so assigned on one day, provided the employee works one or more hours in that classification on that day.

11.(i) Meter Readers-AMR Drivers may be temporarily assigned to perform the duties of a collector, as required. If this assignment exceeds a continuous period of one hour, then the employee is entitled for all hours so assigned on one day to be paid at the top of the rate of the collector's rate progression.

11.(j) **Crew Size - Track Machines** - When track machines (digger or bucket) are to be utilized, for work in a District or System Project area, two bargaining unit employees from Transmission (GO) will be utilized.

11.(k) **The Effects on Employees Hired as Transmission Line Mechanic Helper Classification** - All employees who are hired or post for job openings into the Transmission Line mechanic Helper classification after June 1, 1989, will be retained in that classification until the employee's completion of the Transmission Line Mechanic Time Merit Progression program.

11.(l) A qualified Electrician assigned to the task of escorting an unqualified person or persons in a substation will be upgraded to Lead Electrician for the hours so assigned. Such upgrade will be offered by Classification Seniority from senior to junior except when management receives less than seventy-two hours' notice of the need for an escort.

Section 12. Retrogression; Wage Rate

If it is definitely established (1) that a regular employee is incapable of performing the duties of the employee's job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of the employee's job classification because of a disability or infirmity arising from natural causes and the employee is assigned to a lower job classification within the employee's ability to perform, a special basic rate of pay will be established for the employee as follows:

12.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which the employee is reassigned by the product of five percent times the employee's years of continuous service and adding the amount so obtained to the maximum basic rate of the lower rated job classification. For an employee with twenty or more years of continuous service there will be no reduction in basic rate when

reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

12.(b) Should such an employee later qualify for and be promoted to a higher job classification, the employee's basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

12.(c) The above Sections 12.(a) and 12.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 12 on or after June 1, 1973.

[4] [5] [6] [7]Section 13. Job Classification Change Notices to Union

In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager of the Local Union concerned as promptly as possible.

13.(a) If an employee is retrogressed, it will be communicated in writing to the Business Manager of the Local Union having jurisdiction over the location involved.

13.(b) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

Section 14. Time-Merit Progression Programs and Job Specifications

A list of Time-Merit Progression Programs and Job Specifications that are currently in effect are included in Appendix D, TOPIC: Time-Merit Progression Programs in Effect and TOPIC: Job Specifications.

ARTICLE VI
Hours of Work, Rates of Pay and Overtime

Section 1. The minimum wage rate for each job classification shall be in accordance with a schedule entitled "Schedule of Regular Hourly Rates" appended hereto and to be signed by both parties to this Agreement.

[4] July 1, 1969 #4
[5] July 1, 1973 #2
[6] Topic: New Hires (B)
[7] Topic: Meter Service Installers

This rate schedule shall not be construed so as to require a cut in the existing hourly wage of any employee now paid in excess of the schedule.

[8]**Section 2.**

(a) For the purpose of computing overtime, the workweek shall start at 12:01 a.m. Sunday and end at 12 midnight the following Saturday.

(b) For the purpose of this Agreement, employees are composed of shift, day and scheduled workers. (1) A shift employee is defined as one who works at a seven-day operation or service, on a rotating or shift schedule. (2) A day worker is one whose basic work week is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for 8 hours a day or ten (10) hours; if applicable. (3) A scheduled worker is an employee, other than a shift worker or day worker, who works according to a schedule of hours at different times of the day or night and/or on different days of the week including Saturdays and Sundays.

If the Company changes or modifies working schedules in a department, plant or district of the Company, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

(c) **Establishing New Schedules** - The establishing of any new schedule for scheduled employees shall be discussed with the appropriate Local Business Manager in advance of making such schedule effective.

(d) **Saturday Work** - Saturday Work requirements will be minimized. The Company will continue its efforts to reduce the number of employees who are required to work on Saturday as a part of their normal work schedules.

(e) It will be within the discretion of the supervisor to excuse an employee from overtime for good cause where such overtime is not due to an emergency, is not a special job, and does not involve work at the end of a day's shift.

[9] [10]**Section 3. Computing Overtime**

All hours worked in excess of eight or ten hours in one day of twenty-four, except for shift employees as scheduled, or forty hours in one workweek or on an employee's regularly scheduled day off shall be paid for at the overtime rate of one and one-half times the regular rate. Employees with Sunday as a regularly scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other regularly scheduled day off in that calendar week. Employees regularly scheduled to work on Sunday in any calendar week shall receive time and one-half for work on the first regularly scheduled day off and double time for work on the second regularly scheduled day off in that calendar week. Overtime rates shall not be applied more than once to any particular hour of work, nor shall they apply to scheduled changes of shift.

[8] Topic: J schedules- Meter Service
[9] July 1, 1966 B.2.

Section 4. Planned Overtime

4.(a) Planned overtime shall be defined as overtime work for which at least seventy-two hours advance notice has been given and will be assigned among employees as equally as possible. Records of overtime hours and "on-call" hours shall be posted on the Company bulletin boards each month and a copy given to the Union. In selecting employees for assignment to planned overtime, the Company will excuse employees who do not want the assignment provided the required number of qualified employees are available. Where additional help is needed beyond the number desiring the overtime assignment, additional assignments will be made among qualified employees in inverse order of the amount of overtime worked. Non-regular employees shall not be used unless regular employees are not available. Among employees in a given classification, those who have more than six months of service will be given preference for planned overtime assignments over those who are still on a probationary basis. Except in the case of the unforeseen absence of another employee if an employee is required to work overtime on a scheduled day off, or on an observed holiday, with less than seventy-two hours' notice, the employee shall be paid travel time as defined in Section 8 of this Article VI. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

4.(b) Where an employee first reports for planned overtime on a scheduled day off, or on an observed holiday, the employee shall receive a minimum of four hours work or pay or, if the work exceeds four continuous hours, a minimum of eight hours work or pay at the applicable overtime rate. For each time thereafter that the employee reports for planned overtime work on that same day, the employee shall receive a minimum of three hours' work or pay at the applicable overtime rate. Employees, at the time they are notified of the assignment shall be informed as to the estimated duration of the work. When an employee is advised on less than 15 hrs notice not to report for such prearranged overtime, the employee will be paid for 2 hrs at the employee's straight time rate except that when the prearranged overtime immediately precedes or follows the employees normal schedule hours and would amount to less than 2 hrs, the employee will be paid at the employee's basic straight time rate for the actual amount of prearranged overtime. In any case where an employee is given an opportunity to work planned overtime on the employee's scheduled day off in accordance with the full minimum provided under this paragraph, but is excused at the employee's own request from working that full minimum, the employee will be paid only for actual hours worked.

Section 5. Equitable Distribution of Overtime

Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis. Overtime lists will be furnished to the Business Manager on a monthly basis.

[11]**Section 6. Rest Time**

6.(a) Except in case of emergency or the case of unforeseen absence of other employees, employees shall not be required to work more than twelve hours in any one twenty-four hour period. If an employee is required to work beyond sixteen hours in any twenty-four

[11] July 22, 1976 #2

hour period, the employee will be paid at double the employee's straight time rate for those hours worked beyond sixteen. An employee required to work more than sixteen hours during any twenty-four hour period shall, once released, be allowed a period of eight hours off before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby. If an employee is required to work outside of the employee's normal schedule for more than one hour (more than two hours with advanced notice) during the eight-hour period immediately preceding the starting time of the employee's next normal schedule, the employee will, whenever possible be allowed rest time during that normal schedule without loss of normal wages. If an employee is called out without advance notice to work more than one hour (including travel time) during the eight hour period immediately preceding the starting time of the employee's next normal schedule, the employee will, where service requirements permit, be allowed equivalent rest time during the employee's basic scheduled hours on that day without loss of normal wages. The above does not apply to "call-outs" occurring one hour before the start of the employee's regular schedule. The rest time provided in the above two paragraphs will be scheduled by the supervisor. The rest time shall be equivalent to the sum of the time worked during the above eight-hour period. Time allowed off for meals (meal time not taken) will not be counted as time worked in determining "more than one hour" (more than two hours for prearranged overtime) for the purpose of this Section. When service requirements will not permit scheduling such time off, the equivalent hours will be paid for at two times the regular rate instead of straight time. Similarly, an employee called out without advance notice to work more than one hour (more than two hours with advanced notice), including travel time during the eight-hour period immediately preceding the starting time of a planned overtime assignment on the employee's scheduled day off, said employee will, when service requirements permit, be allowed equivalent rest time at straight time rates during such planned overtime assignment hours-the maximum hours so paid being either the announced minimum hours guaranteed or the average hours actually worked on the assignment by other employees of the same classification, whichever is greater. The above does not apply to "call-outs" occurring one hour before the start of the employee's regular schedule. The rest time provided for above will be scheduled by the supervisor. When service requirements will not permit scheduling such time off, the equivalent hours will be paid for at straight time rates in addition to the applicable overtime rate.

6.(b) **Payment For Rest Time Worked On A Holiday.** Employees who are eligible for rest time and are required to work through their rest time on a Company recognized holiday that they were scheduled to work, will receive double and one half times the employee's straight time rate for the actual rest time hours worked.

Section 7. Work Beyond 16 Hours

If an employee is required to work beyond sixteen consecutive hours, the employee will be paid at double the employee's straight time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals (meal time not taken) will be counted in determining sixteen consecutive hours for the purpose of this Section, but will not count towards eight consecutive hours off.

[12]**Section 8. Call Out**

An employee is considered to be called out (1) when the employee is called in when not on duty and without advance notice, to report immediately for overtime work or, (2) when the employee is given advance notice to report for overtime work on a regularly scheduled working day when the overtime work is prior to or after and not continuous with the employee's regular scheduled working hours. Employees called in for work outside their regular working hours shall be paid time and one-half. Such pay shall be computed from the time the employee reports to work to the time of completion of the employee's work and their return to designated headquarters, to which time shall be added one-half hour for travel to work and one-half hour for travel from work. Time off shall not be considered as repayment for such work done. An employee called in for work under the terms of this paragraph will receive a minimum of two hours' pay including the above travel time at time and one-half for each time the employee is called away from their home, except that if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid the overtime rate only for actual time worked and the half hour travel time to work. In the case of an employee who receives a call between the hours of midnight and 6 a.m., or between 8:00 a.m. and 2:00 p.m. for permanent 2nd shift garage mechanics, to report immediately, the minimum shall be three hours instead of the two hours referred to in the previous sentence, and the same conditions will apply. An employee will be considered on Company time while traveling directly to work after being called out, but paid no more than the amount specified herein.

When normal means of transportation are not available to an employee required to work overtime without advance notice, the Company will provide transportation to the employee's home.

[13] [14] [15] [16]**Section 9. On Call**

Employees may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24 hour periods. Employees, except Troubleshooters, who are assigned by the Company to be on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24 hour period (or less than a 24 hour period) that they are required to be on call as follows:

(i) If the majority of the 24 hour on-call period (or less than a 24 hour assignment) is served during a weekday (Monday through **Thursday**), employees will receive 1.5 hours at basic straight-time rates;

(ii) If the majority of the 24 hour on-call period, (or less than a 24 hour assignment) is served during a holiday, weekend (**Friday,** Saturday or Sunday), or the employee's scheduled day off (only for employees working a shift or special schedule), employees will receive 3 hours at basic straight-time rates. With the exception of weekend on-call periods containing Company-recognized holidays, employees will receive no

[12] Topic: Storm Assignment
[13] July 1, 1966 B.1.
[14] July 1, 1966 B.3.
[15] November 22, 2004
[16] November 3, 2010

more than **three** 3 hour payments for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday.).

Time worked under Sections 9 and 12 will be computed from the time of receipt of each call out, and unless the time extends into the employee's scheduled work time, until return to place of receipt of the call out.

One on–call payment will be made for each 24-hour period regardless whether such 24-hour period extends over two calendar days. With the exception of seven day on-call weeks containing company recognized holidays, or weeks containing an employee's scheduled day off (only for employees working a shift or special schedule), employees will receive no more than **four** payments of 1.5 hours and **three** payments of 3 hours for an on-call assignment of seven consecutive 24-hour periods (e.g., 3 p.m. Tuesday until 7 a.m. Tuesday) even though such period might extend over eight calendar days.

In addition, the employee will receive pay, when appropriate, in accordance with Section 8 of this Article VI. Where employees have been placed "on-call," they shall be called before or concurrently with other employees in case of emergency work which they are qualified to do.

An employee not scheduled for "on-call" who is given advance notice to report for overtime work on a regularly scheduled working day when the overtime work is prior to or after and not continuous with the employee's regular scheduled working hours, shall be paid for being "on-call" in accordance with Section 9 of this Article.

Employees not regularly assigned to "on-call" who are required to hold themselves available so that they may be contacted within one-half hour in anticipation of an emergency or to return to work following the completion of their regular shift shall be paid in the same manner as a person assigned to "on-call" for the day on which such an assignment is made and paid under Section 9.

[17] [18]**Section 10. Excused From On Call**

Such employees shall upon request be excused only from the established annual rotational scheduled "on-call"/Shift assignment for a period of not less than twelve months provided the employee has reached 45 years of age, has greater departmental seniority than other employees who make the same request, and the granting and/or continued compliance with the request does not subject the remaining employees on the employee's particular "on-call" schedule to a normal "on-call" schedule assignment frequency greater than one out of four. Nothing contained in this Article shall restrict the Company's right to assign any employee (whether or not excused from participating in the annual on-call schedule) to be on call for unscheduled emergency situations, such as the forecast of a storm. Any employee so excused will be excluded from the provisions of Article VI, Section 5. However, the Company will attempt to equalize scheduled overtime to the extent possible without keeping dual overtime records.

[17] Topic: New Hires (A)
[18] October 23, 2012 & August 29, 2005

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purposes of planned overtime, the administrative 2000 hours figure will be disregarded.

The Company will utilize the following process to assign personnel to unscheduled on-call:

(i) The Company will ask for volunteers, including employees who have requested to be excused from on-call assignment of this Article by overtime standing in accordance with Article VI section 5.

(ii) If there is an insufficient number of volunteers to meet on call staffing needs the company will first assign employees who have not requested to be excused for on call assignment of this Article, by overtime standing in accordance with Article VI section 5.

(iii) If steps 1 and 2 above do not provide a sufficient number of volunteers or assigned personnel to meet on call staffing needs the company will assign employees who have requested to be excused from on call assignment of this Article by Classification Seniority.

(iv) The Company may, upon the conditions of the work, assign personnel who are available at the facility including employees who have requested to be excused from on call assignment of this Article to stand call until steps 1-3 can be satisfied. The Company will attempt to find replacements for the excused employees who have been assigned. If a sufficient number of volunteers and assigned personnel are available to meet on-call staffing needs, the employees who have requested to be excused from on call assignment may be excused by Classification Seniority.

Section 11. Trouble Call

11.(a) The Company and Union agree to continue their cooperative efforts to enhance customer service by improving response time during customer outages. In keeping with this mutual goal, the parties agree to the formation of an A list of employees who wish to be designated to take trouble calls.

11.(b) All employees in the following classifications will be eligible to participate in the A response list:

Chief Line Mechanic,	Chief Electrician	Chief Splicer
Lead Line Mechanic	Electrician	Splicer
Troubleshooter	Lead Electrician	Lead Splicer
Line Mechanic		

11.(c) The Company seeks 100% participation of all eligible employees, but requires 25% within each of the ten (10) participating classifications. If the required participation is not obtained on a voluntary basis, assignment to the A list will be made on a junior to senior basis. Employees not participating in the A list may elect to participate on a weekly basis.

11.(d) Overtime Rotation - A separate overtime rotation list will be maintained for A list participants. Prearranged overtime will be distributed from a combined list.

11.(e) Employees who have removed themselves from the scheduled call rotation under this Article will have 2000 hours added to their overtime hours on the overtime list.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purposes of planned overtime, the administrative 2000 hours figure will be disregarded.

Section 12. Troubleshooters Assigned to Call

Troubleshooters who are assigned by the Company to take trouble calls outside their normal schedule hours will be so-assigned for either (1) eight hours immediately preceding, or (2) eight hours immediately following, or (3) a total not in excess of eight hours both immediately preceding and immediately following their normal schedule hours each day they work. Troubleshooters will be paid for one hour at basic straight-time rate for each eight hours they are assigned to trouble call duty except that, when assigned on a recognized holiday they will be paid for two hours at basic straight-time rate for each eight hours so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m.

Section 13. Assignment of Vehicles for Call

13.(a) Employees, except troubleshooters, who are assigned by the Company to take trouble calls outside their normal schedule will, whenever practical, be assigned a Company motor vehicle for all hours assigned to call, provided that there are no conflicts with local zoning regulations.

13.(b) When an employee is assigned to call as a member of a crew, one member of the crew complement will be assigned a motor vehicle under the provisions outlined above.

13.(c) This provision will also apply to troubleshooters where arrangements suitable to the Company can be made to return the vehicle to a suitable location following the call assignment. Troubleshooters who use their personally owned vehicle, while responding to trouble calls during the hours of call assignment, will be paid mileage in accordance with Article XII, Section 4.

13.(d) The Company agrees that it will give consideration to valid reasons of an employee who requests that the employee be excused from taking an assigned Company vehicle home during hours of call.

Section 14. Paging Device for Use During Call Assignments

When an employee is assigned to call, they will be provided with a paging device

("beeper"), when practicable, as an alternate means of contact during the normal call schedule. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order as indicated by the testing procedure or to provide other means to be contacted as is presently practiced.

[19]**Section 15. Meals And Meal Allowances**

After an employee has had one and one-half hours of overtime work which is continuous with the employee's regular scheduled working hours and which forces the employee to miss their regular meal hour (other than breakfast as provided for below), or after five hours of overtime work since being called out, and after each additional five hours of overtime work, the Company will either provide a meal for the employee or pay the employee $10.00 on account of such meal.

An allowance of $20.00 shall be made for evening meals only (4:00 p.m. to 12 midnight). The eight hour period following completion of the normal work schedule is applicable for shift workers. A meal allowance shall be given to shift employees who are required to report for work starting one hour or more before their next normal schedule starting time without having been given twelve hours advance notice.

An allowance of $10.00 shall be made for breakfast in any case where an employee is required to report for work on the day shift one hour or more before the employee's usual starting time, even though prior notice had been given of such work. Meals eaten on the job to avoid interruption of work during such overtime or emergency will be eaten on Company time. As far as operating requirements permit, each such employee shall be allowed reasonable time off to eat such meal, except for the special case of the breakfast meal provided for above. Such reasonable time off up to three-quarters of an hour shall be included in the hours of overtime work. An employee entitled to a meal and/or time off under this Section shall, if the overtime assignment continues, become entitled to additional meals and/or time off therefore at five-hour intervals. Although exact scheduling of meals will depend on requirements of the job, it is intended that an employee be allowed to eat a meal within a reasonable time after the employee becomes entitled to it under this Section. However, if the employee is not given time off but works through to complete the job, the employee will be paid three-quarters of an hour for each meal for which the employee qualified. An employee called out for one and one-half hours or more but less than five hours of actual overtime work, who thereby misses a regular meal hour, will be provided with a meal or paid for the meal at the rate of $10.00 for breakfast, lunch, and $20.00 for evening meals only (4:00 p.m. to 12 midnight), and in which case there would be a time allowance for eating. On a day when an employee is not scheduled to work, the "regular meal hour" for the purpose of this Section will include any part of the one hour period beginning at 7:00 a.m., 12:00 noon, and 5:00 p.m. For prearranged work, the meal allowances would be the same as on a regular workday. An employee on the day shift who is called to come immediately to work one hour or more in advance of the employee's regular starting time and who is not released for at least half an hour prior to starting the employee's day's work will be provided with a breakfast or paid $10.00 for purchase of same and, if the employee does not have the opportunity to provide the employee's own lunch in these circumstances, the employee will be provided with a lunch or paid $10.00 for the purchase of same.

[19] July 15, 1971 #5

In the event a shift employee is called back with less than eight hours' notice to work a second full shift within a twenty-four hour period or is assigned with less than four hours' notice to work a full shift on the employee's day off, the employee shall receive two meal allowances for the shift.

Except where the Company has scheduled an employee for a straight eight (8)-hour day**,** normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch periods should be kept at a minimum. When the work requirements make it necessary to postpone a lunch period for an hour or more, the practice will be to pay the employee time and one-half for the lunch period so that the employee will be considered to be on continuous duty from the start to the finish of the workday, eating when the employee can find the opportunity without any stated meal period. Employees scheduled for a straight eight (8)-hour day will not have a lunch period designated but will be expected to eat on the fly.

Section 16. Schedules of Normal Work Coverage

The Company will prepare and post on bulletin boards schedules of normal work coverage for the employees in various departments, plants and districts of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than ten hours per day or forty hours per week. Employees may be required to work a straight eight (8) hour schedule without a designated lunch period. The work week shall consist of four or five consecutive days except for shift or scheduled workers. All hours worked in excess of eight or ten hours per day or the basic forty hours per week, or outside of the employee's normal schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided.

Section 17. No Duplication of Rates

When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

Section 18. Schedules of Shift Employees, Shift Premium and Sunday Premium

18.(a) The schedules of normal work coverage for employees who are assigned as shift or scheduled workers are made to meet the continuous nature of the Company's operations. The Company and Union shall meet and discuss any permanent schedule change for shift or scheduled workers prior to implementation. During the course of discussions with the Company, the Union may seek input and poll the membership regarding any schedule change. The job classifications of employees who normally are assigned as shift or scheduled workers are identified by the prefix "S" in the Schedule of Job Classifications and Basic Straight-Time Hourly Rates Appendix "A" of this Agreement.

18.(b) Upon request from shift or scheduled workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage within a work week provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work

hours are permitted, the advance notice requirements of Section 19 of this Article shall not be applicable. No other such exchanges of scheduled hours of normal work coverage will be permitted, except for employees on a Tuesday through Saturday schedule.

18.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of two dollars and fifty cents ($2.50) per hour will be added to the employee's basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 6:00 p.m. An employee regularly assigned to a shift schedule will receive shift adder for all paid time off.

18.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift or scheduled workers. This Section will not be applicable to time worked at double straight-time rates under the provisions of Section 20 of this Article.

Section 19. Change In Normal Work Schedules

The work and "on-call" schedules in effect for the different departments at the time of the execution of this Agreement will be furnished to the Union by the Company.

19.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article.

19.(b) When an employee's normal work schedule is changed with less than seventy-two hours advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and one-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous normal schedule without forty-eight hours advance notice after serving a relief coverage assignment as described herein.

19.(c) When operating or maintenance requirements make it necessary to change the normal work schedule of a day work employee, (other than a shift or scheduled worker), to an afternoon or night normal schedule, for other than relief assignments to normal schedules of shift or scheduled workers, the employee will be paid at one and one-half times the employee's straight-time hourly rate for all time worked on the afternoon or night normal schedule which was not normal work time on the employee's daytime schedule provided the period of assignment is for three or less consecutive workdays. When the period of assignment is more than three consecutive workdays, the change of normal work schedule will be made in accordance with 19.(b) above. This Section will not be used to change the normal work schedules of day work employees from daytime to afternoon or night normal schedules except when the work to be done is necessitated by operating or maintenance requirements which must be continued on at least a two-shift basis or when it cannot be performed during daytime

normal schedule hours. A day work employee may be returned to a daytime normal work schedule without seventy-two hours advance notice.

19.(d) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

Section 20. Sunday or Second Scheduled Day Off

20.(a) A Shift or scheduled worker will be paid double the straight-time rate for all hours worked on Sunday outside the employee's normal schedule.

20.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

ARTICLE VII
Vacations, Holidays and Leaves of Absences

[20] [21]**Section 1**. **Vacation Allowance**

a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

- For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.
- For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.
- For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.
- For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

[20] July 24, 1970 #1
[21] Topic: Vacations

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

All vacations must be completed within the calendar year and are not cumulative. The Company must afford opportunity for the employee to take the employee's vacation within the calendar year. The period of continuous service, for vacation purposes only, is not interrupted by leave of absence or temporary layoff.

(b) An employee's vacation begins at the end of his/her last scheduled work day.

(c) The vacation allowance per week will be based on the number of hours in the scheduled workweek generally in effect throughout the Division at the time the employee takes the employee's vacation, with overtime rates applying to hours in excess of forty hours per week. For the term of this Agreement, the minimum vacation allowance per week will be forty hours' straight time pay unless some public authority orders a shorter workweek.

Section 2. **Employee Returns Before June 1**

An employee who returns before June 1 of any calendar year from leave of absence or temporary layoff of more than six months' duration shall be entitled to the employee's full vacation for that calendar year. For any such employee returning after June 1, the vacation for that calendar year will be computed at one-tenth of the amount provided under Section 1 above for each month (including the month of the employee's return) remaining in the calendar year.

[22]**Section 3**. **Choice Of Vacation**

Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Teal Book Seniority on a local, plant or departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a) 1. above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods, and (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district, department and plant will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order

[22] Topic: Hartford/ Simsbury/ Falls Village

that the Company will be able to prepare and post vacation schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make the employee's selection within a reasonable period of time, the employee will forfeit the employee's turn until all other employees involved have made their selections. Should any employee fail to make the employee's selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period has been granted, it will not be interfered with except in emergencies.

[23]**Section 4**. **Vacation**

The vacation period shall be between January 1 and December 31. Each employee shall be permitted to take a vacation between May 1 and October 31, subject to the provisions of Section 3. An employee entitled to more than two weeks of vacation shall be permitted to take a two-week vacation between May 1 and October 31 and may take the employee's entire vacation during this period or outside this period, subject to the provisions of Section 3.

Section 5. **Discontinuation Of Employment**

Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee's employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee's total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee's full vacation or pay for that calendar year.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee's total vacation allowance for that calendar year which the employee has not already received. However, in the normal case, such employee will be required to schedule the employee's entire vacation prior to the employee's retirement date. An employee retiring on any February 1 who is entitled to more than four weeks of vacation will schedule such vacation during January of that year and in the latter part of December of the preceding year.

Section 6. **Emergency Recall From Vacation**

An employee who has started the employee's vacation will not be required to return to work during the period of that vacation as scheduled **except in an emergency**. Any employee who is recalled to work any hours of the employee's regular basic schedule during a week the employee is on vacation shall be paid at two times the employee's regular rate for such work and, in addition, shall receive as soon as practicable thereafter, at the employee's option, either equivalent time off with pay or pay at straight time rates for those hours worked which are within the employee's regular forty-hour basic schedule. Hours worked outside of an employee's usual eight working hours on one of the employee's basic five workdays shall be paid at double time and such hours shall be counted as hours worked for the purpose of equalizing overtime.

[23] November 3, 2010

[24]**Section 7**. **Holidays (effective January 1, 2017), Time Off Before Christmas**

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern.

Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday.

Whenever any such holiday(s) occur upon Saturday, the preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If Christmas day falls on a weekend day or a Monday, the 4 hours will be allowed in a manner consistent with the rest of the company.

If it is determined by the Company that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

Section 8. **Holiday Pay**

Pay for the holidays listed in this Article will be as follows:

(a) If the holiday is observed on a day when the employee would ordinarily work and if the employee's services are not required, the employee will receive eight hours' pay and the day off.

(b) If the holiday is observed on an employee's day off or during the employee's vacation, the employee shall receive an additional day off sometime during the calendar year on a day mutually agreeable to the Company and the employee.

(c) If an employee is required to work on a holiday, the employee will receive the eight hours' pay or day off provided under (a) or (b) plus time and one-half for all hours worked within the employee's usual eight working hours and double time for all other hours actually worked or the minimum provided under Article VI, whichever is greater.

(d) The pay provided in this Section 8 shall be in lieu of all other pay for work on holidays. Hours worked on a holiday which are outside of an employee's usual

[24] July 3, 1963 4(b)

eight working hours shall be counted as hours worked for purpose of equalizing overtime.

Section 9. Shift Adder For Second Shift

A permanent second shift employee, e.g., Garage Mechanic, will be paid holiday and vacation pay at the rate which includes the shift adder.

Section 10. Sick Leave

Continuation of Pay

Incumbent employees as of December 31, 2016 will keep their sick time eligibility in accordance with the following:

Continuous Service – Weeks of Full Pay

From 6 months to 5 years - Up to 6 weeks

For 5 years to 10 years – Up to 10 weeks

For 10 years and upward – Up to 1 week for each year of continuous service

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

The Company will notify the Local Union one week prior to the expiration of an employee's sick-leave payments.

Effective September 1, 1963, the Company amended its sick-leave wage payment policy for bargaining-unit employees to suspend the waiting period of one scheduled work day without pay.

Employees hired on January 1, 2017 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first twelve weeks of short-term disability will be paid at 100% of base pay
- Up to thirteen additional weeks of short-term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay
- Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)

All Engineering Designers, Senior Engineering Designers, Distribution Design Engineers, Senior Distribution Design Engineers, Representative A – Mobile Meter Reading, Distribution Automation Technicians, Distribution Automation Specialists, Substation Automation Technicians and Substation Automation Specialists have the same sick leave wage payment benefits listed above as employees hired on or after January 1, 2017.

Section 11. Absence Due to Death in Family

11.(a) Time off without loss of pay shall be granted to employees in the event of death in the family or step-family as follows: Where the deceased was the father, mother, brother, sister, wife, child, grandparent, or grandchild of the employee, the employee shall be given time off between the death and burial up to a maximum of four calendar days and including the entire calendar day on which the funeral occurs, together with the midnight shift of the next calendar morning, so that the employee may make arrangements for the funeral and attend the services. Where the deceased was the father-in-law or the mother-in-law of the employee, the above maximum time off shall be two calendar days. In case such relative's death and burial takes place at a distant location and the employee does not attend, one day off will be allowed. In case of the death of brother-in-law, sister-in-law, aunt, or uncle, or in case of the death of any relative who is a member of the employee's household, the employee will be allowed one day off to attend the funeral. An employee seeking leave must notify the employee's supervisor of such death and request such leave, which shall be granted unless an emergency exists at the time requiring the employee's services.

Where the supervisor is satisfied that additional time off is needed by the employee to attend the funeral and to make arrangements for which the employee has responsibility, the supervisor may, at the employer's discretion, increase the maximum time allowances specified above to five or three calendar days, respectively.

11.(b) If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first three months of the following calendar year. The immediate family is defined to include the spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandmother or grandfather, grandchildren, sister, brother, step-relative, or one who is considered a member of the family and living in the employee's home through a tie of obligation or friendship.

Section 12. Jury Duty Wage Payments

The Company will facilitate wage differential payments to employees on jury duty.

Section 13. Military Leave

The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The service record for those who are granted a military leave of absence will continue without interruption.

13.(a) **Short-Term Leave of Absence for National Guard and Active Reserve**

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence and must give a copy of the "Ordered Tour of Duty" as soon as possible to his or her supervisor so that arrangements can be made for work assignments in the employee's absence.

Upon receipt of military documentation and the Compensation for Ordered Tour of Duty form, any regular employee will be compensated for the difference between his or her base wages and military pay for a maximum of fifteen working days per Federal fiscal year (October 1 through September 30 of the next calendar year) if the military pay (taxable income on the military pay voucher) is less than the employee's base wages. Payment procedures are as follows:

An employee must complete and submit the Compensation for Ordered Tour of Duty form to the Leave Administration Department. If an employee does not submit the completed form prior to leave, the period of leave will remain unpaid until such time that the employee submits the form.

Requests for leave of absence to attend service schools or tours of duty for other than training will be considered on a case-by-case basis.

Company Benefit Plans will remain in force during short-term military leave of absence. When an employee active in the National Guard or Reserves is called for emergency duties, compensation for such a call will be considered at that time.

[25]13.(b) **Long-Term Leave of Absence for Active Duty**

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §§4301-4333. He/she must give a copy of the orders to his or her supervisor immediately. Employees on military leave for active duty may continue their health care benefits under COBRA, and for an additional six-month period subsequent to the 18-month COBRA period. Employees participating in the Retirement Plan will continue participation. Information on benefits will be provided to employees by Human Resources when HR is notified of the leave.

Upon return from military service, the employee will be reinstated, to the extent required by law, provided the employee: makes application for reinstatement within the required time following release from active duty; is still physically qualified or is able to become re-qualified with reasonable efforts; and if drafted, produces a certificate of satisfactory completion of training and service. An employee who enlisted must produce documentation of honorable discharge to qualify for reinstatement. For temporary employees, is released from military service prior to the end date of his or her temporary assignment or, for bargaining unit employees, prior to being released from the assignment.

[25] July 24, 1970 #5

In the event the military leave continues for greater than 91 days, the Company will provide a job of like status and pay if an employee's former job is not available.

Section 14. Personal Time

The Company and Union agree that NUP 13 – Personal time, will be extended to the classifications covered in this agreement. The parties also agree that the Company may change the policy / practice outlined in this NUP without negotiation. Effective January 1, 2017 personal time is eliminated.

Section 15. Leave of Absence: Union Representative

Upon written request from the Union, the Company will arrange for a leave of absence for up to four employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during the employee's leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such manner as may be mutually agreed upon by the Company and the Union.

ARTICLE VIII
Safety Provisions

Section 1. Policy Statement

It is agreed that the Company and the Union will work together on a continuing program of safety measures for the protection of the employees, the public, of Company property and of its service to customers.

Section 2. Employees; Judgment, Skill and Ability

In job assignments and in assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

Section 3. Safety Manual

The Company will issue a copy of its "Employee Safety & Health Handbook" to each employee covered by this Agreement. Any changes in the rules in the " Employee Safety & Health Handbook" shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

Section 4. Company/Union Safety Meetings

Representatives of the Company and two representatives of the Union from each Division and the Local Business Managers shall meet in February and September to discuss

safety. Any conclusions reached by this committee will be followed up promptly by the Safety Section and the results will be communicated to the Business Manager and Assistant Business Manager concerned within thirty days. Within five days following any meeting of this joint committee, any Union representative may submit to the President the employee's own report on any safety matters which this representative presented for discussion at the meeting but which did not result in a committee recommendation.

The Union shall be allowed one representative on each divisional or district safety committee.

[26]Section 5. Company/Union Safety Responsibilities

The Union agrees to use its best efforts to see that its members employed by the Company shall read and comply with the safety regulations made by the Company, and that its members will wear and use the protective devices and apparel to be provided in accordance with the standard practice of the Company for the protection of employees from injury. The Company agrees to use its best efforts to see that persons who supervise employees read and comply with the safety regulations. The Company agrees also to use its best efforts to see that contractors engaged in work included in bargaining unit classifications observe the Company's safety regulations or equivalent. Safety is a joint responsibility of supervisors and employees. The primary function of a Supervisor is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to danger when working aloft, on live wires, or in other situations of potential hazard and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in manual work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

Section 6. Protective Equipment Furnished by Company

6.(a) Protective equipment such as safety belts, rubber gloves with protectors and welder's equipment will be furnished by the Company. The Company will furnish coveralls or shirt and pants for painting of a nature where normal painting practices fail to prevent for all practical purposes destruction of the employee's clothing such as painting towers, gas holders or chain link fences. Employees whose duties include handling of acid or assignment to areas where acid producing conditions exist will be provided protective clothing when engaged in this type of work. Where required on the job the Company also will furnish for the use of employees, boots, raincoats, rainhats, heat-protective gloves, working gloves and other protective items which it has customarily furnished in the past. In addition, plastic raincoats will be furnished to collectors, rubbers and gloves to collectors and Meter Readers-AMR Drivers. Protective equipment furnished by the Company shall not be used by employees for purposes other than Company work. Such equipment shall normally be stored on Company property or in other locations authorized by the Company where it will be readily available for use when required. Each employee to whom the foregoing equipment is issued will be expected to exercise reasonable care in its use and to guard it against unnecessary damage or loss.

Replacement of clothing unavoidably destroyed due to abnormal working conditions.

6.(b) The Company shall provide and own all tools used by a gang or crew such as picks, shovels, crowbars, chain hoists and the like as required. The Company also shall

[26] July 24, 1970 #2

provide and own uncommon and infrequently used equipment and tools such as those of larger size than ordinary hand tools or any special tools required for special purposes including body belts with essential accessories and climbers with straps and pads for linemen and other employees as required. In addition, the Company shall provide those hand-tool items which are consumed in use such as files, bits, drills, hacksaw blades and the like.

6.(c) It shall be the responsibility of both the Company and the employees to maintain their respectively owned tools and equipment in good condition at all times and make replacements promptly when required for the safety of employees. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

[27]**Section 7. Live Line Practices**

7.(a) Work assignment of employees classified as Line Helpers

Work assignments of employees classified as Line Helpers will be made in accordance with the TMP.

7.(b) Energized primary work at two working levels or cutting in or out slack

Live-wire work involving either transferring of primary wires on poles or cutting in or out slack, or handling energized wire at two working levels shall be carried on by two Linemen or a Lineman and an eligible Line Helper as defined in the TMP.

The following is our understanding of operating practices to be observed under paragraph B.

1. For the purposes of this paragraph, the following definitions shall apply:

a. Straight-Line Pole

A pole in line where the energized primary wires are carried on pin-type insulators and the angle of pull is not more than 18 feet (20 degrees).

b. Corner Pole or Angle Pole

A pole located at an angle in excess of the above or where the energized primary wires are carried on disc insulators or the equivalent.

c. Junction Pole

A pole where the energized primary wires extend in three or more directions from the pole, or where the energized wires extend in two directions from the pole and are supported on crossarms attached to the pole at two different levels.

2. The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same

[27] July 15, 1971 #5

time shall be carried out in accordance with the number of qualified line department personnel described in the attached Live-Wire chart. The chart will be interpreted within the following scope:

a. Where the required numbers are two (2) or four (4), one-half (½) of the assigned number must be Linemen or Chief Linemen or a combination of both. The remainder may include Line Helper(s) as set forth in the TMP.

b. Where the required number is three (3), two (2) must be Linemen or Chief Linemen or a combination of both, the remainder may be a Line Helper as set forth in the TMP.

3. The cutting in or cutting out of slack in energized primary wires shall be carried out by two Linemen or one Lineman and a Line Helper as set forth in the TMP.

4. It is understood that in the event the transferring of energized wires from one pole to another also involves the cutting in or cutting out of slack or the installation of energized primary taps, or both, the provisions of 3. of this letter shall not require Linemen in addition to those provided for in the chart.

5. The Company may assign more than the specified number of employees to carry out any of the above jobs for expediting the work or for other purposes and the Union agrees that such use of extra employees shall not be considered as establishing a precedent.

6. The installation of energized primary taps on junction poles, and elsewhere where it is current standard practice, shall be carried out by two Linemen or one Lineman and one Line Helper as set forth in the TMP.

7. During 1976 contract negotiations discussions of the Company proposals for modifications of the June 18, 1975 live-wire practices letter, the Company explained that it was not its intent to change its method of assigning three-person crews as a result of the redesigning of the required number of personnel with respect to the live-wire practices, as described in the Letter of Understanding and attached chart.

On limited occasions, a line crew consisting of two qualified line department personnel could be assigned to perform jobs listed as 1 through 3 under the heading Personnel Lifting Devices of the live-wire practices letter interpretation chart, where the jobs could be performed without the use of a lifting tong in conjunction with a holding stick.

However, it is recognized that some line functions, other than the assignments listed in the live-wire practices chart, are now performed by and will continue to be performed by a two-person line crew.

LIVE-WIRE CHART

The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out by:

Type of Pole	Change in Level of Primary Wires	Horizontal Distance Between Pole Surfaces at Level of Primary Wire on Old Pole	No Arerial Device	Personnel Lifting Device	Personnel - Lifting Device & Material Handling or Device or Aerial Derrick	Material Handling or Aerial Derrick
1/				2/	2/	2/
1 Straight Line	No more than 5 ft.	Not more than 18 in.	2	2	2	2
2 Straight Line	No more than 5 ft.	More than 18 in.	3	2	2	2
3 Straight Line	More than 5 ft.	Any distance	3	2	2	2
4 Corner	Not more than 5 ft.	Not more than 18 in.	3	2	2	2
5 Corner	Not more than 5 ft.	More than 18 in.	3	3	2	3
6 Corner	More than 5 ft.	Not more than 18 in.	3	3	2	3
7 Corner	More than 5 ft.	More than 18 in.	4	3	3	3
8 Junction	Not more than 5 ft.	Not more than 18 in.	3	2	2	3
9 Junction	Not more than 5 ft.	More than 18 in.	3	3	3	3
10 Junction	More than 5 ft. but not more than 6 ft.	Not more than 18 in.	3	3	3	3
11 Junction	More than 5 ft. but not more than 6 ft.	More than 18 in.	4	3	3	4
12 Junction	More than 6 ft.	Any distance	4	4	4	4

1/ As defined in Section 7. paragraph (b).
2/ Applicable when personnel lifting devices that can be controlled from the device's work position, or aerial derricks, are used and can be positioned so that both poles can be worked from the same truck position.

Section 8. Company/Union Understanding

Through a memorandum and meetings, supervision will be advised of the Company's intent and understandings with the Union with regard to the following:

A. Reasonable assignments during inclement weather, making particular mention of extremes of heat and cold. The Company agrees to instruct its supervisors to make reasonable assignments in all Departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

B. Inexperienced probationary Line Mechanics limited to simpler work in which they are fully qualified when assigned to two-person line crew and truck.

C. Importance of staying within the limitation provided in the Agreement on work done by supervisors.

D. Assistance will be provided, when requested by employees assigned to service customers, under conditions which present special problems or hazards.

E. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

F. Replacement of clothing unavoidably destroyed due to abnormal working conditions.

[28] [29]**Section 9. Inclement Weather**

9.(a) Except in emergency, no employee shall be required to do outdoor work when weather conditions might make such work unsafe.

9.(b) It will be the policy of the Company to give reasonable consideration to limiting the outside work of Meter Readers-AMR Drivers, when extreme weather conditions exist, providing the nature of the work will permit postponement.

9.(c) Meters installed on the outside of buildings or structures will not be tested in place during rainy or snowy weather unless the meterman is sheltered from rain or snow during the testing operation.

Section 10. Hazardous Tasks

No employee shall be required to perform any hazardous task, with which the employee is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

[28] July 1, 1966 B.5.
[29] July 15, 1971 #3

Section 11. Regular On Call Requirements

A Line Mechanic shall not be placed on the regular "on-call" schedule unless the employee shall have had at least six months of service in such classification.

Section 12. Work Assignment Disputes

Where a disputed work assignment clearly involves a violation of the safety rules and such abnormal hazard as to affect a person's life, such work shall not be completed until the dispute is resolved or a temporary solution is reached by the Company and the local Union concerned. This shall not apply to any established practices. This paragraph shall not be so construed as to excuse an employee from performing any established duties of the employee's job classification unless the employee is not familiar with them.

Section 13. Practices and Procedures for Rubber Gloving Energized Conductors above 600v up to three-phase 23kv MGY

1. All standard safety rules in effect shall be followed.

2. Practices and procedures set forth below shall be strictly adhered to.

3. Rubber Gloving energized conductors more than 600 volts up to 23kv MGY will be done by minimum two qualified person crew.

4. No work will be permitted on energized conductors from a pole position (line mechanic spurred into pole or standing on pole steps or other permanent pole attachments).

5. Class 2 (20 kV) gloves and properly tested sleeves shall be used for all pole work while rubber gloving high-voltage energized conductors up to and including the three-phase 23 kV MGY class. A ground-to-ground rubber glove rule shall be enforced for all voltages. Gloves shall be air inflated for testing in the morning and after lunch and at any other time deemed necessary.

6. Employees using bucket trucks shall follow all rules and procedures governing the use of bucket trucks. The insulation portion of the bucket truck shall be inspected and cleaned as necessary before work.

7. a. All energized or grounded parts such as secondaries, neutral conductors, guy wires, telephone wires, cables or CATV cables within reaching distance of the employee shall be covered with approved protective equipment. Company-owned wires and equipment may be floated clear of the pole when practical if work is being done on or near energized conductors. If the neutral conductor is moved, the continuity of all earth grounds including guy grounds shall be maintained.

b. All energized conductors or equipment within reaching distance shall be covered with approved protective equipment, except that portion which is actually being worked on. No handline shall be permitted near an unprotected area.

c. When work is performed on an energized primary conductor, all other conductors, neutrals, grounds, and potential grounds, including crossarms and any

portion of the pole within reaching distance, shall be covered with approved protective equipment.

8. When an energized primary conductor is placed on the crossarm, bracket or against the pole, it shall first be covered with a line hose, and in addition, the crossarm, bracket or pole shall be covered with a rubber blanket or other approved insulation.

9. Work being performed on energized conductors by workers in buckets, and/or by workers working at the same pole or structure, shall be confined to only one phase of any circuit at a time.

10. Work not directly related to rubber glove procedures shall not be performed on the same pole or structure. Tools and materials shall not be handed to or from the pole to a person in a bucket while a Line Mechanic is spurred to the pole or not otherwise isolated from the ground.

11. All jumpers and rubber protective equipment, including gloves, sleeves, blankets, hoods, and line hose shall be inspected before each use and shall be turned in for testing and/or washing in accordance with a Company schedule, or sooner if there is any indication that the equipment may be defective.

12. Bucket trucks shall be tested two times per year and at any other time there are indications of damage or electrical leakage.

13. When wet conditions exist, hot sticks will be used or the lines will be deenergized.

Section 14. Safety Shoes

Effective January **1, 2023**, the Company will provide up to **$300** annual allowance to Operating Department employees towards the purchase of one or more pair(s) of safety footwear that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in ASTM F2413-05 (M 1175/C75/Mt75) EH Rated Safety (steel toe or composite) footwear. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to **$300** per year. Ordering safety shoes through the Company stock rooms has been discontinued.

[30] [31] [32]**Section 15. Safety Eyeglasses**

The Company will pay the full cost of lenses, frame and carrying case of clear and/or tinted prescription safety eyeglasses**,** for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years for the term of the agreement. Employees who opt for safety glasses with Photochromatic (photogray) or progressive lenses will not receive a second pair of clear or tinted safety glasses. The Company will pay for the cost of Photochromatic (photogray) or progressive lenses. The Company will provide for the replacement of safety eyeglasses when

[30] July 1, 1969 #3
[31] July 18, 1975 #3 & #4
[32] August 21, 1995

damaged on the job. Replacement will be limited to lenses only if the lenses are damaged or obscured.

The employee will provide the Company with a current (not over two years old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

When obtaining prescription safety glasses under the Company's current plan with the American Optical Company (or other company approved vendor) employees will pay any costs for eye examinations which are not covered by their chosen medical or vision plan.

The Company will reimburse the employee for all fitting fees.

Section 16. Emergency Equipment on Vehicles

Gas masks, fire extinguishers and first-aid kits will be standard equipment on all trucks where conditions require.

Section 17. Rubber Protective Equipment

Protective rubber gloves and similar equipment are to be maintained in a safe working condition or replaced as frequently as required or when so-requested by employees.

Section 18. Bucket Trucks for Call Person

It is not intended to be normal practice to assign articulating boom bucket trucks for use by employees on-call when working alone at night.

Extendible (telescopic or similar equipment) boom bucket trucks may be assigned to employees on-call when working alone at night.

Section 19. Testing Articulating Boom Bucket Trucks

Two bargaining unit employees will be utilized when testing articulating boom bucket trucks.

Section 20. Assignment for Patrolling Rights of Way

When necessary to patrol lines on foot through rights-of-way at night or during severe weather conditions, employees will be assigned in pairs.

Section 21. Personnel Assignment for Pole-Mounted Transformers

It shall be standard practice to assign suitably qualified bargaining-unit line personnel as follows to install or remove a pole-mounted distribution transformer.

21.(a) During the hours of darkness, three qualified bargaining unit Line personnel may be utilized when high intensity lighting and when material handling bucket trucks of the type that enables the operator to be in the work area or line derrick trucks suitably rated for the load being handled are provided. Additional Line personnel will be made available when the type of

equipment indicated in this Section is not available or when required or requested by the person in charge in order to perform the work safely.

21.(b) Employees assigned shall be suitably qualified bargaining unit Line department personnel. However, under emergency conditions, when the required number of Line department personnel cannot be located or are otherwise unavailable to perform the work, other employees, including wage hour or supervisory, may be assigned to assist available Line department personnel.

Section 22. Personal Security

To enhance personal safety, employees will avoid entering a high-risk area to perform their assigned duties if it appears that their personal safety, or the safety of their personal or company property, may be endangered. Personnel should report such conditions immediately to their supervisor.

District management will request local law enforcement agencies to accompany employees performing an assignment in a high-risk area when the employee has identified the area as imminently dangerous.

Section 23. Fire Retardant Clothing (Effective January 1, **2023**)

Increase F.R. allowance to $**1,450.00** for a new hire in the first year and **$800.00** per year thereafter and for all other incumbents.

ARTICLE IX
General Provisions

Section 1. Bulletin Board for Union Use

1.(a) The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.(a).

1.(b) If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

1.(c) When information pertaining to Company-Union business is to be disseminated to the employees, announcement shall be posted on the official bulletin boards in the department or departments affected, and duplicates submitted to the Business Manager and Assistant Business Manager.

[33] [34]**Section 2. Supervisors Performing Work**

(a) Supervisors shall not act in other than a supervisory capacity while they are actively supervising three or more men working on the same shift with them. They shall in no case act in other than a supervisory capacity for more than twenty percent of the time.

(b) A supervisor is not relieved from the employee's responsibility to protect life and property, nor from giving occasional or emergency assistance.

(c) A supervisor called out in an emergency shall not perform regular work other than shall be immediately required to protect life and property. If any additional regular work is required, the foreman or supervisor shall call out bargaining unit personnel to perform the required work.

Section 3. Contract Work

(a) The Company agrees that it will not have work done by contract which is usually done by employees where such contracts will be accompanied by a layoff or reduction of hours in the working schedule or where men capable of doing the work are on layoff, have recall rights, and are readily available. Where contractors employing I.B.E.W. members are readily available and qualified to perform such work, they will be given any contract involving live wire work, to the extent permitted by law, and, all things being equal, will be given preference for other work usually done by employees, to the extent permitted by law.

(b) **When Contracting Out is Not Allowed**

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

[35](c) **Use of Contractors – District and Division Managers will advise Union of use of Contractors upon request**

Upon requests made at reasonable intervals by Local Union Business Managers to the Company's Division or District Managers, the Company will advise the Union of tree trimming, major plant maintenance, substation construction and electric line construction contractors working on the Company's facilities and the estimated duration of such work.

Section 4. Definition Of Emergency

An emergency, as referred to in this Agreement, is any unforeseen circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operation.

Section 5. Wages While Negotiating

During negotiations for the amendment or replacement of this Agreement, the Company will pay basic straight-time wages to not more than twenty-four employee representatives of the

[33] July 3, 1963 #4(C)
[34] July 24, 1970 #3
[35] July 1, 1960 #2

Union for time lost from their normal work schedules while attending meetings with Company representatives. If any of these Union representatives is a shift or scheduled worker and the employee's schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, the employee will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

[36]**Section 6. Work Outside of Company Area**

It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement except that when emergency assistance to other utility companies is involved, Section 2 of Article XII shall not be applicable. All hours for travel time or work time paid at a straight- time rate under the terms of this Agreement will be paid at double straight-time rates, when employees are assigned to work in locations or upon facilities other than those owned or operated by Eversource Energy.

Section 7. Relative Policy

It is understood and agreed that notwithstanding the provisions of the collective bargaining agreement between the parties, relatives of employees will not be hired, transferred or promoted into situations where the possibility of favoritism or conflicts of interest might exist. These restrictions also apply to a relative who is working on Company property through a contractor or vendor agency. A relative of an employee will not be hired, transferred or promoted into the same department unless the employee reports to a different supervisor. Additionally, a relative of an employee will not be hired, transferred or promoted into a position in which the relative would be in the employee's direct chain of command (no matter how far removed geographically).

Relatives (including Step-relatives) are defined as:

Father	Wife	Uncle
Mother	Father-in-Law	Aunt
Son	Mother-in-Law	Nephew
Daughter	Son-in-Law	Niece
Brother	Daughter-in-Law	Grandfather
Sister	Brother-in-Law	Grandmother
Husband	Sister-in-Law	Grandchild

If any liability is incurred as a result of discrimination charges that directly result from this Relative Policy, the Company will assume said liability.

[36] Topic: Storm Assignment

ARTICLE X
Strikes and Lockouts

Section 1. The Company agrees that there shall be no lockout and the Union agrees that there shall be no strike or stoppage of work during the period of this Contract. The Company agrees that no action will be taken against the Union as an organization, or its officers while acting as such, for any damage which may be sustained as a result of any strike or stoppage of work not countenanced or authorized by the Union.

ARTICLE XI
Employee Benefits

Section 1.

1.(a) The Company agrees to continue in effect for the period of this Agreement the benefits and eligibility requirements which apply to employees and their dependents where applicable under its current Group Life Insurance Plan, and Health Insurance Plan and the current Northeast Utilities Retirement Plan as amended. January 1, 2008, for employees hired prior to January 1, 2010, and to offer the K-Vantage Benefit to employees hired after December 31, 2009. K-Vantage will also be available to employees hired prior to January 1, 2010, who choose K-Vantage before January 1, 2010 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. Employees originally hired into NU System Companies other than NStar who transfer into the union after January 1, 2010 will retain the same retirement benefit plan elections (under the NUSCO Retirement Plan or K-Vantage) they have immediately prior to the transfer, and will not be given an opportunity to make a new election for either plan. Employees transferred into the union from NStar will be treated as new hires as of their transfer date and will participate in K-Vantage. Previous vesting service from NStar will be recognized for vesting of K-Vantage benefits.

1.(b) Should the Company make any major changes which affect privileges or benefits to employees under any major policy, plan, or program not specifically covered by this Agreement but affecting employees hereunder, the Company shall, if it recognizes such change as significant, notify the Union in writing of such proposed change and the effective date thereof and the Union may, if it so desires, request in writing at any time within thirty days after notice of such change, that a meeting be arranged to discuss the effect of such change on employees and the Company will promptly arrange such a meeting. If notice of such change has not been given, the Company will arrange a meeting for discussing it promptly on request of the Union.

1.(c) It is understood and agreed by the Union and the Company that continuation of benefits provided under the Plans shall, of necessity, be contingent upon the rules and regulations applicable thereto and that the Company and its Plan Carriers will have authority to administer the Plans in accordance with such rules and regulations. Any change in a policy or practice covered by this Section which is not specifically mentioned in this Agreement or any question concerning the Company's application of such policies and practices of the Pension Plan, Group Life Insurance Plan or Health Insurance Plan shall not be subject to grievance procedure or arbitration.

Section 2. Company-Sustained Injury; Total Incapacity

If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents the employee from doing any work and which is compensable under the Worker’s Compensation laws of the State of

Connecticut, the employee shall be paid the differential between the employee's normal basic after-tax wages and Worker's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

Section 3. Employee Benefits – Increase Accidental Death Benefits

3.(a) **Notification to Union** - It is the Company's intention to continue its past practices with respect to employee benefits. Should the Company contemplate any diminution of employee benefits affecting bargaining-unit employees, the matter will be discussed with the Union in advance of the change.

3.(b) **Accidental Death Provision** - In the event any bargaining-unit employee dies as a result of a job-connected injury and benefit is payable under the accidental death provisions of Group Policy No. GC-323337, the Company will provide an additional benefit equal to the amount payable under such accidental death provisions. These benefits are in addition to life insurance coverage provided under Group Policy No. GL-323337.

Section 4. Dutch Point Credit Union

The Company will provide payroll deduction for employees desiring membership in the Dutch Point Credit Union**.**

ARTICLE XII
Expense Allowance

Section 1. Travel Time and Transportation

When required to work distant from their base area, employees will be paid expense and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

Section 2. Expense Plans Outside Base Area

Except when Section 1. or Section 3. of this Article is applicable, an employee required to make the employee’s own arrangements to report at a job location including all training assignments outside the employee’s base area (except satellite/line shops or when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; **$31.15** per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; **$55.20** per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; **$63.13** per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; **$71.30** per day. When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate per mile for each mile beyond ninety miles.

2.(a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less, **$26.77** per day.

Plan F - If the distance one way is over thirty miles; **$36.75** per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of the employee's base area on one day the employee will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from the employee's base area headquarters. In addition, the employee will be paid mileage at the current Eversource mileage rate per mile one way for the actual distance traveled between the job locations involved on that day. This Section 2.(c) will not be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

2.(d) As part of the 2009 contract negotiations, the company and union agreed that the mileage reimbursement rate for the CL&P Blue Book and Green Book union agreements will be paid at the current Company mileage rate (i.e., the same rate as non-union employees). This rate will be paid to employees who are authorized to use their personal vehicles while on company time, unless the mileage is otherwise addressed as part of the established contractual expense plans.

It is understood by all parties that the company may change the mileage rate at its sole discretion without notice to, or negotiation with, the union. Changes or modifications to the rate will also not be subject to the grievance and arbitration procedure.

2.(e) If an employee is required to make his or her own arrangements to report to a job location, including all training assignments, outside of the employee's base area on any day and the employee is subject to any tolls using section 2.(b), the Company will reimburse the cost of such tolls to the employee.

2.(f) Employees shall not be eligible to receive any of the above expense plans during the time that they are in the 18-month Field Training program.

Section 3. Berlin Construction, Work in Central Division

An employee of the Berlin Construction Department assigned to Waterbury who is required to report for work on the job within the towns of Middlebury, Naugatuck, Prospect, Thomaston, Watertown, Wolcott, or Waterbury will be paid mileage at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article.

An employee of the Berlin Construction Department assigned to Newington who is required to report for work on the job within the towns of Berlin, Farmington, Hartford, New Britain, Rocky Hill, West Hartford, Wethersfield, or Newington will be paid mileage at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article.

[37]Section 4. Mileage Allowance for Personal Vehicle

An employee authorized to make occasional use of the employee's personally owned vehicle for Company business during working hours and for which the employee is not being paid a travel expense allowance under other provisions of this Article will be paid for such use at the current Eversource mileage rate per mile. Employees will be paid a daily mileage allowance of at the current Eversource mileage rate per mile to and from the job in lieu of the provisions of Section 2 of this Article if the distance one way to the job location is ten miles or less from the home base or satellite.

Section 5. Company Furnished Meals or Lodgings

During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 5. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VI, Section 15 concerning time off for meals furnished under this Section 5).

Section 6. Transfer Expense Allowance

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the employee's former reporting base and the new reporting base and will be paid mileage at the current Eversource mileage rate per mile.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides the employee's own transportation to travel to and/or from the employee's new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as

[37] Letter- mileage

measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 6.(a) the Company may either provide the employee with transportation or require the employee to live in the employee's new base area and make arrangements for the employee's meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 6 will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

Section 7. Review of Expense Allowances

When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred. When an employee is assigned to work in another District, arrangements will be made either directly with the employee or through the employee's supervisor to meet the employee's reasonable expenses and the Business Manager and/or Assistant Business Manager will be advised.

Section 8. Change in Current Practices or Privilege

If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

[38]**Section 9. Tool Allowance**

The Company will provide an annual tool upgrade allowance of up to **$800.00** per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

Any Testing Equipment, Diagnostic Tools, Torque Wrenches, Specialty Tools or Socket Sets over ½ inch drive required by the Company for performance of any job will be **supplied by the Company as shop tools.** The employee will be responsible for any tools lost or damaged through the employee's own negligence.

Any repair and/or replacement of a cordless/battery operated tool, including batteries, shall be the responsibility of the employee.

Effective June 1, 1986 new hires and transferees to the Garage Mechanic Classification shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall replace employees' personally owned hand tools **used on Company assigned work** if worn out or broken in normal use on the job **provided the tools**

[38] Topic: Replacement of employee's tools when stolen

are not covered under warranty at the time they are worn out or broken. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

If an employee's tools are stolen, **not lost, while they are on Company property**, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

[39]Section 10. Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs Include:

(a) endorsements
(b) various test fees
(c) issuance of permit

In addition, the Company will pay the cost difference between the employee's license fee and the license fee of the job-required CDL.

Section 11. Storm Assignment Or Other Emergency Situation

If an employee is assigned to an out of district storm assignment or other emergency situation that may require an overnight stay, and the assignment is made during the employee's regular work hours, the Company will provide ½ hour early dismissal, without loss of wages. In the event that the employee was not provided ½ hour early dismissal, the Company will provide a one-time $25.00 payment to the employee for that overnight storm or emergency event.

ARTICLE XIII
Compliance With Law

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article IV.

ARTICLE XIV
Letters of Understanding

Incorporated herein and made a part hereof by reference are confirming letters of understanding from the Company to the Union which pertain to:

[39] Topic: Commercial Driver's License

1. **System Projects** – System Projects which is dated March 16, 1998. This letter can be found in Appendix D.

ARTICLE XV
Duration

This Agreement constitutes the entire Agreement of the parties except such amendments or supplementary Agreements as are reduced to writing and signed by the parties hereto.

This Agreement supersedes all previous agreements and shall continue in force from the first day of June 1, **2022** until June 1, **2026** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to June 1, **2026** or June 1st of any year thereafter.

If either party desires to amend this Agreement on June 1, **2026** anniversary date or on June 1st of any year thereafter, a list of all proposed changes shall be submitted to the other party in writing prior to March 1st of the year involved. The party receiving the proposed changes shall have until March 10th to submit additional proposed changes to the other party. The Company and the Union agree to meet promptly thereafter in the period between the 90th and 61st day prior to the anniversary date of the Agreement to discuss the proposed changes and endeavor to reach an understanding on them. If all proposed changes are not thus disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or (2) either party prior to May 1st of that year may serve notice of cancellation of the Agreement if such action is deemed desirable. If all proposed changes are disposed of in a mutually satisfactory manner, the amendments mutually agreed upon shall take effect on the following June 1st, unless the parties agree upon a different effective date.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Director-Labor Relations
The Connecticut Light and Power Company
P.O. Box 270, Hartford, Connecticut 06141-0270

or

Recording Secretary
Local Union No. 420
550 Wolcott Street
Waterbury, Connecticut 06705

and

Recording Secretary
Local Union No. 457

2590 Berlin Turnpike, Suite 1
Berlin, Connecticut 06037

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
1/25/2023
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

Joseph A. Malcarne — Date 12/6/2022
Business Manager, Local 420

Scott M. McCoy — Date 12/6/2022
Scott McCoy
Business Manager, Local 457

FOR THE COMPANY:

Brooke Sherer — Date 12/6/22
Brooke Sherer
Director, Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

_____ Date _____
Lonnie R. Stephenson
International President

[40]ARTICLE XVI
Contract Period and Renewal

(a) This Agreement shall be effective from the first day of June **2022** and shall remain in full force and effect until the first day of June **2026** and from year to year thereafter unless changed in a manner later provided.

(b) Either party desiring to cancel the Agreement or to make changes in it must notify the other in writing at least sixty (60) days prior to the expiration date of the Agreement or any extension thereof.

[40] Topic: Ground Rules

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2022

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2022

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$46.26	$47.21
S	Automotive Body Mechanic	Berlin	z	$48.86	$51.39
S	Automotive Equip. Mechanic	Berlin	+	$48.86	$51.39
	Building Maintenance Worker	As Assigned	+	$29.05	$47.59
	Building Maintenance Mechanic	As Assigned	x	$47.55	$53.02
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$48.33	$53.78
	Building Maintenance Mechanic Helper	As Assigned	x	$30.07	$43.27
	Carpenter	As Assigned	x	$49.36	$53.34
	Carpenter Helper	As Assigned	+	$30.07	$46.26
	Chief Building Maintenance Mechanic	Berlin		$54.52	$56.66
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$55.29	$57.40
	Chief Carpenter	As Assigned	*	$54.52	$56.60
	Chief Construction Equipment Operator	As Assigned	*	$54.52	$56.60
	Chief Construction Mechanic	As Assigned	*	$54.52	$56.60
	Chief Electrician	As Assigned	*	$54.52	$57.36
	Chief General Operating Mechanic	As Assigned	*	$54.51	$57.45
	Chief Equipment Tester	As Assigned	*	$51.47	$53.26
S	Chief Garage Mechanic	As Assigned	z	$51.33	$54.52
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$59.30	$60.04
	(Non Rubber Gloving)	As Assigned	*	$57.99	$58.74
	Chief Mechanic	As Assigned		$54.52	$56.60
	Chief Meter-Service Mechanic Electric	As Assigned	*	$51.97	$53.74
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$53.41	$55.24
	Chief of Party	Berlin	y	$48.96	$54.52
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$56.47	$57.51
R	Chief Stockhandler	As Assigned	*	$47.60	$48.06
S	Chief Stockhandler	Berlin Central Warehouse	*	$47.39	$48.06
	Chief Transmission Line Mechanic	As Assigned	*	$57.37	$59.08
	Chief Transmission Underground Mechanic	**As Assigned**			**$55.31**
	Chief Utility Worker	As Assigned		$47.39	$49.78
	Collector	As Assigned	+	$29.69	$43.25
	Construction Equip. Operator	As Assigned	+	$29.01	$53.02
	Construction Mechanic	As Assigned	*	$47.55	$53.02
	Construction Mechanic Helper	As Assigned		$30.07	$43.27
	Construction Welder	As Assigned	y	$46.26	$53.34
	Distribution Automation Specialist	As Assigned		$45.14	$54.35

	Distribution Automation Technician	As Assigned		$35.24	$42.44
	Distribution Equipment Operator	As Assigned		$32.81	$46.20
	Electrician	As Assigned	+	$48.83	$53.28
	Electrician Helper	As Assigned	+	$30.12	$46.20
	Equipment Tester	As Assigned	*	$41.96	$49.58
	Equipment Test Helper	As Assigned	+	$29.01	$36.71
S	Express Driver	As Assigned	+	$29.01	$38.70
	Field Training Coordinator	As Assigned			$64.04
	Field Training Leader	As Assigned			$63.47
S	Garage Mechanic	As Assigned	*	$29.93	$49.07
	General Operating Mechanic	As Assigned	x	$49.36	$54.18
	General Operating Mechanic Helper	As Assigned	+	$30.07	$47.11
S	Guard	As Assigned	+	$36.25	$38.16
	Ground Worker	As Assigned	+	$29.01	$41.86
	Instrument Mechanic	Berlin	y	$42.39	$45.43
S	Janitor	As Assigned	+	$29.01	$36.96
	Janitor- Service Buildings	As Assigned		$29.01	$36.47
	Laborer	As Assigned	+	$29.01	$40.05
	Lead Carpenter	As Assigned			$54.51
	Lead Construction Equipment Operator	As Assigned			$54.24
	Lead Construction Mechanic	As Assigned			$54.24
	Lead Construction Welder	As Assigned			$54.51
	Lead Electrician	As Assigned			$54.50
	Lead Equipment Tester	As Assigned			$50.83
S	Lead Garage Mechanic	As Assigned			$50.00
	Lead General Operating Mechanic	As Assigned			$55.36
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$55.48	$56.37
	(Non Rubber Gloving)	As Assigned		$54.15	$54.87
	Lead Mechanic (Berlin)	Berlin			$54.24
	Lead Splicer/ Lead Cable Splicer	As Assigned			$54.50
	Lead Transmission Line Mechanic	As Assigned			$56.91
	Lead Transmission Underground Mechanic	**As Assigned**			**$53.10**
	Lead Utility Worker	Berlin		$43.28	$46.39
	Line Mechanic (Rubber Gloving)	As Assigned	x	$50.04	$54.87
	(Non Rubber Gloving)	As Assigned	x	$48.78	$53.59
	Line Helper	As Assigned	+	$30.07	$45.75
	Maintenance Worker- Buildings	As Assigned		$38.85	$39.30
	Maintenance Worker A- Buildings	As Assigned		$41.79	$42.22
	Mason	As Assigned	y	$46.26	$53.16
	Mechanic	As Assigned		$47.55	$53.02
	Mechanic Helper	As Assigned	y	$30.07	$43.27
	Mechanic Building Maintenance	Waterbury	x	$48.28	$52.09
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$29.01	$40.05
	Meter Reader-AMR Driver	As Assigned	+	$29.01	$33.72
	Meter Service Installer	As Assigned	y	$29.01	$44.89
	Meter Service Mechanic - Electric	As Assigned	y	$29.01	$50.13
	Meter Specialist - Electric Meter Lab	As Assigned	*	$36.25	$57.26
	Painter	Berlin	*	$45.43	$48.01
S	Parts Handler - Garage	Berlin	+	$29.01	$46.26
	Parts Handler - Garage	Waterbury	+	$29.01	$46.26
S	Response Specialist - Line	As Assigned		$57.49	$63.47

	Splicer/ Cable Splicer	As assigned	x	$31.39	$53.28
R	Stockhandler	As assigned	+	$29.01	$45.20
S	Stockhandler	Berlin Central Warehouse	+	$29.01	$45.20
	Store Worker	As Assigned		$29.01	$45.20
	Streetlight Mechanic	As Assigned	+	$29.01	$41.86
	Substation Automation Specialist	As Assigned		$45.14	$54.35
	Substation Automation Technician	As Assigned		$35.24	$42.44
	Survey Party Assistant	Berlin	+	$28.46	$40.05
	Tester - Electric Meter Laboratory	Newington	y	$41.96	$49.58
	Tester - Electric Meter Laboratory Helper	Newington	+	$29.01	$36.71
S	Tractor Trailer Driver	Berlin	+	$29.01	$45.20
	Transmission Line Mechanic	As Assigned	x	$50.05	$55.57
	Transmission Line Mechanic Helper	As Assigned	+	$30.07	$46.70
	Transmission Underground Mechanic	**As Assigned**	**x**	**$49.27**	**$51.77**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**	**$36.29**	**$46.70**
S	Troubleshooter (Rubber Gloving)	As Assigned		-	$55.95
S	(Non Rubber Gloving)	As Assigned		-	$53.82
	URD Equipment Operator	As Assigned	+	$29.01	$46.64
	Utility Worker A	As Assigned	*	$43.25	$45.08
	Utility Worker	As Assigned	+	$29.82	$44.76

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2022

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2023

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$47.65	$48.62
S	Automotive Body Mechanic	Berlin	z	$50.33	$52.93
S	Automotive Equip. Mechanic	Berlin	+	$50.33	$52.93
	Building Maintenance Worker	As Assigned	+	$29.92	$49.02
	Building Maintenance Mechanic	As Assigned	x	$48.97	$54.61
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$49.78	$55.39
	Building Maintenance Mechanic Helper	As Assigned	x	$30.97	$44.57
	Carpenter	As Assigned	x	$50.84	$54.94
	Carpenter Helper	As Assigned	+	$30.97	$47.65
	Chief Building Maintenance Mechanic	Berlin		$56.16	$58.36
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$56.95	$59.12
	Chief Carpenter	As Assigned	*	$56.16	$58.30
	Chief Construction Equipment Operator	As Assigned	*	$56.16	$58.30
	Chief Construction Mechanic	As Assigned	*	$56.16	$58.30
	Chief Electrician	As Assigned	*	$56.16	$59.34
	Chief General Operating Mechanic	As Assigned	*	$56.15	$59.18
	Chief Equipment Tester	As Assigned	*	$53.01	$54.86
S	Chief Garage Mechanic	As Assigned	z	$52.87	$56.16
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$61.08	$62.10
	(Non Rubber Gloving)	As Assigned	*	$59.73	$60.76
	Chief Mechanic	As Assigned		$56.16	$58.30
	Chief Meter-Service Mechanic Electric	As Assigned	*	$53.53	$55.35
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$55.01	$56.90
	Chief of Party	Berlin	y	$50.42	$56.16
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$58.16	$59.50
R	Chief Stockhandler	As Assigned	*	$49.03	$49.50
S	Chief Stockhandler	Berlin Central Warehouse	*	$48.81	$49.50
	Chief Transmission Line Mechanic	As Assigned	*	$59.09	$61.11
	Chief Transmission Underground Mechanic	**As Assigned**			**$56.97**
	Chief Utility Worker	As Assigned		$48.81	$51.28
	Collector	As Assigned	+	$30.58	$44.55
	Construction Equip. Operator	As Assigned	+	$29.88	$54.61
	Construction Mechanic	As Assigned	*	$48.97	$54.61
	Construction Mechanic Helper	As Assigned		$30.97	$44.57
	Construction Welder	As Assigned	y	$47.65	$54.94
	Distribution Automation Specialist	As Assigned		$46.49	$55.98

	Distribution Automation Technician	As Assigned		$36.30	$43.71
	Distribution Equipment Operator	As Assigned		$33.79	$47.59
	Electrician	As Assigned	+	$50.30	$54.88
	Electrician Helper	As Assigned	+	$31.02	$47.59
	Equipment Tester	As Assigned	*	$43.22	$51.06
	Equipment Test Helper	As Assigned	+	$29.88	$37.81
S	Express Driver	As Assigned	+	$29.88	$39.86
	Field Training Coordinator	As Assigned			$65.96
	Field Training Leader	As Assigned			$65.37
S	Garage Mechanic	As Assigned	*	$30.83	$50.54
	General Operating Mechanic	As Assigned	x	$50.84	$55.81
	General Operating Mechanic Helper	As Assigned	+	$30.97	$48.53
S	Guard	As Assigned	+	$37.33	$39.31
	Ground Worker	As Assigned	+	$29.88	$43.11
	Instrument Mechanic	Berlin	y	$43.67	$46.79
S	Janitor	As Assigned	+	$29.88	$38.07
	Janitor- Service Buildings	As Assigned		$29.88	$37.56
	Laborer	As Assigned	+	$29.88	$41.26
	Lead Carpenter	As Assigned			$56.15
	Lead Construction Equipment Operator	As Assigned			$55.87
	Lead Construction Mechanic	As Assigned			$55.87
	Lead Construction Welder	As Assigned			$56.15
	Lead Electrician	As Assigned			$56.14
	Lead Equipment Tester	As Assigned			$52.35
S	Lead Garage Mechanic	As Assigned			$51.50
	Lead General Operating Mechanic	As Assigned			$57.02
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$57.14	$58.06
	(Non Rubber Gloving)	As Assigned		$55.77	$56.51
	Lead Mechanic (Berlin)	Berlin			$55.87
	Lead Splicer/ Lead Cable Splicer	As Assigned			$56.14
	Lead Transmission Line Mechanic	As Assigned			$58.62
	Lead Transmission Underground Mechanic	**As Assigned**			**$54.69**
	Lead Utility Worker	Berlin		$44.58	$47.78
	Line Mechanic (Rubber Gloving)	As Assigned	x	$51.54	$56.51
	(Non Rubber Gloving)	As Assigned	x	$50.24	$55.20
	Line Helper	As Assigned	+	$30.97	$47.12
	Maintenance Worker- Buildings	As Assigned		$40.02	$40.48
	Maintenance Worker A- Buildings	As Assigned		$43.05	$43.48
	Mason	As Assigned	y	$47.65	$54.75
	Mechanic	As Assigned		$48.97	$54.61
	Mechanic Helper	As Assigned	y	$30.97	$44.57
	Mechanic Building Maintenance	Waterbury	x	$49.73	$53.65
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$29.88	$41.26
	Meter Reader-AMR Driver	As Assigned	+	$29.88	$34.73
	Meter Service Installer	As Assigned	y	$29.88	$46.23
	Meter Service Mechanic - Electric	As Assigned	y	$29.88	$51.63
	Meter Specialist - Electric Meter Lab	As Assigned	*	$37.33	$58.97
	Painter	Berlin	*	$46.79	$49.45
S	Parts Handler - Garage	Berlin	+	$29.88	$47.65
	Parts Handler - Garage	Waterbury	+	$29.88	$47.65
S	Response Specialist - Line	As Assigned		$59.22	$65.37

	Splicer/ Cable Splicer	As assigned	x	$32.33	$54.88
R	Stockhandler	As assigned	+	$29.88	$46.55
S	Stockhandler	Berlin Central Warehouse	+	$29.88	$46.55
	Store Worker	As Assigned		$29.88	$46.55
	Streetlight Mechanic	As Assigned	+	$29.88	$43.11
	Substation Automation Specialist	As Assigned		$46.49	$55.98
	Substation Automation Technician	As Assigned		$36.30	$43.71
	Survey Party Assistant	Berlin	+	$29.32	$41.26
	Tester - Electric Meter Laboratory	Newington	y	$43.22	$51.06
	Tester - Electric Meter Laboratory Helper	Newington	+	$29.88	$37.81
S	Tractor Trailer Driver	Berlin	+	$29.88	$46.55
	Transmission Line Mechanic	As Assigned	x	$51.55	$57.24
	Transmission Line Mechanic Helper	As Assigned	+	$30.97	$48.10
	Transmission Underground Mechanic	**As Assigned**	**x**	**$50.74**	**$53.32**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**	**$37.38**	**$48.10**
S	Troubleshooter (Rubber Gloving)	As Assigned			$57.63
S	(Non Rubber Gloving)	As Assigned			$55.43
	URD Equipment Operator	As Assigned	+	$29.88	$48.04
	Utility Worker A	As Assigned	*	$44.55	$46.44
	Utility Worker	As Assigned	+	$30.71	$46.11

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the

job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2022

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2024

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$49.08	$50.08
S	Automotive Body Mechanic	Berlin	z	$51.84	$54.52
S	Automotive Equip. Mechanic	Berlin	+	$51.84	$54.52
	Building Maintenance Worker	As Assigned	+	$30.82	$50.49
	Building Maintenance Mechanic	As Assigned	x	$50.44	$56.25
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$51.28	$57.05
	Building Maintenance Mechanic Helper	As Assigned	x	$31.90	$45.91
	Carpenter	As Assigned	x	$52.37	$56.59
	Carpenter Helper	As Assigned	+	$31.90	$49.08
	Chief Building Maintenance Mechanic	Berlin		$57.84	$60.11
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$58.66	$60.90
	Chief Carpenter	As Assigned	*	$57.84	$60.05
	Chief Construction Equipment Operator	As Assigned	*	$57.84	$60.05
	Chief Construction Mechanic	As Assigned	*	$57.84	$60.05
	Chief Electrician	As Assigned	*	$57.84	$61.38
	Chief General Operating Mechanic	As Assigned	*	$57.83	$60.95
	Chief Equipment Tester	As Assigned	*	$54.61	$56.50
S	Chief Garage Mechanic	As Assigned	z	$54.46	$57.84
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$62.92	$64.22
	(Non Rubber Gloving)	As Assigned	*	$61.52	$62.84
	Chief Mechanic	As Assigned		$57.84	$60.05
	Chief Meter-Service Mechanic Electric	As Assigned	*	$55.13	$57.01
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$56.66	$58.60
	Chief of Party	Berlin	y	$51.94	$57.84
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$59.91	$61.54
R	Chief Stockhandler	As Assigned	*	$50.50	$50.98
S	Chief Stockhandler	Berlin Central Warehouse	*	$50.28	$50.98
	Chief Transmission Line Mechanic	As Assigned	*	$60.86	$63.20
	Chief Transmission Underground Mechanic	**As Assigned**			**$58.68**
	Chief Utility Worker	As Assigned		$50.28	$52.82
	Collector	As Assigned	+	$31.50	$45.89
	Construction Equip. Operator	As Assigned	+	$30.78	$56.25
	Construction Mechanic	As Assigned	*	$50.44	$56.25
	Construction Mechanic Helper	As Assigned		$31.90	$45.91
	Construction Welder	As Assigned	y	$49.08	$56.59
	Distribution Automation Specialist	As Assigned		$47.89	$57.66

	Distribution Automation Technician	As Assigned		$37.39	$45.02
	Distribution Equipment Operator	As Assigned		$34.81	$49.02
	Electrician	As Assigned	+	$51.81	$56.53
	Electrician Helper	As Assigned	+	$31.95	$49.02
	Equipment Tester	As Assigned	*	$44.51	$52.60
	Equipment Test Helper	As Assigned	+	$30.78	$38.95
S	Express Driver	As Assigned	+	$30.78	$41.06
	Field Training Coordinator	As Assigned			$67.94
	Field Training Leader	As Assigned			$67.33
S	Garage Mechanic	As Assigned	*	$31.76	$52.06
	General Operating Mechanic	As Assigned	x	$52.37	$57.48
	General Operating Mechanic Helper	As Assigned	+	$31.90	$49.98
S	Guard	As Assigned	+	$38.45	$40.48
	Ground Worker	As Assigned	+	$30.78	$44.40
	Instrument Mechanic	Berlin	y	$44.98	$48.19
S	Janitor	As Assigned	+	$30.78	$39.21
	Janitor- Service Buildings	As Assigned		$30.78	$38.69
	Laborer	As Assigned	+	$30.78	$42.49
	Lead Carpenter	As Assigned			$57.83
	Lead Construction Equipment Operator	As Assigned			$57.55
	Lead Construction Mechanic	As Assigned			$57.55
	Lead Construction Welder	As Assigned			$57.83
	Lead Electrician	As Assigned			$57.82
	Lead Equipment Tester	As Assigned			$53.92
S	Lead Garage Mechanic	As Assigned			$53.05
	Lead General Operating Mechanic	As Assigned			$58.73
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$58.86	$59.80
	(Non Rubber Gloving)	As Assigned		$57.45	$58.21
	Lead Mechanic (Berlin)	Berlin			$57.55
	Lead Splicer/ Lead Cable Splicer	As Assigned			$57.82
	Lead Transmission Line Mechanic	As Assigned			$60.38
	Lead Transmission Underground Mechanic	**As Assigned**			**$56.33**
	Lead Utility Worker	Berlin		$45.92	$49.21
	Line Mechanic (Rubber Gloving)	As Assigned	x	$53.09	$58.21
	(Non Rubber Gloving)	As Assigned	x	$51.75	$56.86
	Line Helper	As Assigned	+	$31.90	$48.53
	Maintenance Worker- Buildings	As Assigned		$41.22	$41.69
	Maintenance Worker A- Buildings	As Assigned		$44.34	$44.79
	Mason	As Assigned	y	$49.08	$56.39
	Mechanic	As Assigned		$50.44	$56.25
	Mechanic Helper	As Assigned	y	$31.90	$45.91
	Mechanic Building Maintenance	Waterbury	x	$51.22	$55.26
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$30.78	$42.49
	Meter Reader-AMR Driver	As Assigned	+	$30.78	$35.77
	Meter Service Installer	As Assigned	y	$30.78	$47.62
	Meter Service Mechanic - Electric	As Assigned	y	$30.78	$53.18
	Meter Specialist - Electric Meter Lab	As Assigned	*	$38.45	$60.74
	Painter	Berlin	*	$48.19	$50.94
S	Parts Handler - Garage	Berlin	+	$30.78	$49.08
	Parts Handler - Garage	Waterbury	+	$30.78	$49.08
S	Response Specialist - Line	As Assigned		$61.00	$67.33

	Splicer/ Cable Splicer	As assigned	x	$33.30	$56.53
R	Stockhandler	As assigned	+	$30.78	$47.95
S	Stockhandler	Berlin Central Warehouse	+	$30.78	$47.95
	Store Worker	As Assigned		$30.78	$47.95
	Streetlight Mechanic	As Assigned	+	$30.78	$44.40
	Substation Automation Specialist	As Assigned		$47.89	$57.66
	Substation Automation Technician	As Assigned		$37.39	$45.02
	Survey Party Assistant	Berlin	+	$30.20	$42.49
	Tester - Electric Meter Laboratory	Newington	y	$44.51	$52.60
	Tester - Electric Meter Laboratory Helper	Newington	+	$30.78	$38.95
S	Tractor Trailer Driver	Berlin	+	$30.78	$47.95
	Transmission Line Mechanic	As Assigned	x	$53.10	$58.95
	Transmission Line Mechanic Helper	As Assigned	+	$31.90	$49.54
	Transmission Underground Mechanic	**As Assigned**	**x**	**$52.27**	**$54.92**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**	**$38.50**	**$49.54**
S	Troubleshooter (Rubber Gloving)	As Assigned			$59.36
S	(Non Rubber Gloving)	As Assigned			$57.10
	URD Equipment Operator	As Assigned	+	$30.78	$49.48
	Utility Worker A	As Assigned	*	$45.89	$47.83
	Utility Worker	As Assigned	+	$31.63	$47.49

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)

APPENDIX "A" -

AGREEMENT OF JUNE 1, 2022

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective June 1, 2025

	Job Classification	Location		Rate Per Hour Min.	Max.
	Area Stockhandler	As Assigned	*	$50.55	$51.58
S	Automotive Body Mechanic	Berlin	z	$53.39	$56.15
S	Automotive Equip. Mechanic	Berlin	+	$53.39	$56.15
	Building Maintenance Worker	As Assigned	+	$31.75	$52.00
	Building Maintenance Mechanic	As Assigned	x	$51.96	$57.94
	Building Maintenance Mechanic (Dual License)	As Assigned	x	$52.82	$58.77
	Building Maintenance Mechanic Helper	As Assigned	x	$32.85	$47.29
	Carpenter	As Assigned	x	$53.94	$58.29
	Carpenter Helper	As Assigned	+	$32.85	$50.55
	Chief Building Maintenance Mechanic	Berlin		$59.58	$61.91
	Chief Building Maintenance Mechanic (Dual License)	Berlin		$60.42	$62.72
	Chief Carpenter	As Assigned	*	$59.58	$61.85
	Chief Construction Equipment Operator	As Assigned	*	$59.58	$61.85
	Chief Construction Mechanic	As Assigned	*	$59.58	$61.85
	Chief Electrician	As Assigned	*	$59.58	$63.22
	Chief General Operating Mechanic	As Assigned	*	$59.57	$62.78
	Chief Equipment Tester	As Assigned	*	$56.24	$58.20
S	Chief Garage Mechanic	As Assigned	z	$56.09	$59.58
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	$64.80	$66.15
	(Non Rubber Gloving)	As Assigned	*	$63.37	$64.72
	Chief Mechanic	As Assigned		$59.58	$61.85
	Chief Meter-Service Mechanic Electric	As Assigned	*	$56.79	$58.72
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	$58.36	$60.36
	Chief of Party	Berlin	y	$53.49	$59.58
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	$61.71	$63.39
R	Chief Stockhandler	As Assigned	*	$52.02	$52.51
S	Chief Stockhandler	Berlin Central Warehouse	*	$51.78	$52.51
	Chief Transmission Line Mechanic	As Assigned	*	$62.69	$65.09
	Chief Transmission Underground Mechanic	**As Assigned**			**$60.44**
	Chief Utility Worker	As Assigned		$51.78	$54.40
	Collector	As Assigned	+	$32.45	$47.26
	Construction Equip. Operator	As Assigned	+	$31.70	$57.94
	Construction Mechanic	As Assigned	*	$51.96	$57.94
	Construction Mechanic Helper	As Assigned		$32.85	$47.29
	Construction Welder	As Assigned	y	$50.55	$58.29
	Distribution Automation Specialist	As Assigned		$49.32	$59.39

	Distribution Automation Technician	As Assigned		$38.51	$46.37
	Distribution Equipment Operator	As Assigned		$35.85	$50.49
	Electrician	As Assigned	+	$53.36	$58.22
	Electrician Helper	As Assigned	+	$32.91	$50.49
	Equipment Tester	As Assigned	*	$45.85	$54.17
	Equipment Test Helper	As Assigned	+	$31.70	$40.12
S	Express Driver	As Assigned	+	$31.70	$42.29
	Field Training Coordinator	As Assigned			$69.97
	Field Training Leader	As Assigned			$69.35
S	Garage Mechanic	As Assigned	*	$32.71	$53.62
	General Operating Mechanic	As Assigned	x	$53.94	$59.21
	General Operating Mechanic Helper	As Assigned	+	$32.85	$51.48
S	Guard	As Assigned	+	$39.61	$41.70
	Ground Worker	As Assigned	+	$31.70	$45.74
	Instrument Mechanic	Berlin	y	$46.32	$49.64
S	Janitor	As Assigned	+	$31.70	$40.39
	Janitor- Service Buildings	As Assigned		$31.70	$39.85
	Laborer	As Assigned	+	$31.70	$43.77
	Lead Carpenter	As Assigned			$59.57
	Lead Construction Equipment Operator	As Assigned			$59.27
	Lead Construction Mechanic	As Assigned			$59.27
	Lead Construction Welder	As Assigned			$59.56
	Lead Electrician	As Assigned			$59.56
	Lead Equipment Tester	As Assigned			$55.54
S	Lead Garage Mechanic	As Assigned			$54.64
	Lead General Operating Mechanic	As Assigned			$60.50
	Lead Line Mechanic (Rubber Gloving)	As Assigned		$60.62	$61.59
	(Non Rubber Gloving)	As Assigned		$59.17	$59.95
	Lead Mechanic (Berlin)	Berlin			$59.27
	Lead Splicer/ Lead Cable Splicer	As Assigned			$59.56
	Lead Transmission Line Mechanic	As Assigned			$62.19
	Lead Transmission Underground Mechanic	**As Assigned**			**$58.02**
	Lead Utility Worker	Berlin		$47.29	$50.69
	Line Mechanic (Rubber Gloving)	As Assigned	x	$54.68	$59.95
	(Non Rubber Gloving)	As Assigned	x	$53.30	$58.56
	Line Helper	As Assigned	+	$32.85	$49.99
	Maintenance Worker- Buildings	As Assigned		$42.46	$42.94
	Maintenance Worker A- Buildings	As Assigned		$45.67	$46.13
	Mason	As Assigned	y	$50.55	$58.09
	Mechanic	As Assigned		$51.96	$57.94
	Mechanic Helper	As Assigned	y	$32.85	$47.29
	Mechanic Building Maintenance	Waterbury	x	$52.76	$56.92
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+	$31.70	$43.77
	Meter Reader-AMR Driver	As Assigned	+	$31.70	$36.85
	Meter Service Installer	As Assigned	y	$31.70	$49.05
	Meter Service Mechanic - Electric	As Assigned	y	$31.70	$54.77
	Meter Specialist - Electric Meter Lab	As Assigned	*	$39.61	$62.57
	Painter	Berlin	*	$49.64	$52.47
S	Parts Handler - Garage	Berlin	+	$31.70	$50.55
	Parts Handler - Garage	Waterbury	+	$31.70	$50.55
S	Response Specialist - Line	As Assigned		$62.83	$69.35

	Splicer/ Cable Splicer	As assigned	x	$34.30	$58.22
R	Stockhandler	As assigned	+	$31.70	$49.39
S	Stockhandler	Berlin Central Warehouse	+	$31.70	$49.39
	Store Worker	As Assigned		$31.70	$49.39
	Streetlight Mechanic	As Assigned	+	$31.70	$45.74
	Substation Automation Specialist	As Assigned		$49.32	$59.39
	Substation Automation Technician	As Assigned		$38.51	$46.37
	Survey Party Assistant	Berlin	+	$31.10	$43.77
	Tester - Electric Meter Laboratory	Newington	y	$45.85	$54.17
	Tester - Electric Meter Laboratory Helper	Newington	+	$31.70	$40.12
S	Tractor Trailer Driver	Berlin	+	$31.70	$49.39
	Transmission Line Mechanic	As Assigned	x	$54.69	$60.72
	Transmission Line Mechanic Helper	As Assigned	+	$32.85	$51.03
	Transmission Underground Mechanic	**As Assigned**	**x**	**$53.83**	**$56.57**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**	**$39.65**	**$51.03**
S	Troubleshooter (Rubber Gloving)	As Assigned			$61.14
S	(Non Rubber Gloving)	As Assigned			$58.81
	URD Equipment Operator	As Assigned	+	$31.70	$50.96
	Utility Worker A	As Assigned	*	$47.26	$49.27
	Utility Worker	As Assigned	+	$32.58	$48.91

s Shift or scheduled workers

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

x Rate bands designated with "x" provide minimum rates which are probationary for six months and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designed with “y” provide for increases at approximately six- month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

† Rate bands designated by "†" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

1(a) When an employee in any job classification is assigned to work on a shift which includes one hour or more between the hours of 6:00 p.m. and 6:00 a.m. of the following day, will receive an additional payment of $2.50 per hour.

1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift for Stockhandlers in the Districts. (Between 4:00 a.m. and 6:00 p.m.)

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2022

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$30.07	$32.61	$34.33	$36.03	$38.15	$40.05	$43.27			
Building Maintenance Worker	$29.05	$32.80	$36.47	$40.20	$44.94	$47.59				
Carpenter Helper	$30.07	$32.61	$34.33	$36.03	$38.15	$40.05	$46.26			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$53.41	$54.32	$55.24							
Chief of Party	$48.96	$50.27	$53.61	$54.52						
Collector	$29.69	$32.46	$34.38	$36.16	$38.63	$43.25				
Construction Equipment Operator	$29.01	$32.80	$36.53	$40.20	$45.08	$48.61	$53.02			
Construction Mechanic Helper	$30.07	$32.61	$34.33	$36.03	$38.15	$40.05	$43.27			
Construction Welder	$46.26	$47.55	$49.93	$53.34						
Distribution Equipment Operator	$32.81	$35.58	$38.27	$40.91	$43.58	$46.20				
Electrician Helper	$30.12	$32.88	$35.32	$38.54	$40.05	$41.37	$43.26	$46.20		
Equipment Test Helper	$29.01	$31.39	$32.91	$34.59	$36.71					
Equipment Tester	$41.96	$43.06	$44.89	$45.84	$49.58					
Express Driver	$29.01	$31.84	$33.72	$35.44	$38.70					

Garage Mechanic	$29.93	$32.61	$34.33	$36.04	$38.15	$40.86	$44.47	$46.85	$49.07	
General Operating Mechanic Helper	$30.07	$32.61	$34.33	$36.03	$38.15	$40.05	$47.11			
Ground Worker	$29.01	$31.84	$33.72	$35.44	$37.81	$41.86				
Instrument Mechanic	$42.39	$43.17	$43.94	$44.77	$45.43					
Janitor	$29.01	$30.83	$32.65	$34.32	$36.96					
Laborer	$29.01	$31.84	$33.72	$35.44	$37.16	$39.56	$40.05			
Line Helper	$30.07	$32.61	$34.33	$37.23	$39.26	$41.86	$43.75	$45.75		
Mason	$46.26	$47.55	$48.99	$53.16						
Mechanic A (Incumbent)	$47.24	$48.84	$50.63	$53.15						
Mechanic Helper	$30.07	$32.61	$34.33	$36.03	$38.15	$40.05	$43.27			
Meter Reader-AMR Driver	$29.01	$31.84	$33.72							
Meter Reader-AMR Driver (Incumbent only)	$29.01	$31.84	$33.72	$35.44	$37.81	$40.05				
Meter Service Installer	$29.01	$31.39	$33.06	$34.59	$36.72	$41.96	$43.23	$44.89		
Meter Service Mechanic - Electric	$29.01	$31.39	$33.06	$34.59	$36.72	$41.96	$43.23	$44.89	$46.03	$50.13
Meter Specialist - Electric Meter Lab	$36.25	$39.27	$42.31	$45.33	$48.37	$51.37	$54.41	$57.26		
Parts Handler - Garage	$29.01	$31.84	$33.72	$35.44	$38.78	$40.91	$42.16	$45.20	$46.26	
Splicer/ Cable Splicer	$31.39	$33.72	$35.98	$38.65	$40.05	$41.62	$43.27	$46.20	$48.34	$53.28
Stockhandler	$29.01	$33.06	$37.10	$41.15	$45.20					
Store Worker	$29.01	$31.93	$33.72	$35.44	$38.78	$40.91	$42.16	$45.20		

Streetlight Mechanic	$29.01	$31.84	$33.72	$35.44	$37.81	$41.86		
Survey Party Assistant	$28.46	$30.03	$31.89	$33.49	$35.10	$36.99	$40.05	
Tester - Electric Meter Laboratory	$41.96	$43.06	$44.89	$45.84	$49.58			
Tester - Electric Meter Laboratory Helper	$29.01	$31.39	$32.91	$34.59	$36.71			
Tractor Trailer Driver	$29.01	$32.80	$36.53	$40.20	$45.20			
Transmission Line Mechanic Helper	$30.07	$32.90	$36.29	$39.79	$43.25	$46.70		
Transmission Underground Mechanic Helper	**$36.29**	**$39.79**	**$43.25**	**$46.70**				
URD Equipment Operator	$29.01	$31.84	$33.72	$35.44	$37.81	$41.86	$44.13	$46.64
Utility Worker	$29.82	$32.81	$35.75	$38.78	$41.73	$44.76		

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2023

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$30.97	$33.59	$35.36	$37.11	$39.29	$41.26	$44.57			
Building Maintenance Worker	$29.92	$33.78	$37.57	$41.41	$46.29	$49.02				
Carpenter Helper	$30.97	$33.59	$35.36	$37.11	$39.29	$41.26	$47.65			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$55.01	$55.95	$56.90							
Chief of Party	$50.42	$51.78	$55.22	$56.16						
Collector	$30.58	$33.43	$35.41	$37.25	$39.78	$44.55				
Construction Equipment Operator	$29.88	$33.78	$37.62	$41.41	$46.44	$50.07	$54.61			
Construction Mechanic Helper	$30.97	$33.59	$35.36	$37.11	$39.29	$41.26	$44.57			
Construction Welder	$47.65	$48.97	$51.43	$54.94						
Distribution Equipment Operator	$33.79	$36.65	$39.42	$42.14	$44.89	$47.59				
Electrician Helper	$31.02	$33.87	$36.38	$39.70	$41.26	$42.61	$44.56	$47.59		
Equipment Test Helper	$29.88	$32.33	$33.90	$35.63	$37.81					
Equipment Tester	$43.22	$44.35	$46.23	$47.22	$51.06					
Express Driver	$29.88	$32.79	$34.73	$36.50	$39.86					
Garage Mechanic	$30.83	$33.59	$35.36	$37.12	$39.29	$42.09	$45.81	$48.26	$50.54	
General Operating Mechanic Helper	$30.97	$33.59	$35.36	$37.11	$39.29	$41.26	$48.53			

Ground Worker	$29.88	$32.79	$34.73	$36.50	$38.94	$43.11				
Instrument Mechanic	$43.67	$44.46	$45.25	$46.12	$46.79					
Janitor	$29.88	$31.76	$33.63	$35.35	$38.07					
Laborer	$29.88	$32.79	$34.73	$36.50	$38.27	$40.74	$41.26			
Line Helper	$30.97	$33.59	$35.36	$38.35	$40.44	$43.11	$45.06	$47.12		
Mason	$47.65	$48.97	$50.46	$54.75						
Mechanic A (Incumbent)	$48.65	$50.31	$52.15	$54.74						
Mechanic Helper	$30.97	$33.59	$35.36	$37.11	$39.29	$41.26	$44.57			
Meter Reader-AMR Driver	$29.88	$32.79	$34.73							
Meter Reader-AMR Driver (Incumbent only)	$29.88	$32.79	$34.73	$36.50	$38.94	$41.26				
Meter Service Installer	$29.88	$32.33	$34.05	$35.63	$37.82	$43.22	$44.53	$46.23		
Meter Service Mechanic - Electric	$29.88	$32.33	$34.05	$35.63	$37.82	$43.22	$44.53	$46.23	$47.41	$51.63
Meter Specialist - Electric Meter Lab	$37.33	$40.45	$43.58	$46.69	$49.82	$52.91	$56.04	$58.97		
Parts Handler - Garage	$29.88	$32.79	$34.73	$36.50	$39.94	$42.14	$43.42	$46.55	$47.65	
Splicer/ Cable Splicer	$32.33	$34.73	$37.06	$39.81	$41.26	$42.87	$44.57	$47.59	$49.80	$54.88
Stockhandler	$29.88	$34.05	$38.22	$42.39	$46.55					
Store Worker	$29.88	$32.89	$34.73	$36.50	$39.94	$42.14	$43.42	$46.55		
Streetlight Mechanic	$29.88	$32.79	$34.73	$36.50	$38.94	$43.11				
Survey Party Assistant	$29.32	$30.93	$32.85	$34.50	$36.15	$38.10	$41.26			
Tester - Electric Meter Laboratory	$43.22	$44.35	$46.23	$47.22	$51.06					

Tester - Electric Meter Laboratory Helper	$29.88	$32.33	$33.90	$35.63	$37.81			
Tractor Trailer Driver	$29.88	$33.78	$37.62	$41.41	$46.55			
Transmission Line Mechanic Helper	$30.97	$33.89	$37.38	$40.98	$44.55	$48.10		
Transmission Underground Mechanic Helper	**$37.38**	**$40.98**	**$44.55**	**$48.10**				
URD Equipment Operator	$29.88	$32.79	$34.73	$36.50	$38.94	$43.11	$45.46	$48.04
Utility Worker	$30.71	$33.79	$36.82	$39.94	$42.98	$46.11		

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2024

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$31.90	$34.60	$36.42	$38.22	$40.47	$42.49	$45.91			
Building Maintenance Worker	$30.82	$34.80	$38.69	$42.65	$47.68	$50.49				
Carpenter Helper	$31.90	$34.60	$36.42	$38.22	$40.47	$42.49	$49.08			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$56.66	$57.62	$58.60							
Chief of Party	$51.94	$53.33	$56.88	$57.84						
Collector	$31.50	$34.43	$36.48	$38.37	$40.98	$45.89				
Construction Equipment Operator	$30.78	$34.80	$38.75	$42.65	$47.83	$51.57	$56.25			
Construction Mechanic Helper	$31.90	$34.60	$36.42	$38.22	$40.47	$42.49	$45.91			
Construction Welder	$49.08	$50.44	$52.97	$56.59						
Distribution Equipment Operator	$34.81	$37.75	$40.61	$43.41	$46.24	$49.02				
Electrician Helper	$31.95	$34.88	$37.48	$40.89	$42.49	$43.89	$45.90	$49.02		
Equipment Test Helper	$30.78	$33.30	$34.92	$36.70	$38.95					
Equipment Tester	$44.51	$45.68	$47.62	$48.63	$52.60					

Express Driver	$30.78	$33.78	$35.77	$37.60	$41.06					
Garage Mechanic	$31.76	$34.60	$36.42	$38.23	$40.47	$43.35	$47.18	$49.71	$52.06	
General Operating Mechanic Helper	$31.90	$34.60	$36.42	$38.22	$40.47	$42.49	$49.98			
Ground Worker	$30.78	$33.78	$35.77	$37.60	$40.11	$44.40				
Instrument Mechanic	$44.98	$45.80	$46.61	$47.50	$48.19					
Janitor	$30.78	$32.71	$34.64	$36.41	$39.21					
Laborer	$30.78	$33.78	$35.77	$37.60	$39.42	$41.97	$42.49			
Line Helper	$31.90	$34.60	$36.42	$39.50	$41.65	$44.40	$46.41	$48.53		
Mason	$49.08	$50.44	$51.97	$56.39						
Mechanic A (Incumbent)	$50.11	$51.82	$53.72	$56.38						
Mechanic Helper	$31.90	$34.60	$36.42	$38.22	$40.47	$42.49	$45.91			
Meter Reader-AMR Driver	$30.78	$33.78	$35.77							
Meter Reader-AMR Driver (Incumbent only)	$30.78	$33.78	$35.77	$37.60	$40.11	$42.49				
Meter Service Installer	$30.78	$33.30	$35.07	$36.70	$38.96	$44.51	$45.86	$47.62		
Meter Service Mechanic - Electric	$30.78	$33.30	$35.07	$36.70	$38.96	$44.51	$45.86	$47.62	$48.83	$53.18
Meter Specialist - Electric Meter Lab	$38.45	$41.66	$44.89	$48.09	$51.31	$54.50	$57.72	$60.74		
Parts Handler - Garage	$30.78	$33.78	$35.77	$37.60	$41.14	$43.41	$44.72	$47.95	$49.08	
Splicer/ Cable Splicer	$33.30	$35.77	$38.17	$41.00	$42.49	$44.15	$45.91	$49.02	$51.29	$56.53
Stockhandler	$30.78	$35.07	$39.36	$43.66	$47.95					

Store Worker	$30.78	$33.87	$35.77	$37.60	$41.14	$43.41	$44.72	$47.95
Streetlight Mechanic	$30.78	$33.78	$35.77	$37.60	$40.11	$44.40		
Survey Party Assistant	$30.20	$31.85	$33.83	$35.53	$37.23	$39.24	$42.49	
Tester - Electric Meter Laboratory	$44.51	$45.68	$47.62	$48.63	$52.60			
Tester - Electric Meter Laboratory Helper	$30.78	$33.30	$34.92	$36.70	$38.95			
Tractor Trailer Driver	$30.78	$34.80	$38.75	$42.65	$47.95			
Transmission Line Mechanic Helper	$31.90	$34.91	$38.50	$42.21	$45.89	$49.54		
Transmission Underground Mechanic Helper	**$38.50**	**$42.21**	**$45.89**	**$49.54**				
URD Equipment Operator	$30.78	$33.78	$35.77	$37.60	$40.11	$44.40	$46.82	$49.48
Utility Worker	$31.63	$34.81	$37.93	$41.14	$44.27	$47.49		

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2025

	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	$32.85	$35.64	$37.51	$39.37	$41.69	$43.77	$47.29			
Building Maintenance Worker	$31.75	$35.84	$39.86	$43.93	$49.11	$52.00				
Carpenter Helper	$32.85	$35.64	$37.51	$39.37	$41.69	$43.77	$50.55			
Chief Meter Service Mechanic-Electric (Incumbent Only)	$58.36	$59.35	$60.36							
Chief of Party	$53.49	$54.93	$58.58	$59.58						
Collector	$32.45	$35.47	$37.57	$39.52	$42.21	$47.26				
Construction Equipment Operator	$31.70	$35.84	$39.91	$43.93	$49.27	$53.12	$57.94			
Construction Mechanic Helper	$32.85	$35.64	$37.51	$39.37	$41.69	$43.77	$47.29			
Construction Welder	$50.55	$51.96	$54.56	$58.29						
Distribution Equipment Operator	$35.85	$38.88	$41.82	$44.71	$47.63	$50.49				
Electrician Helper	$32.91	$35.93	$38.60	$42.12	$43.77	$45.20	$47.27	$50.49		
Equipment Test Helper	$31.70	$34.30	$35.96	$37.80	$40.12					
Equipment Tester	$45.85	$47.05	$49.05	$50.09	$54.17					
Express Driver	$31.70	$34.79	$36.85	$38.72	$42.29					

Garage Mechanic	$32.71	$35.64	$37.51	$39.38	$41.69	$44.65	$48.60	$51.20	$53.62	
General Operating Mechanic Helper	$32.85	$35.64	$37.51	$39.37	$41.69	$43.77	$51.48			
Ground Worker	$31.70	$34.79	$36.85	$38.72	$41.31	$45.74				
Instrument Mechanic	$46.32	$47.17	$48.01	$48.93	$49.64					
Janitor	$31.70	$33.69	$35.68	$37.50	$40.39					
Laborer	$31.70	$34.79	$36.85	$38.72	$40.60	$43.23	$43.77			
Line Helper	$32.85	$35.64	$37.51	$40.68	$42.90	$45.74	$47.81	$49.99		
Mason	$50.55	$51.96	$53.53	$58.09						
Mechanic A (Incumbent)	$51.62	$53.37	$55.33	$58.08						
Mechanic Helper	$32.85	$35.64	$37.51	$39.37	$41.69	$43.77	$47.29			
Meter Reader-AMR Driver	$31.70	$34.79	$36.85							
Meter Reader-AMR Driver (Incumbent only)	$31.70	$34.79	$36.85	$38.72	$41.31	$43.77				
Meter Service Installer	$31.70	$34.30	$36.12	$37.80	$40.13	$45.85	$47.24	$49.05		
Meter Service Mechanic - Electric	$31.70	$34.30	$36.12	$37.80	$40.13	$45.85	$47.24	$49.05	$50.29	$54.77
Meter Specialist - Electric Meter Lab	$39.61	$42.91	$46.23	$49.54	$52.85	$56.13	$59.46	$62.57		
Parts Handler - Garage	$31.70	$34.79	$36.85	$38.72	$42.38	$44.71	$46.06	$49.39	$50.55	
Splicer/ Cable Splicer	$34.30	$36.85	$39.31	$42.23	$43.77	$45.48	$47.29	$50.49	$52.83	$58.22
Stockhandler	$31.70	$36.12	$40.55	$44.97	$49.39					

Store Worker	$31.70	$34.89	$36.85	$38.72	$42.38	$44.71	$46.06	$49.39
Streetlight Mechanic	$31.70	$34.79	$36.85	$38.72	$41.31	$45.74		
Survey Party Assistant	$31.10	$32.81	$34.85	$36.60	$38.35	$40.42	$43.77	
Tester - Electric Meter Laboratory	$45.85	$47.05	$49.05	$50.09	$54.17			
Tester - Electric Meter Laboratory Helper	$31.70	$34.30	$35.96	$37.80	$40.12			
Tractor Trailer Driver	$31.70	$35.84	$39.91	$43.93	$49.39			
Transmission Line Mechanic Helper	$32.85	$35.95	$39.65	$43.47	$47.26	$51.03		
Transmission Underground Mechanic Helper	**$39.65**	**$43.47**	**$47.26**	**$51.03**				
URD Equipment Operator	$31.70	$34.79	$36.85	$38.72	$41.31	$45.74	$48.22	$50.96
Utility Worker	$32.58	$35.85	$39.06	$42.38	$45.60	$48.91		

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4	5	6
Admin Support C	$20.99	$21.59	$22.24	$22.87	$23.55	$24.24
Admin Support B	$24.50	$25.21	$25.95	$26.70	$27.49	$28.30
Admin Support A	$29.01	$31.14	$31.78	$32.42	$33.30	$34.31
Senior Division Admin Support	$36.17	$36.73	$37.28	$37.84	$38.44	$39.54

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	$28.49	$30.63	$31.27	$31.90	$32.78	$33.79

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE

JUNE 1, 2022

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	$32.90	$34.91	$36.88	$38.86	$40.84	$42.82	$44.79	$46.82	$49.61	$51.35	$52.20

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	$54.87	$56.71	$58.48	$60.30	$62.10

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4
TEST ASSISTANT	$38.80	$41.53	$44.23	$46.94
TEST SPECIALIST	$50.54	$53.01	$55.29	$57.58
PROJECT TEST SPECIALIST	$60.02	$62.42		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4	5	6
Admin Support C	$21.62	$22.24	$22.91	$23.56	$24.25	$24.97
Admin Support B	$25.23	$25.97	$26.73	$27.50	$28.31	$29.15
Admin Support A	$29.88	$32.08	$32.74	$33.39	$34.29	$35.34
Senior Division Admin Support	$37.26	$37.83	$38.40	$38.97	$39.59	$40.72

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	$29.35	$31.54	$32.21	$32.86	$33.76	$34.81

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	$33.89	$35.96	$37.98	$40.03	$42.07	$44.10	$46.14	$48.23	$51.10	$52.89	$53.76

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	$56.51	$58.41	$60.23	$62.11	$63.96

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4
TEST ASSISTANT	$39.97	$42.78	$45.55	$48.35
TEST SPECIALIST	$52.06	$54.60	$56.95	$59.30
PROJECT TEST SPECIALIST	$61.82	$64.29		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4	5	6
Admin Support C	$22.27	$22.90	$23.60	$24.27	$24.98	$25.72
Admin Support B	$25.99	$26.75	$27.53	$28.33	$29.16	$30.02
Admin Support A	$30.78	$33.04	$33.72	$34.39	$35.32	$36.40
Senior Division Admin Support	$38.38	$38.97	$39.55	$40.14	$40.78	$41.94

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	$30.23	$32.49	$33.17	$33.84	$34.77	$35.85

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	$34.91	$37.04	$39.12	$41.23	$43.33	$45.43	$47.52	$49.67	$52.63	$54.47	$55.37

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	$58.21	$60.16	$62.04	$63.97	$65.88

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4
TEST ASSISTANT	$41.17	$44.06	$46.92	$49.80
TEST SPECIALIST	$53.62	$56.24	$58.66	$61.08
PROJECT TEST SPECIALIST	$63.67	$66.22		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Administrative & Technical Units

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2025

	1	2	3	4	5	6
Admin Support C	$22.94	$23.59	$24.30	$24.99	$25.73	$26.49
Admin Support B	$26.77	$27.55	$28.35	$29.18	$30.04	$30.92
Admin Support A	$31.70	$34.03	$34.73	$35.42	$36.38	$37.49
Senior Division Admin Support	$39.53	$40.14	$40.74	$41.35	$42.00	$43.20

The above progression steps provide for six month increases to employees who make satisfactory progress.

Promotional increases will be in accordance with above wage step progression.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2025

	1	2	3	4	5	6
Rep A-Mobile Meter Reading	$31.14	$33.47	$34.17	$34.86	$35.82	$36.93

The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2025

	1	2	3	4	5	6	7	8	9	10	11
ELECTRIC SERVICE DESIGNER	$35.95	$38.15	$40.30	$42.47	$44.63	$46.79	$48.95	$51.17	$54.21	$56.11	$57.03

The above progression steps provide for six month increases to employees who make satisfactory progress except for Electric Service Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	1	2	3	4	5
ELECTRIC SERVICE DESIGNER SPECIALIST	$59.95	$61.97	$63.90	$65.89	$67.86

This position, filled by promotion, has the above progression steps that provide for increases at twelve month time intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	1	2	3	4
TEST ASSISTANT	$42.40	$45.39	$48.33	$51.29
TEST SPECIALIST	$55.23	$57.93	$60.42	$62.92
PROJECT TEST SPECIALIST	$65.59	$68.21		

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress, except for Project Test Specialist which is twenty-four months (Step 1 to Step 2).

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022*

	1	2	3	4
ENGINEERING DESIGNER I	$37.58	$39.09	$40.65	$42.28
ENGINEERING DESIGNER II	$43.98	$45.74	$47.56	$49.45
ENGINEERING DESIGNER III	$51.19	$52.98	$54.83	$56.68

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4	5	6	7	8	9	10	11
FIELD ENGINEERING DESIGNER I	$32.90	$34.91	$36.88	$38.86	$40.84	$42.82	$44.79	$46.82	$49.61	$51.35	$52.20

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2
FIELD ENGINEERING DESIGNER II**	$58.95	$62.10

**Field Engineering Designer Steps 1 and 2 are filled by promotion.

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023*

	1	2	3	4
ENGINEERING DESIGNER I	$38.71	$40.26	$41.87	$43.55
ENGINEERING DESIGNER II	$45.30	$47.11	$48.98	$50.94
ENGINEERING DESIGNER III	$52.73	$54.57	$56.48	$58.38

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4	5	6	7	8	9	10	11
FIELD ENGINEERING DESIGNER I	$33.89	$35.96	$37.98	$40.03	$42.07	$44.10	$46.14	$48.23	$51.10	$52.89	$53.76

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2
FIELD ENGINEERING DESIGNER II**	$60.72	$63.96

**Field Engineering Designer Steps 1 and 2 are filled by promotion.

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024*

	1	2	3	4
ENGINEERING DESIGNER I	$39.87	$41.47	$43.13	$44.85
ENGINEERING DESIGNER II	$46.66	$48.52	$50.45	$52.46
ENGINEERING DESIGNER III	$54.31	$56.21	$58.17	$60.13

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4	5	6	7	8	9	10	11
FIELD ENGINEERING DESIGNER I	$34.91	37.04	$39.12	$41.23	$43.33	$45.43	$47.52	$49.67	$52.63	$54.47	$55.37

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2
FIELD ENGINEERING DESIGNER II**	$62.54	$65.88

**Field Engineering Designer Steps 1 and 2 are filled by promotion.

APPENDIX "A" – Engineering Designers

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025*

	1	2	3	4
ENGINEERING DESIGNER I	$41.07	$42.72	$44.42	$46.20
ENGINEERING DESIGNER II	$48.06	$49.98	$51.97	$54.04
ENGINEERING DESIGNER III	$55.94	$57.89	$59.92	$61.93

*Progression steps provide for increases at six month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	1	2	3	4	5	6	7	8	9	10	11
FIELD ENGINEERING DESIGNER I	$35.95	$38.15	$40.30	$42.47	$ 44.63	$46.79	$48.95	$51.17	$54.21	$56.11	$57.03

The above progression steps provide for six month increases to employees who make satisfactory progress except for Field Engineering Designer Steps 1 and 2, which are twelve months.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	1	2
FIELD ENGINEERING DESIGNER II**	$64.42	$67.86

**Field Engineering Designer Steps 1 and 2 are filled by promotion.

APPENDIX "A" – Field Communications

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4
Distribution Automation Technician	$35.24	$37.50	$39.89	$42.44
Distribution Automation Specialist	$45.14	$48.02	$51.09	$54.35
Substation Automation Technician	$35.24	$37.50	$39.89	$42.44
Substation Automation Specialist	$45.14	$48.02	$51.09	$54.35

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	1	2	3	4
Distribution Automation Technician	$36.30	$38.62	$41.09	$43.71
Distribution Automation Specialist	$46.49	$49.46	$52.62	$55.98
Substation Automation Technician	$36.30	$38.62	$41.09	$43.71
Substation Automation Specialist	$46.49	$49.46	$52.62	$55.98

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

APPENDIX "A" – Field Communications

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	1	2	3	4
Distribution Automation Technician	$37.39	$39.78	$42.32	$45.02
Distribution Automation Specialist	$47.89	$50.95	$54.20	$57.66
Substation Automation Technician	$37.39	$39.78	$42.32	$45.02
Substation Automation Specialist	$47.89	$50.95	$54.20	$57.66

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	1	2	3	4
Distribution Automation Technician	$38.51	$40.98	$43.59	$46.37
Distribution Automation Specialist	$49.32	$52.48	$55.82	$59.39
Substation Automation Technician	$38.51	$40.98	$43.59	$46.37
Substation Automation Specialist	$49.32	$52.48	$55.82	$59.39

The above progression steps provide for increases at twelve month intervals to employees who make satisfactory progress.

APPENDIX "A" – RSE (Reliability Shift Electricians)

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	**$53.28**	**$56.91**	**$60.81**

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	**$54.88**	**$58.62**	**$62.63**

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	**$56.53**	**$60.38**	**$64.51**

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	**$58.22**	**$62.19**	**$66.44**

APPENDIX B

THE CONNECTICUT LIGHT AND POWER COMPANY
TECHNICIAN JOB CLASSIFICATIONS

NON-EXEMPT	JOB CLASSIFICATION
	Test Assistant
	Test Assistant Transmission
	Test Specialist
	Project Test Specialist
	Test Specialist – Transmission
	Project Test Specialist – Transmission
	Electric Service Designer
	Electric Service Designer Specialist
	Junior Technician*
	Field Technician C*
	Regional Test Technician C*
	Regional Test Technician B*
	Field Technician B*
	Field Technician A*
	Regional Test Technician A*
	Test Specialist B*
	Test Specialist A*

EXEMPT	JOB CLASSIFICATION
F	Engineer - Eastern Region Test Unit, Central Regional Test Unit, South Windsor Test Unit, Western Region Transmission Test Unit, Western Region Distribution Test Unit
	Engineering Technologist - Eastern Region Test Unit, Central Regional Test Unit, Eastern Region Transmission Test Unit, Western Region Transmission Test Unit, Western Region Distribution Test Unit

***** Listed only for NLRB 34-RC-1553 dated April 15, 1998 (Central Region Test Department), and 34-RC-1655 dated December 9, 1998 (Eastern Region Test Department).

** Listed only for NLRB 34-RC-1589 dated July 10, 1998.

THE CONNECTICUT LIGHT AND POWER COMPANY
ADMINSTRATIVE SUPPORT
JOB CLASSIFICATIONS

JOB CLASSIFICATION

s Junior Clerk
Junior Clerk-Typist
Junior Clerk-Stenographer
Text Processor C
s Clerk
Division Administrative Representative C
Clerk-Typist
Cashier
Clerk-Stenographer
s Customer Service Center Representative C
Text Processor B
Meter Service Clerk B
Division Administrative Representative B
Telephone Operator
s Customer Service Center
Representative B
Secretary B
Text Processor A
Meter Service Clerk A
Customer Accounts Clerk
Special Accounts Clerk
Secretary A
Division Administrative Representative A
s Customer Service Center Representative A

JOB CLASSIFICATION

Meter and Service Dispatcher
Chief Operating Records Clerk
Customer Field Representative
Senior Division Administrative Representative
Storekeeper
s Senior Customer Service Center Representative

s - subject to shift assignment

DUES INITIATION CARD

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a four (4) week per month basis-Local 420 and a weekly basis-Local 457. Deductions will be made only when authorized on the forms provided, the text of which is as follows:

708 REV. 7-01 RET.: 3 YRS. AFT. LAST DED.

SOCIAL SECURITY NUMBER	NAME	LOCAL NO.
OCCUPATION	TO BE FILLED IN BY COMPANY ▶	PAY ENTITY

The Connecticut Light and Power Company
P.O. Box 270
Hartford, CT 06141-0270

ENTRY			
ADMIN FEES		NEW CARD	
BA DUES		REPLACEMENT	
A DUES			

ATTENTION: DIRECTOR - LABOR RELATIONS

I hereby authorize The Connecticut Light & Power Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purpose.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between The Connecticut Light & Power Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless canceled in writing by me.

APPROVED: DIRECTOR - LABOR RELATIONS	DATE
SIGNATURE OF EMPLOYEE	DATE

APPENDIX "C"
"LOCAL SENIORITY AREAS"

Region, Plant or Department	District	"Local" Seniority Area Designation; Office, Service Building or Plant 1/
Eastern	Willimantic	Willimantic 2/
"	"	East Hampton 2/
"	"	Mystic 2/
"	Middletown	Middletown
"	New London	New London
"	Shoreline	Madison
"	Eastern Test	Tolland Test, Hartford Test, Madison Test, Massirio Drive
"	---	System Projects East
"	---	RSO Zone 2
"	---	RSE Eastern Zone
Northern	Enfield	Enfield
"	"	Tolland
"	Hartford	Hartford
"	Windsor	Windsor
"	Danielson	Danielson
"	---	RSO Zone 1
"	---	RSE Central Zone
Southern	Newtown	Newtown
"	New Milford	New Milford
"	Norwalk	Norwalk- Wilton
"	Greenwich	Greenwich
"	Stamford	Stamford
"		Harbor Avenue Transmission Electricians/ Norwalk
"	Norwalk	Norwalk Test
"	---	RSO Zone 4 (Local 420)
"	---	RSO Zone 5
"	---	RSE Southwest Zone
Western	Cheshire	Cheshire- Bristol
"	Simsbury	Simsbury
"	New Britain	New Britain
"	---	System Projects Central
"	Torrington	Torrington
"	Falls Village	Falls Village
"	Waterbury	Waterbury- Oxford
"	Waterbury	Waterbury – Test (Railroad Hill)
"	---	System Projects West
"		Mattatuck Heights Transmission Electricians/ Waterbury
"	---	RSO Zone 3
"	---	RSO Zone 4 (Local 457)

“	---	RSE Northwest Zone
Berlin Construction	---	3333
Berlin	---	Central Warehouse, Test, General Services, Transportation, Survey Department, CMS
“		Sequin Drive Transmission Electricians/ Glastonbury

1/ Including various points in immediate vicinity such as attended substations, small power plants, etc.
2/ For purpose of "Promotion" only; Willimantic, East Hampton and Mystic combined shall be considered as one "Local" Seniority area.

PROVISIONS PERTAINING EXCLUSIVELY TO TEST/TECH EMPLOYEES (FORMERLY TECHNICAL CONTRACT)

WAGES

1.(a) Appendix "A" attached hereto and made a part hereof lists the job classifications covered by this agreement for non-exempt individuals. Appendix "A" shows the basic straight-time hourly rates of pay applicable to each job classification effective as of **June 1, 2022, June 1, 2023, June 1, 2024 and June 1, 2025,** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

1.(b) Effective **June 1, 2022, June 1, 2023, June 1 2024 and June 1, 2025,** each exempt individual's current salary will be adjusted based on their latest performance rating as follows:

Performance Rating	**Percent Ranges**
Top Achiever	0% - 8%
High Contributor	0% - 6%
Successful Contributor or Developing	0% - 6%
Improvement Needed to be a Successful Contributor	0%
Did Not Meet Performance Expectations	0%

When to pay lump sum:

Performance	**Relationship to Band Max**
Top Achiever	100% or greater
High Contributor	97.5% or greater
Successful Contributor or Developing	95% or greater
Improvement Needed to be a Successful Contributor	No lump sum or pay increase
Did Not Meet Performance Expectations	No lump sum or pay increase

1.(c) The Company will determine an individual's salary adjustment amount based on the pay increase percent ranges of Section 1.(a) and 1.(b).

2. All employees will be reviewed annually on the effective date of wages as to their progress within the rate range of the job based on their most recent performance review.

3. The Company's determination on such reviews shall not be subject to grievance or arbitration.

4. The job classifications within the respective wage rates shall be as provided in Appendix "B".

OVERTIME – FOR TEST ONLY

a. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Overtime distribution for Lead Test Advisor assigned to a project is described in section 11.b. below. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis. Overtime lists will be furnished to the Business Manager on a monthly basis.

b. Lead Test Advisor Project Overtime Distribution

1. Insofar as necessary for a project where periods of extended overtime is involved; job classifications in the area in which the work is to be performed and the overtime list will be used in the selection of the lead test advisor for a project.

2. The lead test advisor shall be afforded all overtime hours associated with the project. The lead test advisor’s overtime hours will be evaluated every 2 months to maintain equitable distribution of overtime in accordance with Article 11, Section a.

3. In the event the lead test advisor assigned to the project is unavailable to work overtime and there is a second qualified test person assigned to the project, this person will be afforded the first right to assume the lead test advisor position for a limited time.

CALLOUT

Travel Time

Employees utilizing company supplied transportation, who have completed their scheduled workday and are called out without advanced notice will be paid at the rate applicable and equal to the time spent en route to and from work location.

LEAVES OF ABSENCE

1. The Company, at its discretion, may grant leaves of absence for personal reasons.

2. Requests for leaves of absence, including any extensions, must be submitted in writing as far in advance of the requested period of absence as is possible, shall designate the period of the leave and its purpose.

3. Written requests for leaves of absence shall be considered on a case-by-case basis.

4. Leaves of absence that are granted by the Company will be in writing, shall designate the period of the leave and its purpose.

5. An employee's seniority shall cease and such employee will be terminated as an employee if such employee fails to return to work upon termination of the leave of absence.

TOPIC: EXEMPT PAY PROVISIONS

Central Region Distribution Test Unit
Eastern Region Distribution Test Unit
Western Region Transmission Test Unit
Western Region Distribution Test Unit
Eastern Region Transmission Test Unit

These pay provisions apply to all union employees covered by this contract who are designated "exempt" under the Fair Labor Standards Act (FLSA). These pay provisions supersede all other pay provisions of this contract.

Work Day - Work Week

Exempt employees are paid an annual salary (paid biweekly) and are expected to work those hours necessary to complete the assignments of their job. Exempt employees are not normally compensated for working hours in excess of the normal scheduled work day or work week. The normal scheduled work week shall be five (5) days, Monday through Friday.

Salary

The negotiated Time Merit Progression with rates of pay shall be provided in Appendix A.

The job Classifications shall be provided in Appendix B.

All exempt employees will have their performance reviewed annually. Their progress within the range of the job will be based on their most recent performance review. The Company's determination on such reviews shall not be subject to grievance or arbitration.

An exempt employee whose current base salary is at or above the going rate of their salary grade, will receive any pay increase as a lump sum amount.

An exempt employee whose current base salary is below the going rate of their salary grade will receive a salary adjustment up to a maximum of the going rate, and any amount of the increase that would be over the going rate will be paid as a lump sum amount.

Overtime

Exempt employees will be paid an annual salary (paid biweekly). This salary will cover the regular work schedule and a reasonable amount of hours outside of the regular schedule. The normal work schedule will consist of five days.

When exempt employees are assigned to work outside their regular work schedule or on Saturdays, Sundays, or holidays, it will normally be without additional salary, unless it is authorized overtime and a four-hour weekly corridor will be applied, or during an emergency. During an emergency, exempt employees will be paid in accordance with Company policy for exempt pay during Storm Restoration (See Storm Restoration Guide below).

Exempt employees are not subject to the pay provisions of this contract concerning overtime pay (Article 11), callout pay (Article 12), rest time pay (Article 13), meal time pay (Article 14-paragraph 2), or jury duty (Article 20). Exempt employees not serving an on-call rotation assignment are not normally eligible for on-call pay. (See Storm Restoration Guide below.)

Records of distribution of overtime work for exempt employees will be made available to designated union representatives upon request and also posted on a weekly basis.

Storm Restoration

When assigned for storm restoration to other utility companies outside of the State of Connecticut, which are not within the NU System, an exempt employee will receive compensation at approximately two times salary, paid biweekly.

During storms within the NU System, an exempt employee will receive a special overtime rate in accordance with the NU System Emergency Restoration Guide.

NU System Emergency Restoration Guide

Exempt employees are expected to participate in NU System Emergency Restoration as needed. A System emergency is one created by natural or technological disasters that interrupt electric service to NU customers.

Exempt employees assigned to NU System Emergency Restoration duty will be paid a flat rate per hour for each hour worked: 1) over and above their regular work schedule, or 2) after the first eight hours worked each day (time code 232). During such Storm Restoration Assignments, exempt employees are paid from first hour worked over and above their regular work schedule. Exempt employees are not paid for travel time to their assigned emergency location.

Qualified on-call supervisors (normally serve an on-call rotation assignment) who are assigned to the supervision of line/electrical craft workers during Emergency Storm Restoration will be paid at an overtime rate of 1.4 times their hourly flat rate for all hours worked 1) outside their regular work schedule, or 2) after the first eight hours worked each day (time code 208). Such an on-call supervisor, if placed on-call, is required to remain fit for duty, near the reporting area, and to be continuously available for duty as assigned.

Exempt employees will be reimbursed for personal vehicle use during NU System Emergency Restoration at the standard flat rate per mile in accordance with Article 14-paragraph 4. Out-of-pocket meal expenses, when accompanied by a receipt, will be reimbursed for the reasonable cost of such meal.

TOPIC: UPGRADING – PROJECT TEST SPECIALIST / TEST SPECIALIST 3 or 4

Central Region Distribution Test Unit
Eastern Region Distribution Test Unit
Western Region Transmission Test Unit
Western Region Distribution Test Unit
Eastern Region Transmission Test Unit

In the absence of a supervisor for an extended period of time (e.g., vacation, illness), when a Project Test Specialist / Test Specialist 3 or 4 is specifically assigned supervisory responsibilities, the employee will be upgraded and will be paid two dollars and fifty cents ($2.50) per hour in addition to their basic straight-time hourly rate for all hours so-assigned.

Upgrade to supervisor will normally be offered on a senior to junior departmental seniority basis.

When a Project Test Specialist / Test Specialist is assigned, during their normal schedule, to temporarily provide technical advisory support in their specific area of expertise to the Training Department or for classroom and training simulator practice with peers, the employee will be upgraded and will be paid two dollars and fifty cents ($2.50) per hour in addition to their basic straight-time hourly rate for all hours so-assigned. This assignment will be offered on a senior to junior departmental seniority basis. Project Test Specialist or Test Specialist cannot be forced to take this upgrade.

When a Project Test Specialist**/Test Specialist 3 or 4** is assigned to a project (as defined below) ** to temporarily provide Lead **Test** Advisory direction in their specific area of expertise, the employee at the job location/satellite will be upgraded and will be paid two dollars **and fifty cents** (**$2.50**) per hour in addition to their basic straight-time hourly rate for all hours so-assigned. Test Specialists 3 or 4 cannot be forced to take an upgrade.

Upgrade to Lead Test Advisor will normally be offered on a senior to junior departmental seniority basis or by **paragraph b OVERTIME – FOR TEST ONLY** (Lead Test Advisor Project Overtime Distribution) where extended overtime is involved.

**** Upgrade includes distribution automation loop scheme projects that involve three or more distribution circuit modifications and substation projects with the following exception guidance:**

> **Test and Commissioning pad mounted switchgear installations is upgradable for TS3 or TS4 and not upgradable for PTS1 or PTS2.**
>
> **Test and Commissioning Transformer or Reactor Load Tap Changer (LTC) Controls is upgradable for TS3 or TS4 and not upgradable for PTS1 or PTS2.**
>
> **Test and Commissioning of individual apparatus equipment such as PT/CCVTs, or Motor Operated Switch and Controls is upgradable for TS3 or TS4 and not upgradable for PTS1 or PTS2.**
>
> **Witnessing of Commissioning Independent Power System provider testing in support of interconnecting to the electrical grid is upgradable for TS3 or TS4 and at the discretion of Management for PTS1 or PTS2.**
>
> **Mobile Transformer Installation is upgradable for TS3 or TS4 and at the discretion of Management for PTS1 or PTS2.**

Examples of jobs that do not qualify for upgrade include:

Power Factor Testing
Battery Testing
Recloser Testing **(Substation or Distribution)**
Distribution automation apparatus & controls replacements or additions
Apparatus Motion and Time Testing
Bucket Truck Testing
Distribution Relay Testing
Transmission Relay testing
Insulation Testing
Ground **Grid** Testing
Cable Fault location
Cable Testing
Radio/TV interference
Troubleshooting equipment failures
Power Quality investigations
Stray Voltage investigations
Records management
Relay & DA Device (recloser) setting changes

One Project Test Specialist or Test Specialist, when assigned work or projects that do not qualify for an upgrade will receive a single upgrade when assigned to work with a contractor and act as crew leader to direct work activities of multiple disciplines, direct commissioning activities and authorize equipment or systems to be placed into service. The employee will be paid two dollars and fifty cents ($2.50) per hour in addition to their basic straight-time hourly rate for all hours so-assigned. If contractor staffing for the assignment is not known seventy-two (72) hours in advance, this assignment will not be offered on a senior to junior departmental seniority basis.

One Project Test Specialist/Test Specialist 3 or 4, per upgradable project will receive a double upgrade when assigned to work with a contractor and act as crew leader to direct work activities of multiple disciplines, direct commissioning activities and authorize equipment or systems to be placed into service.

TOPIC: UPGRADE TO ELECTRIC SERVICE DESIGNER SPECIALIST

When a fully qualified top step Electric Service Designer is specifically assigned by his/her supervisor to perform work on a network system, primary metering or mentoring, the employee will be upgraded to the first step rate of the Electric Service Designer Specialist for those hours assigned to perform the upgraded work.

TOPIC: ON-CALL ASSIGNMENTS – ELECTRIC SERVICE DESIGNERS AND ELECTRIC SERVICE DESIGNER SPECIALISTS

The Company will extend the Teal Book on-call rate to Electric Service Designers and Electric Service Designer Specialists, who shall be put on-call at the request of the Company for Storm/Weather events where all hands are needed and all three RMTs are open. All of the provisions and requirements of on-call will apply to employees who are placed on-call.

On-call assignments will remain voluntary for Electric Service Designers and Electric Service Designer Specialists except for all hands Storm/Weather events as described above.

Exempt Employees

Exempt employees whose job requirements include assignment to take trouble calls outside of normal scheduled hours will use on-call pay codes and will be paid in accordance with Company policy.

PROVISIONS PERTAINING EXCLUSIVELY TO ENGINEERING DESIGNERS AND DISTRIBUTION DESIGN ENGINEERS

Engineering Designers and Senior Engineering Designers

Engineering Designers and Senior Engineering Designers whose base rate is above the Engineering Designer III, Step 4 rate will receive the negotiated contractual wage increase in the form of a lump sum until the Engineering Designer III, Step 4 rate catches up to their respective base rate. See Appendix A. In addition, Engineering Designers and Senior Engineering Designers will be eligible for overtime compensation in accordance with the contract.

Engineering Designers

Engineering Designers III will receive a $1.75 per hour upgrade to their base rate for those hours specifically assigned by his/her supervisor to:

- Act on behalf of Engineering Supervisor in his/her absence
- Act as team lead in project assignments in which multiple designers are needed
- Provide engineering training and technical leadership for more than one hour

Distribution Design and Senior Distribution Design Engineers

This group of employees will not be eligible for overtime or any other premium pay cited in Article VI and VII of the Teal contract.

Distribution Design Engineers and Senior Distribution Design Engineers shall receive the negotiated general wage increases.

PROVISIONS PERTAINING EXCLUSIVELY TO FIELD COMMUNICATIONS EMPLOYEES

On Call

Where the Company establishes an annual rotational scheduled on-call, all employees shall be subject to such scheduled on-call and may not opt out. The Company may establish two separate

on-call lists, one for Distribution Automation and one for Substation Automation. The annual scheduled on-call rotation may include both union and non-union employees.

Nothing shall restrict the Company's right to assign any employee to be on call for unscheduled emergency situations, such as the forecast of a storm.

Nothing shall restrict the Company's right to eliminate or combine annual rotational scheduled on-call.

Article VI, Section 10 shall not apply.

TOPIC: OVERTIME

Insofar as practicable, overtime will be equitably distributed among suitably qualified employees in the job classifications in the area in which the work is to be performed.

For purposes of project continuity, where periods of extended overtime and/or where a long term project is involved, an employee assigned to such project shall be offered all overtime hours associated with the project.

CALLOUT

Travel Time

Employees utilizing company supplied transportation, who have completed their scheduled workday and are called out without advanced notice will be paid at the rate applicable and equal to the time spent en route to and from work location.

PROVISIONS PERTAINING EXCLUSIVELY TO FIELD COMMUNICATIONS EMPLOYEES AND FIELD ENGINEERING TEST

TOPIC: USE OF COMPANY VEHICLES

The Company may authorize an employee who is assigned a Company vehicle to take the vehicle home. An employee who takes a Company vehicle home shall be subject to the following conditions:

The hours of work shall be the normal hours of work assigned to the employee. When an employee reports to his or her assigned office at the start of the day, the employee must be in the office at the beginning of his or her regular shift. If the employee is expected to report elsewhere at the start of the day and the reporting location is closer to the employee's home than the assigned office, the employee must be at the reporting location at the beginning of his or her regular shift. If the reporting location at the start of the day is further from the employee's home than the assigned office, the time spent traveling to the reporting location beyond the employee's regular commute shall be on Company time. For example, if an employee normally has a 30-

minute commute and the reporting location is 45 minutes away, the employee is expected to show up at the reporting location 15 minutes after the beginning of his or her regular shift.

APPENDIX "D"

TOPICS

TOPIC: Labor/Management Committee

The Company and Union agree to establish a joint labor/management committee to meet periodically (quarterly) during the term of the agreement to identify opportunities and develop plans to improve the quality and performance of our operations.

The Committee shall be composed of five bargaining unit employees and five management employees. The first meeting will be scheduled in September 2016 (or any other mutually agreed date).

The topics and issues to be addressed may include but not be limited to:

- "State of the Company" session including Business Plan and objectives
- Safety/Training
- Opportunities to partner on specific initiatives
- New technology (engineering)
- Employee engagement

Topic: Expanded Loading Duties for Stockhandlers

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

May 25, 2016

This confirms an agreement reached between The Connecticut Light & Power dba Eversource Energy and IBEW Locals 420 and 457 for the expanded loading duties for the Stockhandlers:

1. The Company will expand the current practice of loading by the Stockhandlers, to include material and equipment such as but not limited to, cable reels and transformers onto Company vehicles.
2. It is not the intent of the Company to remove loading duties from any classification that presently performs these duties, nor is it the intent to give any classification exclusivity to the duties associated with loading and unloading.
3. The Company will train Stockhandlers on equipment necessary to perform the expanded loading duties.
4. The Company may need to reassign Stockhandlers to schedules between the hours of 6:00 AM to 6:00 PM to perform the expanded loading duties.
5. The Company will agree to post and fill 5 Stockhandler positions, locations to be determined.
6. $1.00 adder to incumbent employee base rate that obtains and maintains CDL (B).
7. New hires must be able to obtain and maintain valid CDL (B).

Sincerely,

Manager, Labor Relations

Agreed:

Joe Malcarne
Business Manager, IBEW, Local 420

John Fernandes
Business Manager, IBEW, Local 457

TOPIC: Training of Cadets – It is not the intent to train Cadets for Supervisor positions or for the acquisition of manual skills.

Company Intent – It is the Company's intent to accomplish the training of Cadet Engineers without adversely affecting training or promotional opportunity for helpers and classified workers covered by the Union Agreement and the Company will not exclude helpers and classified workers from consideration for appointment to the position of Engineering Assistant in training. Cadet Engineers will not be assigned as substitutes for helpers or classified workers to avoid employing helpers and classified workers needed to meet the Company's work requirements. Engineering Assistants may be assigned to assist supervisors in the performance of their duties by preparing and transmitting work orders, inspecting work progress and such other specific tasks which they may, in the management's opinion, be capable of performing.

TOPIC: Vacations

(A) With reference to discussion of Article VII –Vacations, it is the Company's intention to continue to administer vacation policies in accordance with Employee Relations Instruction No. 9314 and 9904 as set forth in The Connecticut Light and Power Company Manual of Procedures. Should the Company contemplate any change in these instructions affecting bargaining-unit employees, the matter will be discussed with the union in advance of the change.

(B) Illness or Injury Immediately Preceding or During Scheduled Vacation.

(C) In the event that an employee becomes incapacitated immediately preceding or during the employee's scheduled vacation, due to illness or injury, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

(D) In determining whether the employee's vacation should be rescheduled due to illness or injury, occurring immediately preceding or during the employee's scheduled vacation, the Company may request from the employee verification from the attending physician.

(E) In the event vacation to be rescheduled under paragraph 3.(D) cannot be rescheduled during the current calendar year, it will be rescheduled (up to eighty hours), in accordance with Article VII, Section 3, within the following calendar year.

(F) When a former employee of the Company is re-employed and completes five years of continuous service, such prior service will be included in the employee's total length of service for the purpose of determining the amount of vacation eligibility, provided such prior service had been for a period of six months or more and other than on a temporary basis.

(G) Granting of credit for prior service for vacation eligibility will not change an employee's company or classification seniority date.

TOPIC: Replacement of Employee's Tools when Stolen and Garage Mechanic Tool Allowance. (Effective January 1, 2010)

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

The Company will provide an annual tool upgrade allowance of up to $250.00 per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

TOPIC: Subcommittee Agreements with Respect to Line-Tensioning Equipment and Progression Sequence of the Construction Equipment Operator Classification.

The parties agree that line-tensioning equipment that was being operated by construction equipment operators may be operated by any qualified employee(s).

TOPIC: Time-Merit Progression Programs in Effect

Letter of April 26, 1966
Line Helper to Lineman – (effective May 29, 1966, revised September 23, 1985, and January 6, 2005)
Electrician Helper to Electrician – (effective May 29, 1966, revised November 5, 1985 and March 19, 2008)
Splicer Helper to Splicer – (effective May 29, 1966, revised October 25, 1985, and March 19, 2008)

Letter of April 4, 1968
Mechanic Helper to Construction Mechanic – (effective April 1, 1968)
Mechanic Helper to Construction Mechanic (revised January 6, 1986)
Stockhandler – (effective January 5, 1969, revised June 1, 1986 and June 1, 2004)

Letter of January 14, 1970
Garage Mechanic Helper to Garage Mechanic – (effective January 4, 1970, revised November 14, 1985 and August 1, 2005)

Letter of June 3, 1993
Meter Service Mechanic/Installer (effective 1993, revised May 9, 2008)

TOPIC: Executive Instruction No. 18 – Uniforms: Customer Contact Personnel

Once a year the Company will arrange and pay for a complete overhaul and cleaning of all uniforms, at which time any replacements and repairs that may be necessary should be made. This overhaul and cleaning should be arranged for locally and performed without interfering with normal work assignments. In addition, the Company will provide for cleaning every two weeks.

TOPIC: Upgrading to Construction Eq. Op.

An employee upgraded to Construction Equipment Operator will be paid at the rate of $36.11 effective May 31, 2009; $37.19 effective May 30, 2010; $38.31 effective May 29, 2011.

TOPIC: Job Specifications

The following job specifications have been agreed on by the Company and the Union:

Automotive Equipment Mechanic (Berlin and Waterbury only)
Laborer
Building Maintenance Mechanic
Groundman
Survey Party Assistant (Berlin)
Instrument Mechanic (Berlin)
Chief of Party (Berlin) (Revised April 19, 1987)
Carpenter
URD Equipment Operator
Tester – Electric Meter Laboratory Helper – Tester – Electric Meter Laboratory Meter-Service Mechanic Helper – Electric – Meter-Service Mechanic – Electric (Revised June 1, 1989)
Meter Service Installer (Revised June 1, 1993)

TOPIC: Employee Progress Reports

In the future Employees will be furnished with a copy of their progress reports.

TOPIC: URD Construction Crew

URD Construction Crews will consist of one, two, three or more qualified personnel. The number of employees assigned will be dependent on the work to be done, and will be made from the Line, Splicer, or Electrical classifications. Additional Groundman, Line Electric or Splicer classified personnel will be supplied whenever required or requested by the person in charge in order to perform the work safely.

TOPIC: Installation of Submersible Transformers in Energized Silos

The scheduled installation or removal of submersible transformers in energized silos will be performed by URD crews equipped with corner-mounted derricks or other equipment assigned to the department involved.

TOPIC: Summer Employees Working Overtime

The Company will not assign temporary summer employees to prearranged overtime work on a day outside of their normal schedule when other employees capable of performing the work are available.

TOPIC: Berlin Construction, Jackson Street and 3333 Employees, Nuclear Plant Assignments

Berlin Construction employees from Jackson Street or 3333 who accept assignment to work nuclear plants, including radiation controlled areas, will be required to accept assignment for a period of not less than one year.

TOPIC: The Effect on Employees of the Establishment of Building 3333

1. It is anticipated that the Company would transfer the following classifications and numbers of employees to Newington Building 3333 during the term of the Agreement.

(1) Chief Construction Mechanic

(3) Construction Mechanics

(3) Carpenters

(2) Utility Workers

(8) Construction Equipment Operators

(2) Construction Welders

2. These transfers of Berlin Construction personnel would be offered on a volunteer basis. If the requirements above are not met on a volunteer basis in the time required, then such transfers will be required on a junior to senior basis in the classifications involved.

3. Additional required numbers of Berlin Construction employees will be reassigned to Newington Building 3333 on a volunteer basis. If the Company is unable to meet its requirements on this basis, then the Company and the Union will discuss the matter and attempt to work out a satisfactory solution. Should a satisfactory solution not be arrived at, the subject will be discussed during the next Company/Union Negotiations.

4. Present Berlin Construction employees headquartered at Jackson Street, Waterbury transferred under Paragraph 2 above, or who are reassigned to Newington Building 3333 either through voluntary action, in

response to job posting or transfer, will have their per diem base "grandfathered" for one year from the date of reassignment.

5. Present Berlin Construction employees reassigned from Jackson Street, Waterbury to Newington Building 3333 will be eligible for moving expenses for the period of one year from the date of their reassignment. Moving expenses include the following:

a. Packing of household furniture and personal effects.

b. Disconnection of major appliances.

c. $100.00 for incidental expenses.

d. Insurance coverage for the move. Employee may suggest mover. Company will engage the mover and make the arrangements with the mover.

6. If the Berlin Construction workload requires, the Company will post and hire into Building 3333.

7. The Company Proposal made on "mileage towns" dated August 9, 1977 is part of this Proposal. Any questions on distance from Newington Building 3333 to work locations will be worked out as they occur.

TOPIC: Seniority – Berlin Construction – Jackson Street (Waterbury)

Employees assigned to Jackson Street (Waterbury) as of August 1, 1982 and are reduced will have available, in addition to their options as stated in Article V, the option to displace the least senior employee within the employee's classification at 3333 or Myrock Avenue.

TOPIC: Berlin Construction

All employees hired into Berlin Construction after May 30, 1982 will be required to work at Connecticut Yankee and/or Millstone when so assigned.

TOPIC: J Schedules-Meter Service Department

J Schedules will not be utilized during the term of the Agreement in the Meter Service Department.

TOPIC: Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs Include:

a) endorsements
b) various test fees
c) issuance of permit

In addition, the Company will pay the cost difference of the employee's license fee and the license fee of the job-required CDL.

TOPIC: METER SERVICE INSTALLERS

Meter Service Installers will progress in their respective districts to Meter Service Mechanic without a job posting providing there is an approved vacancy to be filled and they have successfully passed the CAST test.

TOPIC: STORM ASSIGNMENT OR OTHER EMERGENCY SITUATION

If an employee is assigned to an out of district storm assignment or other emergency situation that may require an overnight stay, and the assignment is made during the employee's regular work hours, the Company will provide ½ hour early dismissal, without loss of wages. In the event that the employee was not provided ½ hour early dismissal, the Company will provide a one time $25.00 payment to the employee for that overnight storm or emergency event. (Code 029).

TOPIC: SYSTEM PROJECTS

The Company agrees to maintain the existence of a System Projects Group through the term of the Agreement.

TOPIC: GROUND RULES

The Company and Union agree to establish ground rules prior to future negotiations. In addition, the parties will start negotiations six months prior to the expiration date and conduct negotiations in such a manner that ensures conclusion by contract expiration.

TOPIC: PATH OF PROGRESSION (SILO SENIORITY)

This letter confirms our understanding reached concerning the merging of the Blue and Green Books. Seniority will be Grandfathered separately for the purpose of promotion only. Any vacancy to be filled by promotion from a former Green Book employee leaving will be offered to the senior qualified former Green Book Employee. Any vacancy to be filled by promotion as a result of a former Blue Book employee leaving will be offered to the Senior Qualified Blue Book employee. Any vacancy to be filled by promotion that cannot be identified as a former Blue/Green position will be offered to the senior qualified employee.

In the event displaced employees from a district or locality that is closed are reassigned to more than one district such displaced employees shall retain their

promotional sequence rights from their former district or locality (Blue or Green).

In the event a displaced employee has no promotional sequence in the district that he is reassigned to, the promotional sequence from his former district will apply for wage purposes only.

Retrogression drops in reverse sequence of classification progression.

Promotion to Teal means any promotion slots in at junior most position in said classification.

Promotional sequence will not apply to any District/ AWC not listed under this Topic.

All former Local 457 Blue/ Green locations, for example, are the former Green locations of Hartford, New London, Middletown and the former Blue locations of Tolland, Mystic, Madison, East Hampton, Danielson, Cheshire, and System Projects East and Central.

All former Local 420 Blue/ Green locations, for example, are the former Green locations of Stamford, Torrington, Falls Village, Simsbury and the former Blue locations of Greenwich, Newtown, Norwalk, Waterbury, New Milford, Waterbury/ Oxford, System Projects West, Torrington, Mattatuck Heights, Berlin Construction/ G.O, and Norwalk Transmission Electricians.

TOPIC: Hartford/ Simsbury/ Windsor/ Stamford Meter Readers- Green Vacation Choice Seniority

This letter confirms our understanding reached concerning the merger of the Blue and Green Books. Seniority for the purposes of selection of vacation periods will be grandfathered for existing employees in Hartford, Simsbury, Windsor and Stamford Meter Readers. Existing Hartford, Simsbury, Windsor and Stamford Meter Reading employees will be granted preference in selecting vacation periods in descending order of Teal Book seniority on a departmental basis as involved.

In the event of an employee transferring to Hartford, Simsbury, Windsor or Stamford Meter Reading their vacation preference will be based on Teal Book seniority.

In the event of an existing Hartford, Simsbury, Windsor or Stamford Meter Reader employee transferring to another district (other than Hartford, Simsbury, Windsor or Stamford Meter Reader), whether voluntary or displaced, their vacation preference will be based on Teal Book seniority in relation to other employees in their new district.

TOPIC: ADOPTION ASSISTANCE BENEFIT

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses employees actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave

Employees are eligible for company-paid adoption leave after completing three months of employment with Eversource. An employee's pay during the duration of his or her adoption leave will be based on his or her base pay in effect on the day the leave starts.

An employee must give his or her supervisor at least three months written notice of the date the leave will start and when the employee expects to return to work. If an employee is also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave

Adoption leave begins on the date the child is received into an employee's home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	**Maximum Amount of Leave***
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

TOPIC: ON CALL ASSIGNMENTS (ADMINISTRATIVE SUPPORT UNITS ONLY)

Employees may be placed on-call outside their normal schedule hours for one or more consecutive 24-hour periods, or less than 24 hour periods. Employees who are assigned for such on-call will be paid either 1.5 hours at basic straight-time rates or 3 hours at basic straight-time rates for each 24 hour period (or less than a 24 hour period) that they are on call as follows:

(i) if the majority of the 24 hour on-call period (or less than a 24 hour assignment) is served during a weekday (Monday through **Thursday**), employees will receive 1.5 hours at basic straight time rates;

(ii) if the majority of the 24 hour on-call period (or less than a 24 hour assignment) is serviced during a holiday, weekend (**Friday,** Saturday or Sunday), or the employees day off (only for employees working a shift or special schedule), employees will receive 3 hours at basic straight time rates. With the exception of weekend on-call periods containing Company recognized holidays employees will receive no more than **three** 3 hour payments for a weekend on-call assignment (e.g., 3 p.m. Friday until 7 a.m. Monday).

If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except that they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

TOPIC: COMPANY TO ESTABLISH (R) SHIFT FOR STOCKHANDLERS IN THE DISTRICTS

Hours: Between 4:00 a.m. to 6:00 p.m.
Workweek: Monday – Friday

•One qualified Stockhandler per district.
• All incumbents are affected.
•Shift offered in order by classification seniority. Ask the Stockhandlers senior to junior; absent volunteers, force junior qualified Stockhandler.
•Management may elect to fill the shift during a scheduled temporary vacancy—such as vacations or other scheduled absences.
•Filling of temporary shift vacancies will be done by volunteers; absent volunteers, junior qualified Stockhandler will be required to take the shift in their local seniority area.
•Overtime by area – No change to present practice.
•Shift differential of $2.50 per hour will be paid for the whole shift if working one or more hours before 6:00 a.m. as part of the regular shift.
•On an annual basis, the R shift will be offered by order of classification seniority. Ask Stockhandlers senior to junior; absent volunteers, force junior qualified Stockhandler.

TOPIC: G.O. PROJECT OVERTIME DISTRIBUTION

Insofar as necessary for a project involving a wiring task where overtime is involved, the qualifications of the employee and the overtime list will be used in the selection of the G.O. Electrician to perform the wiring task for a project.
The G.O. Electrician who performs wiring tasks shall be afforded overtime hours associated with the project if needed. The overtime hours will be evaluated every 2 months to maintain equitable distribution of overtime.

Records of training and distribution of overtime work will be made available to designated Union representatives upon request. Overtime lists will be posted on a weekly basis.

TOPIC: TRANSMISSION LINE DEPARTMENT

Employees in the Transmission Line Department are considered day workers and will be required to work any of the following hours of work:

- Four ten (10) hour days.
- Five eight (8) hour days.

TOPIC: HOLIDAYS FOR REGULAR 10 HOUR SCHEDULE

Effective January 1, 2020, day workers on a regular 10 hour per day work schedule will receive ten federal holidays as set forth in Article VII, Section 7. The Floating holiday hours will be used to make up the difference between the 8 hour holidays and 10 hour regular schedule.

For employees working a Monday through Thursday schedule, if the holiday falls on Friday, the employees will have the preceding Thursday designated as the holiday. For employees working a Tuesday through Friday schedule, if the holiday falls on Monday, the employees will have the following Tuesday designated as the holiday.

This supersedes the provision in the March 16, 1998 letter regarding holiday weeks for 10 hour per day employees.

TOPIC: FIELD TRAINING

Effective June 1, 2022, new hires and transfers into Field Training will receive the Step 4 Line Helper rate of pay at the time of transfer or hire into the Line Helper position.

Employees currently in Field Training as of the date of ratification of the June 1, 2022 contract will receive the Step 4 Line Helper pay effective June 1, 2022.

Employees may remain at the step they started the Line Helper position at for up to two years.

The starting rates above only apply to Line Helper positions in the Field Training program.

Employees shall not be eligible to receive any of the expense plans in Article XII, Section 2 during the time that they are in the 18-month Field Training program.

Article V- Employee Option Sheet Example:

6/23/2016

ARTICLE V SECTION 3(b) TRANSFER

In accordance with Article V of the current Agreement, I, _____have been offered the following options: _____, and I elect option number _____.

1. Displace the employee having least Teal Book Seniority in my classification:

A. _____ District B. _____ Region

2. Displace the employee having least Teal Book Seniority in my classification:

_____ Company

3. Displace the employee having least Teal Book Seniority in a lower job classification within my normal sequence of job progression within the locality:

_____ Classification

4. If qualified, displace the employee having least Teal Book Seniority within the locality:

_____ Classification

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1) or (3) then the employee may:

5. Displace the employee having least Teal Book Seniority in a lower job classification within my normal sequence of job progression:

A. _____ Classification-District B. _____ Classification-Region C. _____ Classification-Company

6. If qualified, displace the employee having least Teal Book Seniority:

A. _____ District-Classification B. _____ Region-Classification

If an employee subject to reassignment has insufficient Teal Book Seniority to exercise provisions (1),(2), (3), (4), (5), or (6):

7. If qualified, displace one of the five employees having least Teal Book Seniority within the Company:

A. _____ Classification-Location B. _____ Classification-Location C. _____ Classification-Location
D. _____ Classification-Location E. _____ Classification-Location

8. If qualified, layoff with recall rights.

9. If qualified, layoff with severance pay without recall rights.

10. If qualified, displace least senior excess employee in the same job classification in the same locality.

11. Elect vacancy of _____ listed on back of option sheet.

_____ Employee's Signature and Date _____ Present Classification and Location

_____ Displaced Employee _____ Classification _____ Seniority Date _____ Location

THE HARTFORD ELECTRIC LIGHT COMPANY

and

Local 1419, I.B.E.W.

Effective as of July 1, 1960

In addition to matters agreed upon and incorporated in the collective bargaining Agreement of even date between the parties, the following are agreements and understandings reached concurrently with such collective bargaining Agreement.

1. *** Obsolete

2. While the collective bargaining Agreement between the parties provides that there will be no other restriction on the Company's use of outside contractors, this will confirm our understanding in respect to the use of outside contractors so far as it involves or affects work in classifications in the bargaining unit.

When contractors employing I.B.E.W. members are readily available and qualified to perform live wire work usually done by employees in the bargaining unit, they will be given any contracts involving live wire work and, all things being equal, will be given preference for other work usually done by employees in the bargaining unit. It is understood that this limitation does not apply to the kinds of work other than live wire work customarily given to outside contractors in the past such as tree trimming and group replacement of streetlights.

Also, the Company, all things being equal, will not have work done by contract which is usually done by employees in the bargaining unit when this would cause a layoff of such employees. This will in no way apply to the use of nonbargaining unit personnel in the employ of the Company which is covered in a separate memorandum.

3. It is understood that any part-time employees of the Company currently performing work in classifications in the bargaining unit are excluded from the bargaining unit and that the Company will not add to the number of such employees.

4. *** Obsolete

5. *** Superseded

This memorandum shall be considered to be a part of the collective bargaining Agreement between the parties although not incorporated physically therein and shall be effective for the duration of said collective bargaining Agreement.

THE HARTFORD ELECTRIC LIGHT COMPANY
By: /s/ H. Warren Lawrence, Vice President

Witness:
/s/ Robert F. Burnham

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1419
By: /s/ Alexander E. Walach, Business Manager

Witness:

/s/ Leonard Jaworski

THE HARTFORD ELECTRIC LIGHT COMPANY

and

Local 383, I.B.E.W.

Effective as of July 1, 1960

In addition to matters agreed upon and incorporated in the collective bargaining Agreement of even date between the parties, the following are agreements and understandings reached concurrently with such collective bargaining Agreement.

1. *** Obsolete

2. While the collective bargaining Agreement between the parties provides that there will be no other restrictions on the Company's use of outside contractors, this will confirm our understanding in respect to the use of outside contractors so far as it involves or affects work in classifications in the bargaining unit.

When contractors employing I.B.E.W. members are readily available and qualified to perform live wire work usually done by employees in the bargaining unit, they will be given any contracts involving live wire work and, all things being equal, will be given preference for other work usually done by employees in the bargaining unit. It is understood that this limitation does not apply to the kinds of work other than live wire work customarily given to outside contractors in the past such as tree trimming and group replacement of streetlights.

Also, the Company, all things being equal, will not have work done by contract which is usually done by employees in the bargaining unit when this would cause a layoff of such employees. This will in no way apply to the use of nonbargaining unit personnel in the employ of the Company which is covered in a separate memorandum.

3. It is understood that any part-time employees of the Company currently performing work in classifications in the bargaining unit are excluded from the bargaining unit and that the Company will not add to the number of such employees.

4. *** Obsolete

5. *** Superseded

This memorandum shall be considered to be a part of the collective bargaining Agreement between the parties although not incorporated physically therein and shall be effective for the duration of said collective bargaining Agreement.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: H. Warren Lawrence, Vice President

Witness: H. John Mosher

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 383

By: Reginald W. Butts, Business Manager

Witness: Harold P. Meyer

June 27, 1962

Mr. Chester Reynolds
Business Manager, Local 383, I.B.E.W.
345 Riverside Avenue
Torrington, Connecticut

Dear Mr. Reynolds:

This is to confirm yesterday's discussion as to our reasons for eliminating from the Agreement we signed, Item 11 which was a new Section 12 to be included under Article X and which is found in the Agreement with Locals 468, 469, and 1419. This Section was left out, not because we expect the Agreement to operate very differently on this subject from those we have with the other Locals, but rather because Local 383 had some concern as to its meaning and application and preferred not to have it in their Agreement. Rather than hold up proceedings, we have agreed to remove it with the understanding that it is the intent of our Agreement that temporary assignments to higher classifications may be made occasionally under circumstances where there is no vacancy and where there is no employee absent. Along with this understanding, the Union reserves the right to bring up a claim of vacancy if, in their judgment, they feel that temporary assignments of this special nature are so frequent as to indicate a need for additional full-time help. Please indicate your acceptance of this by signing and returning the copy of this letter which is enclosed.

Very truly yours,

THE HARTFORD ELECTRIC LIGHT COMPANY
/s/ R. H. Pearson
Robert H. Pearson
Director of Employee Relations

Accepted for Local 383:

/s/ Chester R. Reynolds
Business Manager
June 29, 1962

AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 383, I.B.E.W.

as of July 1, 1963

*** Paragraph Obsolete

We have also agreed to the following interpretations and applications of Section II of Article VI concerning temporary assignments to a higher classification:

1. That it is the intent of our Agreement that temporary assignments to higher classifications may be made occasionally under circumstances where there is no vacancy and where there is no employee absent. Along with this understanding, the Union reserves the right to bring up a claim of vacancy if, in their opinion, temporary assignments of this special nature are so frequent as to indicate the need for additional help.

2. Although the Agreement only requires the Company to rotate temporary assignments among qualified employees in order of seniority where such assignments exceed two weeks, it is the intent that in any case where assignment to a given classification occurs frequently that such assignments be rotated even though they be less than a week's duration, provided the largest share of such assignments are given to the senior employee.

IN TESTIMONY WHEREOF:

The parties hereto have executed this Agreement the day and year first above written.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: /s/ R. H. Peterson

Witness: /s/ R. H. Pearson
/s/ W. L. Baldwin

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 383

By: /s/ Chester R. Reynolds

Witness: /s/ Charles A. Martin

AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 1419, I.B.E.W.

as of July 1, 1963

*** Paragraph Superceded

We have also agreed to the following interpretations and applications of Section 11 of Article VI concerning temporary assignments to a higher classification:

1. *** Deleted

2. Although the Agreement only requires the Company to rotate temporary assignments among qualified employees in order of seniority, where such assignments exceed two weeks, it is the intent that in any case where assignments to a given classification occur frequently that such assignments to be rotated even though they be less than a week's duration, provided the largest share of such assignments are given to the senior employee.

IN TESTIMONY WHEREOF:

The parties hereto have executed this Agreement the day and year first above written.

THE HARTFORD ELECTRIC LIGHT COMPANY

By: /s/ R. H. Pearson

Witness: /s/ R. H. Peterson
/s/ Robert F. Burnham

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 1419

By: /s/ Charles F. McBrien

Witness: /s/ Richard Krivanec

July 3, 1963

Mr. Chester Reynolds, Business Manager, Local 383, I.B.E.W.

Mr. Charles McBrien, Business Manager,
Local 1419, I.B.E.W.

This is to confirm certain statements of intent made by the Company during our recent negotiation meetings and certain understandings which are not a part of the Agreement itself.

1. *** Obsolete

2. Superseded (June 1, 1980)

3. *** Implemented

4. The Company plans to hold meetings with supervisors for the purpose of reviewing the terms of the Agreement and to emphasize the following points:

   a. *** In Contract

   b. That every effort will be made to give a shift employee as much advance notice as is practicable when the employee is to be given a holiday off. Further, that when such a holiday off is scheduled, it will not be interfered with except in case of emergency or the unforeseen absence of another employee.

   c. Special mention will be made of the contract limitations on the amount and kinds of work to be performed by supervisors.

5. During the period of our Agreement, the Director of Employee Relations plans to arrange periodic meetings with the representatives of each of the local unions for the purpose of discussing on an informal basis, any subjects of current interest.

Very truly yours,

THE HARTFORD ELECTRIC LIGHT COMPANY
Robert H. Pearson
Director of Employee Relations

MEMORANDUM OF AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 1419, I.B.E.W.

This is to confirm understandings reached as a result of our current negotiation discussions.

A. The following policy changes will be made effective as of July 1, 1966:

1. *** Superseded

2. *** Superseded

3. *** Superseded

4. *** In Contract

5. *** In Contract

B. The following practices will be reaffirmed through meetings with supervisors to be held during the month of July:

1. On-call schedules will be posted at least one month in advance, hopefully more, and will cover as long a period as is practicable, recognizing that there will necessarily be later revisions to accommodate unanticipated absences or changes in personnel or in operating requirements.

2. A regular system must be maintained whereby an employee will be notified the actual hours of overtime work recorded as soon as practicable after having worked overtime.

3. If supervision decides a replacement is needed to cover the illness of a person "oncall," it is supervision's responsibility to designate the substitute, giving consideration to the relative amounts of accumulated overtime worked by those qualified for the assignment.

4. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

5. On days of extremely cold weather, particularly when accompanied by high winds, supervision is expected to use discretion so as to minimize exposure

aloft of any one lineman in the performance of nonemergency work which does not have to be completed that day.

Accepted for the Company:

/s/ Robert H. Pearson
Director of Employee Relations

Accepted for the Union:

July 8, 1966 /s/ Richard Krivanec
Business Manager, Local 1419, I.B.E.W.

/s/ Richard Hennessey

MEMORANDUM OF AGREEMENT

between

THE HARTFORD ELECTRIC LIGHT COMPANY

and

LOCAL 383, I.B.E.W.

This is to confirm understandings reached as a result of our current negotiation discussions.

A. The following policy changes will be made effective as of July 1, 1966:

1. *** Superseded

2. *** Superseded

3. *** Superseded

4. *** In Contract

5. *** In Contract

B. The following practices will be reaffirmed through meetings with supervisors to be held during the month of July:

1. On-call schedules will be posted at least one month in advance, hopefully more, and will cover as long a period as is practicable, recognizing that there will necessarily be later revisions to accommodate unanticipated absences or changes in personnel or in operating requirements.

2. A regular system must be maintained whereby an employee will be notified the actual hours of overtime work recorded as soon as practicable after having worked overtime.

3. If supervision decides a replacement is needed to cover the illness of a person "oncall," it is supervision's responsibility to designate the substitute, giving consideration to the relative amounts of accumulated overtime worked by those qualified for the assignment.

4. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

5. On days of extremely cold weather, particularly when accompanied by high winds, supervision is expected to use discretion so as to minimize exposure aloft of any one lineman in the performance of nonemergency work which does not have to be completed that day.

Accepted for the Company:

/s/ Robert H. Pearson
Director of Employee Relations

Accepted for the Union:

July 15, 1966 /s/ Peter A. Perlotto
Business Manager, Local 383, I.B.E.W.

/s/ Donald A. Hand

Mr. Philip A. Lent

Business Manager, Local 383, I.B.E.W.

This is to confirm our understandings on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1969:

1. *** Implemented

2. *** Implemented

3. Under the Company's current plan with the American Optical Company for providing safety glasses where required on the job, the Company will revise its plan to provide for payment of lens for prescription glasses in addition to frames. It will be the responsibility of each employee to furnish to the Company at the employee's own cost, a current prescription.

4. In connection with Article VI, Section 9 "The Company will accept a written application from any employee who believes the employee is qualified, provided such application is received within ten days of the date the notice is posted" it is agreed that the Company may waive such ten day limitation for those employees who are absent from work due to vacation, illness, etc., during the entire original ten day posting period.

5. The Company agreed to discuss with supervision, the results of its discussions with the Union on its intentions with respect to the following items:

a. Introduction of new employees to a Union official.
b. *** Not applicable.
c. Conditions for "call-out" of Stores employees.
d. Reprimanding of employees.
e. Performance of regular work by supervision.
f. Work assignments during extreme heat and cold.
g. Time allowed for funerals.
h. Work on days when assigned to jury duty.

Very truly yours,

/s/ Robert H. Pearson
Robert H. Pearson
Vice President
Employee Relations

Accepted for the Union:

June 30, 1969 Philip A. Lent

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

This is to confirm our understandings on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1969:

1. *** Implemented

2. *** Implemented

3. Under the Company's current plan with the American Optical Company for providing safety glasses where required on the job, the Company will revise its plan to provide for payment of lens for prescription glasses in addition to frames. It will be the responsibility of each employee to furnish to the Company at employee's own cost, a current prescription.

4. In connection with Article VI, Section 9, "The Company will accept a written application from any employee who believes the employee is qualified, provided such application is received within ten days of the date the notice is posted," it is agreed that the Company may waive such ten day limitation for those employees who are absent from work due to vacation, illness, etc., during the entire original ten day posting period.

5. The Company agreed to discuss with supervision the results of its discussions with the Union on its intentions with respect to the following items:

a. Introduction of new employees to a Union Official.
b. Posting of overtime in Middletown.
c. Conditions for "call-out" of Stores employees.
d. Reprimanding of employees.
e. Performance of regular work by supervision.
f. Work assignments during extreme heat and cold.
g. Time allowed for funerals.
h. Work on days when assigned to jury duty.

Very truly yours,

Robert H. Pearson
Vice President
Employee Relations

Accepted for the Union:

July 3, 1969 /s/ Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 24, 1970

Mr. Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1970:

1. In the event that an employee suffers a serious verified incapacitating illness or injury during the employee's scheduled vacation, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

An employee who has been unable to take all of the employee's vacation by December 31 due to verified incapacitating illness or Company operating requirements will have their vacation period extended up to eighty (80) hours until the end of the following year.

In determining whether the employee's vacation should be rescheduled, the Company may request from the employee verification from the attending physician.

2. In connection with the administration of Section 2 of Article IX of the current Agreement, in the event the Union wishes to question whether or not the Company has acted reasonably in making a change in a safety regulation, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties.

In the event the Committee is unable to agree, then the same issue shall be submitted to arbitration under Article IX of the current Agreement and the Arbitrator may use the two safety specialists as consultants in reaching the employee's decision following a hearing on the issue.

3. This will confirm the Company's intent with respect to the application of paragraph (a) of Section 2, Article X of the current Agreement. In administering Section 2(a), the Company intends to use the twenty percent as a guideline in relation to the Fair Labor Standards Act and not as an authorization for supervisors to do regular work a full twenty percent of the time under normal operating conditions.

Both the Company and the Union plan to follow the administration of this clause very carefully during the period of the contract year.

4. The sentence in paragraph 3 of the Memo of Agreement signed June 30, 1967, which reads, "Similarly, any hours worked but offset by equivalent rest time shall not be recognized," shall be deleted. As a result, paragraph 3 will read:

> "In connection with the revision of Article IV, Section 2(e), the following interpretation is agreed upon. Double the straight time rate will be paid for those hours worked beyond sixteen within any twenty-four hour period but not beyond such twenty-four hour period. Only such hours actually worked shall be recognized for these purposes. It is also agreed that any consecutive hours actually worked beyond sixteen consecutive hours actually worked will be paid at double the straight time rate whether offset by rest time or not." (Amended July 1, 1976)

5. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed, in connection with Article VIII, Grievance Procedure, that:

In the event a Business Manager and/or Assistant Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of the Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager and/or Assistant Business Manager having first notified the employee(s) affected, may initiate a grievance in the Second Step at any time within ten working days after the date of the claimed violation. This period will be extended to fifteen working days should the Assistant Business Manager be absent during the original ten-day period.

6. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed that in addition to the two weeks Armed Forces training leave provided for in Article X, Section 14, an employee required to report for duty by a Reserve Component of the Armed Forces in the event of civil disturbance or natural disaster shall for an additional maximum of five working days, be paid the difference between the pay received for such service and the employee's regular straight time pay.

7. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed in connection with Article X, Section 8(a) that: The Company will not permanently transfer any employee from the Bargaining Unit to positions outside the Bargaining Unit unless the employee himself so desires.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 24, 1970 Philip A. Lent

Business Manager, Local 383, I.B.E.W.

Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 24, 1970
Mr. George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Mr. Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1970:

1. In the event that an employee suffers a serious verified incapacitating illness or injury during the employee's scheduled vacation, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

An employee who has been unable to take all of the employee's vacation by December 31 due to verified incapacitating illness or Company operating requirements will the employee's vacation period extended until the end of the following calendar year.

In determining whether the employee's vacation should be rescheduled, the Company may request from the employee, verification from the attending physician.

2. In connection with the administration of Section 2 of Article IX of the current Agreement, in the event the Union wishes to question whether or not the Company has acted reasonably in making a change in a safety regulation, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties. In the event the committee is unable to agree, then the same issue shall be submitted to arbitration under Article IX of the current Agreement and the arbitrator may use the two safety specialists as consultants in reaching the employee's decision following a hearing on the issue.

3. This will confirm the Company's intent with respect to the application of paragraph (a) of Section 2, Article X of the current Agreement. In administering Section 2(a), the Company intends to use the twenty percent as a guideline in relation to the Fair Labor Standards Act and not as an authorization for Foremen and other supervisors to do regular work a full twenty percent of the time under normal operating conditions.

Both the Company and the Union plan to follow the administration of this clause very carefully during the period of the contract year.

4. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed in connection with Article VIII, Grievance Procedure, that:

In the event a Business Manager and/or Assistant Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of the Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager and/or Assistant Business Manager having first notified the employee(s) affected, may initiate a grievance in the Second Step at any time within ten working days after the date of the claimed violation. This period will be extended to fifteen working days should the Assistant Business Manager be absent during the original ten day period.

5. While not part of the Collective Bargaining Agreement, for the duration of the Agreement, it is agreed that in addition to the two weeks Armed Forces training leave provided for in Article X, Section 14, an employee required to report for duty by a Reserve Component of the Armed Forces in the event of civil disturbance or natural disaster shall for an additional maximum of five working days, be paid the difference between the pay received for such service and the employee's regular straight time pay.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 24, 1970 George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Mr. George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Mr. Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1971:

1. Letter of Agreement dated July 24, 1970 (Paragraph 1. In the event that an employee, etc.) is extended until July 1, 1972.

2. *** Deleted

3. Although time required for washing up will vary with circumstances and no set amount can be guaranteed, it is the general practice to try to complete the normal day's work early enough to allow reasonable time for washing up.

4. *** Obsolete

5. That normal lunch periods should be observed whenever practicable and those cases where it is necessary to delay lunch period should be kept at a minimum. Further, that when the work requirements make it necessary to postpone a lunch period for an hour or more, the practice will be to pay the employee time and one-half for the lunch period so that the employee will be considered to be on continuous duty from the start to the finish of the workday, eating when the employee can find the opportunity without any stated meal period.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1971 George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Mr. Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

Dear Mr. Fillmore:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1971:

1. The following Letters of Agreement dated July 1, 1970 Agreement are extended until July 1, 1972:

July 24, 1970 (Paragraph 1. In the event that an employee, etc.)

July 3, 1969
June 30, 1967
July 8, 1966
July 3, 1963
July 1, 1963
July 1, 1960

2. *** Deleted

3. The Company agrees to instruct its supervisors to make reasonable assignments in all departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

4. *** Obsolete

5. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1971 Clarence L. Fillmore Jr.
Business Manager, Local 1419, I.B.E.W.

July 14, 1972

Philip A. Lent
Business Manager, Local 383, I.B.E.W.

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Robert J. Chamis
Business Manager, Local 1419, I.B.E.W.

Gentlemen:

This is confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1972:

1. The Letter of Agreement dated July 15, 1971 and other Letters of Agreement cited in paragraph 1 of that letter are extended until July 1, 1973.

2. *** Obsolete

3. Overtime records for the calendar year will be maintained locally for each work group. These will be updated weekly for the purposes of overtime assignments. In the case of an employee excused from a particular overtime assignment by supervision, the number of hours worked by the excused employee's replacement will be added to the excused employee's overtime listing.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 14, 1972 Philip A. Lent
Business Manager, Local 383, I.B.E.W.

George O. Potter Jr.
Business Manager, Local 468, I.B.E.W.

Norman N. McPhail
Business Manager, Local 469, I.B.E.W.

Robert J. Chamis
Business Manager, Local 1419, I.B.E.W.

Mr. Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Dear Mr. Lent:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1972.

1. The following Letters of Agreement as appearing in the July 1, 1970 Agreement are extended until July 1, 1972:

July 24, 1970 (Paragraph 1. In the event that an employee, etc.)

June 30, 1969
June 30, 1967
July 15, 1966
July 1, 1963
July 3, 1963
December 27, 1962
June 27, 1962
July 1, 1960

2. *** Deleted

3. The Company agrees to instruct its supervisors to make reasonable assignments in all departments during extreme cold. Except in the case of emergency or to restore service, employees will not be required to do overhead line work or steel substation structure work when the temperature is 10° or lower at the job site.

4. *** Obsolete

5. Line Mechanics will get help, if requested, when performing switching duties aloft on primary voltage on a planned switching job on a scheduled day off when such switching presents an unsafe working condition.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 15, 1972 Philip A. Lent
Business Manager, Local 383, I.B.E.W.

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meeting in connection with a new Agreement to be effective as of July 1, 1973.

1. The Letter of Intent dated July 14, 1972 and other Letters of Intent referred to in paragraph 1 of that letter are extended until July 1, 1975.

2. Copies of all Bargaining Unit Job Vacancy Postings will be sent to all Business Managers and Assistant Business Managers.

3. Records will be maintained in Divisional Electric Operations offices relative to assignment of linemen to various types of trucks. Such records will be available for inspection to Business Managers and Assistant Business Managers upon request.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 17, 1973 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

July 18, 1975

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1975.

1. The Letter of Intent dated July 17, 1973 and other Letters of Intent referred to in paragraph 1 of that letter are extended until July 1, 1976 except as noted in paragraph 2 below.

2. Delete Paragraph 2 - Letter of Intent July 15, 1971 to Local 383.

Delete Paragraph 2 - Letter of Intent July 15, 1971 to Locals 468 and 469.

Delete Paragraph 2 - Letter of Intent July 15, 1971 to Local 1419.

3. As an alternative to the Company's current plan with the American Optical Company for providing safety glasses where required on the job, an employee so desiring may purchase prescription safety glasses through commercial sources. For such purchases the Company will pay the following allowances: $12 single lens, $22 bifocal lens, $29 trifocal lens, providing such lens and frames are certified to conform to Z87.1 U.S.A. Standard Practice for Occupational and Educational Eye and Face Protection.

4. (Effective January 1, 2005) When obtaining prescription safety glasses under the Company’s current plan with the American Optical Company (or other company approved vendor) employees will pay any costs for eye examinations which are not covered by their chosen medical or vision plan provisions.

The Company will reimburse the employee for all fitting fees.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 18, 1975 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

July 22, 1976

Mr. J. R. Healey
Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of July 1, 1976.

1. The Letter of Intent dated July 18, 1975 and other Letters of Intent extended by that Letter are extended until July 1, 1977 except as noted in paragraph 2 below.

2. Delete Letter of Intent June 30, 1967 to Local 383.

Delete Letter of Intent June 30, 1967 to Local 1419.

Amend last sentence of paragraph 4 of Letter of Intent July 24, 1970 to Locals 383 and 1419 to read: "It is also agreed that any consecutive hours actually worked beyond sixteen consecutive hours actually worked will be paid at double the straight time rate whether offset by rest time or not. (Amended July 1, 1976)."

Delete paragraph 5 of Letter of Intent July 18, 1975 to Locals 420 and 457.

3. ***Deleted.

Very truly yours,

R. H. Peterson
Director of Employee Relations

Accepted for the Union:

July 22, 1976 J. R. Healey
Business Manager, Local 420, I.B.E.W.

J. R. Kelly
Business Manager, Local 457, I.B.E.W.

September 14, 1982

Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly
Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm a statement of intent made by the Company during 1982 Company-Union (CL&P Green Book) negotiations.

The Labor Relations Department will provide, upon requests made at reasonable intervals by the Local Union(s) Business Manager(s), the year-to-date hours of employees temporarily upgraded to "chief" or "top" classification.

Very truly yours,

R. E. Pawloski
Labor Relations Administrator

August 21, 1995

Mr. J. R. Healey, Business Manager, Local 420, I.B.E.W.

Mr. J. R. Kelly, Business Manager, Local 457, I.B.E.W.

Gentlemen:

This is to confirm our understanding on the following matters discussed during our negotiations meetings in connection with a new Agreement to be effective as of June 1, 1995.

1. The Letter of Intent dated July 22, 1976 (page 138 of current Agreement) and other Letters of Intent extended by that Letter are extended until June 1, 1998 except as superseded by paragraphs 2. and 3. below.

2. The Company will pay the full cost of lenses, frame, and case of clear and/or tinted prescription safety eyeglasses for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years for the term of the agreement. Employees who opt for safety glasses with Photochromatic (photogray) or progressive lenses will not receive a second pair of clear or tinted safety glasses. The company will pay for the cost of Photochromatic (photogray) or progressive lenses. The Company will provide for the replacement of safety eyeglasses when damaged on the job. Replacement will be limited to lenses only if the lenses are damaged or obscured.

The employee will provide the Company with a current (not over two years' old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

The Company will reimburse the employee for all fitting fees.

Very truly yours,

C. W. Grisé
Senior Vice President - Human Resources
and Administrative Services

Accepted for the Union:

August 21, 1995 _____
Business Manager, Local 420, I.B.E.W.

August 21, 1995 _____
Business Manager, Local 457 I.B.E.W.

August 21, 1995

Business Managers
Locals No. 420 and 457
International Brotherhood of Electrical Workers

Gentlemen:

This letter concerning live-wire practices, referred to in Article XVIII of the June 1, 1989 Agreement, is to confirm our understanding of certain operating practices to be observed in the performance of work on energized primary conductors.

A. Work assignment of employees classified as Line Helpers

When a line helper is in the first three rate steps, the employee may be assigned to perform work on energized circuits of not higher than secondary voltage. When a line helper has attained the fourth rate step, the employee may be assigned, under close supervision, to apply protective equipment on primary conductors necessary to perform work safely on energized conductors not in excess of 600 volts. When a line helper has attained the fifth rate step, the employee may be assigned to perform simple work on poles involving energized primary circuits provided a Lineman is in the work area.

B. Energized primary work at two working levels or cutting in or out slack

Live-wire work involving either transferring of primary wires on poles or cutting in or out slack, or handling energized wire at two working levels shall be carried on by two Linemen or a Lineman and an eligible Line Helper in the sixth, seventh, or eighth rate step, except that the sixth-step helper will not be required to perform the work of cutting in or out of slack on energized wires unless under close supervision.

The following is our understanding of operating practices to be observed under paragraph B.

1. For the purposes of this paragraph, the following definitions shall apply:

a. Straight-Line Pole

A pole in line where the energized primary wires are carried on pin-type insulators and the angle of pull is not more than 18 feet (20 degrees).

b. Corner Pole or Angle Pole

A pole located at an angle in excess of the above or where the energized primary wires are carried on disc insulators or the equivalent.

c. Junction Pole

A pole where the energized primary wires extend in three or more directions from the pole, or where the energized wires extend in two directions from the pole and are supported on crossarms attached to the pole at two different levels.

2. The transferring of energized primary wires from a point of support on one pole to a point of support on another pole and where it is necessary to work on both poles at the same time shall be carried out in accordance with the number of qualified line department personnel described in the attached Live-Wire chart. The chart will be interpreted within the following scope:

a. Where the required numbers are two (2) or four (4), one-half (½) of the assigned number must be Linemen or Chief Linemen or a combination of both. The remainder may include Line Helper(s) in the sixth, seventh, or eighth rate steps.

b. Where the required number is three (3), two (2) must be Linemen or Chief Linemen or a combination of both, the remainder may be a Line Helper in the sixth, seventh, or eighth rate step.

3. The cutting in or cutting out of slack in energized primary wires shall be carried out by two Linemen or one Lineman and a Line Helper in the seventh or eighth rate step.

4. It is understood that in the event the transferring of energized wires from one pole to another also involves the cutting in or cutting out of slack or the installation of energized primary taps, or both, the provisions of 3. of this letter shall not require Linemen in addition to those provided for in the chart.

5. The Company may assign more than the specified number of employees to carry out any of the above jobs for expediting the work or for other purposes and the Union agrees that such use of extra employees shall not be considered as establishing a precedent.

6. The installation of energized primary taps on junction poles, and elsewhere where it is current standard practice, shall be carried out by two Linemen or one Lineman and one Line Helper in the sixth, seventh, or eighth rate step.

7. During 1976 contract negotiations discussions of the Company proposals for modifications of the June 18, 1975 live-wire practices letter, the Company explained that it was not its intent to change its method of assigning three-person crews as a result of the redesigning of the required number of personnel with respect to the live-wire practices, as described in the Letter of Understanding and attached chart.

On limited occasions, a line crew consisting of two qualified line department personnel could be assigned to perform jobs listed as 1 through 3 under the heading Personnel Lifting Devices of the live-wire practices letter interpretation chart, where the jobs could be performed without the use of a lifting tong in conjunction with a holding stick.

However, it is recognized that some line functions, other than the assignments listed in the live-wire practices chart, are now performed by and will continue to be performed by a two-person line crew.

Very truly yours,

Senior Vice President-Human Resources and Administrative Services

CONFIRMED FOR THE UNION:

By _____ Date *August 21, 1995*
Business Manager, Local 420

By _____ Date *August 21, 1995*
Business Manager, Local 457

March 16, 1998

Mr. William Hogg, Assistant Business Manager Local 420 – I.B.E.W.

Ms. Theresa Kmetetz, Assistant Business Manager
Local 457 – I.B.E.W.

Dear Mr. Hogg and Ms. Kmetetz:

This letter serves to confirm understandings reached as a result of our current negotiation discussions regarding the new CL&P Blue Book Department – System Projects.

Scope of System Projects

System Projects work is defined as any assignment that exceeds 120 continuous manhours.

Reporting Locations, Classifications and Population

	East (East Hampton)	West (Newtown)
Chief Lineman (rubber gloving)	3	3
Lineman (rubber gloving)	9	9
Helper	1	1

Hours of Work – Premium Pay – Holidays

All employees transferring into System Projects will be required to work any of the following hours of work:

- Four ten (10) hour days:
  - Eight (8) hour schedules during work weeks that contain holidays.
  - Premium pay will be in accordance with Article VII, Section 13(b).
- Straight eight (8) hour days.
- Eight (8) hour days with an unpaid lunch.

Overtime Rotation

Insofar as practicable, overtime work will be equitably distributed among suitably qualified employees who are assigned to the project in which the overtime work is required on a weekly basis.

Temporary Upgrades

When required, employees will be offered temporary upgrades according to greatest classification seniority on the project.

Work Practices

- Rubber gloving practices and procedures will be in accordance with the Blue Book Topic.

- System Projects line classifications will not perform switching in substations.

- It is not the Company's intention to mix district and System Projects linemen except for conversions. Any other mixing of district and System Projects linemen will be on a voluntary basis.

Incentive Compensation

Company and Union agree to meet and discuss, within 120 days from the date of this Letter of Understanding, the feasibility of adopting an incentive compensation program for System Projects bargaining unit employees.

Company and Union Review Committee

Representatives of the Company and Local Unions shall meet from time to time, at the request of either party to discuss matters pertaining to safety, efficiency and other cooperative efforts.

Storm Restoration Protocol

Available district linemen will be utilized first on storm restoration activities and then available System Projects Linemen, followed by Transmission linemen. If System Projects is working in an area hit by a storm, they may be required to perform storm restoration activities until they are relieved by available outside district crews from the area (as defined in Appendix C).

Seniority

Reassignment and layoff (see attached option sheet).

Appendix C

Department	Local Seniority Area
System Projects	East (East Hampton) West (Newtown)

Training

Training for helpers will be in accordance with the existing Lineman's Time Merit Progression Program. If a "non-rubber gloving" lineman applied for a System Projects position, rubber glove training will be provided.

Inclement Weather

System Projects linemen shall not be required to perform outdoor work when weather conditions might make such work unsafe. Work to be performed during inclement weather will be by mutual agreement.

Job Positions

The Company will give preference to its regular Blue Book bargaining unit employees and then its regular Green Book bargaining unit employees over hiring new employees when making placements within System Projects. Vacancies created by Green Book and Blue Book bargaining unit employees posting into System Projects will be filled in a timely manner, but not necessarily in the same location.

The Company and Union will act in accordance with all other provisions of the Blue Book Agreement.

Very truly yours,

/s/ Raymond C. DiCenso
Sr. Consultant – Labor Relations

RCD/tjk

ACCEPTED FOR THE UNION:

/s/ William Hogg, Assistant Business Manager	3/16/98
Local 420 – I.B.E.W.	Date
/s/ Theresa Kmetetz, Assistant Business Manager	3/16/98
Local 457 – I.B.E.W.	Date

11/10/2003

An agreement on a protocol for assigning CL&P-System Project crews to participate in major storm restoration activities at locations other than those owned or operated by the Company (Northeast Utilities)

The agreement is as follows:

- System Project crews will comprise of approximately 15% of the total number of crews participating in major storm restoration activities
- This agreement does not take effect until a minimum of 10 crews from the Divisions are assigned
- The Company will make an earnest effort to draw these crews from the various system project locations as evenly as practicable
- System Project crews will be selected on the basis of low overtime by location where practicable
- As the determined supervision, System Project line-workers will be mixed with Division line-workers when work requirements dictate (consistent with present practices)

For the Union:

/s/ Theresa Kmetetz
Business Mgr.

/s/ William Hogg
Assistant Business Mgr.

For the Company:

/s/ Raymond DiCenso Assistant
Sr. HR Consultant

April 17, 2003

LR-03-20

Mr. Dennis J. Phelan, Jr., Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Re: Extension of 'Gold Coast' Program to Local 420 Bargaining Unit Employees

Dennis:

Pursuant to our March 28th telephone call, I am providing our written commitment to extend to your members the subject Gold Coast program. This program, outlined in the attached memorandum, has already been implemented for qualified non bargaining unit employees, and may be discontinued at any time at the discretion of the company.

Please indicate your acceptance of this offer in the space provided below. I will be happy to answer any questions or address any comments you may have on this program.
/s/ Robert G. Lizotte, Executive Director
HR & Labor Relations

Accepted: /s/ Dennis J. Phelan, Jr. Date: 4/22/03
Business Manager – IBEW Local 420

Cc:
T. Kmetetz

To: Impacted Employees

From: Lee Olivier

Date: April 17, 2003

Re: "Gold Coast" Program (Revised)

Revised – June 2016

To support Eversource's efforts of attracting and retaining employees in or near the high-cost, high-traffic area of Connecticut commonly referred to as the "Gold Coast," the Company maintains a program of the same name, which provides additional compensation above and beyond an employee's base salary.

Highlights of the program include:

- The Company will pay an initial Transfer Bonus Payment (or "Anniversary" payment) for new employees being hired and transferees into specific job locations, and an Annual Geographic Adjustment Payment to employees in designated job locations – specifically, the Stamford and Norwalk work centers.
- We will formally relax the 30-minute resident rule to 60-minutes.

The specifics of the plan:

1. Existing employees in the designated job locations as of 02-17-03 who are still in one of those specific locations on 12-31-03 will receive an annual $3,000 Geographic Adjustment Payment. This will occur every year as long as the Company deems this program necessary. The Company, in its sole discretion, retains the right to end this program at any time. In future years January 1 will be used as the start date.

2. Any employees who transfer or are initially hired into these designated job locations while the program is in effect will receive a one-time, once-in-a-lifetime $15,000 Transfer Bonus Payment, in the form of $5,000 after each of the first three anniversaries of such transfer, assuming the employee is still in a qualifying position.

3. The Annual Geographic Adjustment Payment will be payable in February. If an employee transfers out at any point in a calendar year, he/she is ineligible for that year's payment.

4. Should an employee transfer out of these job locations at any time, there is no obligation to repay any of the payments; however, no further payments will be made, and the employee will be ineligible for any additional Transfer Bonus Payments. The only exception is for an employee transferring out to accept a supervisory position; such employee will receive a pro-rated Transfer Bonus Payment for the number of days in the year the employee was assigned to one of the designated job locations. The employee will be eligible for the remainder of the Transfer Bonus Payment if he/she ever transfers back to one of these job locations as a supervisor or above.

5. The Geographic Adjustment Payment is pensionable each year, if the payment is made prior to the last month before your separation from Eversource. The Transfer Bonus Payment is not pensionable.

Q&A's for Proposed Gold Coast Program

Q1 – If I am in the program, assigned to one of the qualifying job locations, and retire during the year, what is the status of the Geographic Adjustment Payment I would have received at year's end?

A – The Geographic Adjustment would be prorated, for the time worked during the year up to the date of retirement, and would be paid out within 30 days after your effective retirement date.

Q2 – What happens if I am currently working in one of the qualifying job locations and I am assigned to a rotational assignment outside any of the qualifying job locations during the year?

A – If the Company assigns you to a temporary assignment at the Company's convenience, and you are expected to return to a qualifying location at the end of the assignment, you will be paid a full Geographic Adjustment Payment at year's end, when the other recipients are paid.

Q3 – What happens if I am currently working in one of the qualifying job locations and am downsized during the year?

A – You would first try to locate another position within Eversource. If you were unable to find another position and were terminated from Eversource employment, a prorated share of the Geographic Adjustment Payment would be paid to you at year's end, in the same time frame as other payment recipients.

Q4 – Are any employees currently assigned to a qualifying job location when the program begins qualified for the one-time initial Transfer Bonus Payment?

A – No, only new transfers and new hires into the qualifying job location, with effective dates of assignment after 01-01-03 will qualify for the one-time, once in a lifetime initial payment.

Q5 – Would an employee who transferred into a qualifying job location before the program's inception qualify for the one-time initial Transfer Bonus Payment?

A – No. The one-time initial Transfer Bonus element of the program only applies to people transferring into a qualifying job location with an effective date after 01-01-03 for the transfer. Employees who were assigned to the qualifying job location prior to 01-01-03 do not qualify for the one-time initial payment. However, they may still qualify for the Annual Geographic Adjustment for each subsequent year they remain in a qualifying job location while the program is in effect.

Q6 – For employees eligible to receive the one-time initial Transfer Bonus Payment for transferring into the qualifying job location, would they receive a pro-rated portion of the annual payment for a year in which they retired, or left the area due to, for instance, taking a new position outside the area?

A – The one-time initial Transfer Bonus Payment will only be paid out to employees who stay within the qualifying job location for three consecutive years and will be paid in equal increments at the end of each 12 month period, for those three years. If at any time during this three-year period they leave the area or retire, they would become ineligible for any additional payments through this part of the program.

Q7 – Do these payments affect benefits or overtime?
A – Both the Transfer Bonus Payment and the Annual Geographic Adjustment Payment will be included as base pay, retrospectively, for the purpose of calculating nonexempt overtime. Neither adjustment will be included in any calculation of e-share or401K. The annual

Geographic Adjustment Payments are included in pensionable earnings each year, if paid prior to the last month before your separation from Eversource. The Transfer Bonus Payments are not pensionable.

Q8 – Are these payments taxable?

A – Yes.

Q9 – Who is eligible for the Geographic Adjustment Payment?

A – Active, regular, full time and part time employees permanently assigned in qualifying job locations.

Q10 – If eligible, could employees receive both the Transfer Bonus Payment and the Annual Geographic Payment in the same year?

A – Yes.

Rev. 6/1/16

Northeast

Utilities System

107 Selden Street, Berlin, CT 06037

Northeast Utili ties Service Company
P.O. Box 270
Hartford, CT 06141-0270
(860) 665-5000

November 22, 2004

Mr. John Unikas, Business Manager
Local Union 420 - I.B.E.W.
550 Wolcott Street
Waterbury, CT 06705

MS. Theresa Kmetetz, Assistant Business Manager
Local Union 457 - I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, Ct 06450

Re: 2004 Blue Book & Green Book Announcements

John & Terry:

As part of the 2004 Blue Book and Green Book negotiations the Company announced that it would discontinue certain practices upon expiration of the current contract. Of the seven (7) Blue Book and six (6) Green Book announcements, the Union Locals expressed specific membership concerns regarding the three (3) announcements below, and requested that the Company commit that any future changes to these announcements be negotiated with the Locals.

In agreeing to the Union's request, the Company is agreeing—without precedent and without in any way committing to negotiate with the Locals with respect to any other announcements (whether made in the past, present or future)—to negotiate future modifications of the three (3)
2004 announcements listed below:

- **Announcement** - displaced employees, *who are hired after June 1, 2004*, will be required to successfully pass applicable aptitude tests (i.e., CAST, Tech., etc.) prior to exercising bumping options under Article V, Reassignment, Layoff and Demotion.

- **Announcement** - the Company eliminates the practice of rotating crews after 1½ hours worked for the sole purpose of equitable distribution of overtime. The Company will attempt to change-out crews after 3 hours**.**

- **Announcement** - On-call Prearranged Overtime Practices - with the exception of Saturday and Sunday, the Company eliminates the practice of using the scheduled oncall lineworker for prearranged overtime.

It is also understood and agreed that this agreement in no way affects the Company's management rights, including but not limited to, determining qualifications (including testing), establishing schedules (including establishment of the on-call week, shifts, etc.), and making work assignments.

Agreed to by the Company:

/s/
Robert G. Lizotte January 6, 2005

Agreed to by the Locals:

/s/
Ms. Theresa Kmetetz (Local 457)
January 6, 2005

/s/
Mr. John Unikas (Local 420)
January 6, 2005

August 29, 2005 LR-05-50

Mr. John Unikas, Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Re: Resolution of Overtime Distribution Issue – Local 420

John:

Pursuant to our August 24th telephone conversation the Company (CL&P) is agreeing to extend the practice of administratively assigning 2000 hours of overtime to those individuals who have reached the age of 45 and have removed themselves from scheduled on-call as permitted by the Blue Book (Article X) and Green Book (Article IV). This practice, which was originally initiated to accommodate the ACOS callout process, will result in these individuals being placed at the bottom of the overtime list for their area. Overtime assignments will be accomplished as follows:

- For unplanned overtime, ACOS will typically be used to run the entire list pursuant to normal practices. (See Attached).
- For planned overtime, work area supervision will disregard the administrative 2000 hour figure and offer the overtime to the person with the lowest number of net hours. (See Attached).

Implementation of the above process will, upon agreement from Local 420, become effective on September 1, 2005. Affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined above. Affected employees who wish to return to on-call status will be given the one time opportunity to return to the on-call list without waiting the one year timeframe. Specifically, employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the January 1, 2006 calendar date (for establishment of the 2006 on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work. Even if returned on-call employees are not working scheduled on-call they will be subject to the same overtime offerings as those employees who work scheduled on-call work.

As we have discussed this action (to include the waiving of the waiting period for return to scheduled on-call) is taken without precedence and without prejudice to the company's established position on overtime distribution. Additionally, the Company's action is predicated on the assumption that mathematical errors may occur in the assignment of planned overtime work – due to the need to deduct the 2000 hours. Accordingly, the company and/or the union reserve the right to discontinue this overtime process (i.e., using an administrative 2000 hours) with appropriate notice, if it is determined to be problematic or unmanageable. It is also understood that this agreement will resolve any grievances specific to the distribution of overtime where the adding of 2000 hours may have been a factor.

Please sign below to indicate your agreement on this issue.

Very Truly Yours,

/s/ Robert Lizotte

Agreed: /s/ John Unikas – Business Mgr. Local 420

Attachment
Cc: T. Kmetetz – Local 457
J. Gavell
LR Files

Letter-2000 Hours Rule

October 23, 2012

Mr. Ed Hammett
Executive Director-Labor Relations Connecticut
Light & Power Co.

Re: Blue Book 2000 Hours Rule-457

Dear Mr. Hammett:

This letter serves to explain, in greater detail, Article X, Section 8(e). The affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined in Article X, Section 8 (e). Specifically employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the April 1st calendar date (for establishment of the next year's on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work.

Implementation of the above process will, upon agreement, become effective on April 1, 2013. Affected employees, who meet the aforementioned contract criteria, will be charged 2000 hours as outlined above. Affected employees who wish to return to on-call status will be given the one time opportunity to return to the on-call list without waiting the one year timeframe. Specifically, employees will not be returned to "scheduled on-call" until they have satisfied the earlier of a 12 month waiting period, or the March 1, 2014 calendar date (for establishment of the 2013 on-call schedule), unless there is a less than one in four on-call staffing arrangement in their work area where they can be immediately reintroduced to scheduled on-call work. Even if returned on-call employees are not working scheduled on-call they will be subject to the same overtime offerings as those employees who work scheduled on-call work, per the overtime list.

As we have discussed this action (to include the waiving of the waiting period for return to schedule on-call) is taken without precedence and without prejudice to the company's established position on overtime distribution. Additionally, the Company's action is predicated on the assumption that mathematical errors may occur in the assignment of planned overtime work-due to the need to deduct the 2000 hours. Accordingly, the company and/ or the union reserve the right to discontinue this overtime process (i.e., using an administrative 2000 hours) with appropriate notice, if it is determined to be problematic or unmanageable.

The parties hereby agree to the terms above.

For the Company:	For the Union:
/s/Ed Hammett	/s/John Fernandes
Ed Hammett, CL&P	John Fernandes, IBEW Local 457

JF/sb
Opeiu 376 afl-cio

November 3, 2010

LR-10-162
Ref:

Mr. Frank Cirillo, Assistant Business Manager Local
Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager Local
Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Agreement – Scheduling Vacation and On-call

Dear Rich & Frank:

This letter documents our August 2, 2010 agreement in principle and my subsequent discussion with Frank Cirillo regarding the company's development, approval and posting of annual vacation and on-call schedules. This agreement applies to the CL&P Blue Book and Green Book union contracts, the Yankee Gas White Book Contract, and the CL&P Technical Contract and as applicable, modifies the language contained in these contracts on this subject and replaces any side agreements or practices currently in existence regarding this topic. This agreement also applies to the Transmission Group as applicable.

It is also agreed that neither the Union or the Company will use this agreement as part of Local 457's grievance 2010-014 (Company No. 2010-10-457), or the arbitration of that grievance.

Purpose: This agreement reflects an effort by the parties to eliminate unnecessary controversy surrounding conflict between the on-call schedule and the employee's vacation submittal. To date, the company has processed these schedules independently – leaving some employees in a position where their vacation preference has conflicted with their on-call schedule. These employees have often had to swap their on-call schedule with another employee or otherwise modify their vacation plans. This agreement is specific to this conflicting schedule issue. All other vacation requests will continue to be processed in accordance with the applicable union contract (Blue Book and Green Book).

This agreement also documents the company's intent to fill on-call schedule vacancies (e.g., for planned medical absences) as soon as they are made aware of such. To fill short notice vacancies (less than 30 days) the company will seek volunteers, and if none will use the overtime list effective the Monday prior to the vacancy. For longer notice vacancies, the company will use the established on-call schedule rotation and will assign the vacancy to one of the scheduled employees provided the employee does not get back to back on-call schedules.

It is understood that the company may decide not to fill vacancies (particularly short notice absences) if it determines that the existing on-call response resources are appropriate for the anticipated trouble call volume.

Company actions for 2010: Effective November 3, 2010, the company will review the existing on-call schedule to determine if there is a conflict between the approved vacation schedule and the on-call schedule. Identified conflicts will be resolved by filling the vacancy through the overtime list of employees – specifically those employees eligible for scheduled on-call assignment. The company is not obligated to take action on any other vacation request.

Concurrent with its actions on resolving the vacation/on-call scheduling conflicts, the company will extend the current on-call schedule rotation until April 24, 2011. Employees requesting vacation during the period of January 1, 2010 through April 24, 2010, will submit their requests in accordance with the applicable contract language.

Company Actions for 2011 [and Future Years]: Effective April 24, 2011, and every year thereafter, the company will post the on-call schedule by the last Sunday in April. The on-call schedule will be prepared using approved vacation schedules to ensure there is no conflict with the employees approved vacation. Company management will process the employees' vacation preference in accordance with Article IX of the Blue book and Article V of the Green book, Article IX White book, and Article 22 of the Technical Contract as applicable. Once the vacation and on-call schedules are finalized by the Companies the employee (not the company) will be responsible for addressing any swapping or other schedule change, outside of those resulting from illness or disability.

Both parties understand and agree that this agreement will terminate with the expiration of each cited contract and this agreement will be incorporated into the next version of these contracts or will otherwise be dispositioned through the contract negotiations process. Additionally either party may request a revision to this agreement.

Agreed to by the Company:	/s/ R. Lizotte
Agreed to by the Union:	/s/ R. Sank
Agreed to by the Union:	/s/ F. Cirillo

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

November 30, 2016

Topic: Floating Holiday Protocol

Bargaining unit employees have the ability to choose two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, Teal seniority shall govern.

Process

- Employees will make their selection of vacation periods (A,B,C,D....., weeks) by March 1 and vacation schedule will be posted by April 1.
- If an employee wants to use their floating holiday for either – Good Friday and Day after Thanksgiving those days must be selected at the same time as vacation. The total number of bargaining unit employees off for those two days cannot exceed the limits designated by local management. Management will make best effort to be as flexible as possible when designating these local limits.
- On-Call schedule, where applicable, will be prepared using the approved vacation and floating holiday schedules and posted by the last Sunday in April.

Supervisors may require employees to complete a Flexible Holiday Preference form at the start of each year to avoid scheduling conflicts.

Agreed to:

Joseph Picone
Labor Relations Manager

Joe Malcarne
Local 420 Business Manager

John Fernandes
Local 457 Business Manager

Memorandum of Understanding
Between
The Connecticut Light and Power Company dba Eversource Energy and IBEW Locals 420 and 457

Response Specialist - Line

The purpose of this document is to outline the scope and parameters of the Response Specialist position in Connecticut as agreed to between Connecticut Light and Power dba Eversource Energy (the "Company") and IBEW Local 420 and 457 (the "Union"), collectively referred to herein as the "Parties." In accordance with collective bargaining agreements between the Parties dated June 1, **2022** (the "CBAs"), both Parties agree as follows.

Job Duties and Description
Attachment "A"

Schedule:
The hours of coverage will be 24 hours daily and 7 days per week. See attachment D. The Company commits to maintain the schedule for the term of the contract. However, the Company and Union recognize that for the 12 hour shift to work properly, RSO employees must make a good faith effort to be available to work when needs dictate. The Company shall monitor the response for both planned overtime and call outs. If the Company determines that employees are engaging in overtime abuse, the Company may cancel 12 hour shifts. Such cancellation may be limited to specific zone(s) where the overtime abuse occurs. Prior to implementing the schedule change, the Company and Union shall meet and discuss the abuse concerns and make reasonable efforts to address these issues.

Holidays:
For the determination of Holiday hours, a Holiday will start at 06:00 hours on the actual day of the holiday and end at 06:00 hours the following day.

There will continue to be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, they will receive eight (8) hours of holiday pay at basic straight time rate and the hours worked will be paid at the applicable rates. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, for any shifts greater than eight (8) hours, the employee shall elect to use either vacation pay, lieu time, if available, or up to twenty-four (24) hours of "no pay" per calendar year for the remaining hours of the shift.

Number of positions for the staffing of the Response Specialist:
Range of 81-100 positions for the initial staffing. See Attachment C. Subsequent to that, the Company can determine the staffing levels with the maximum number of positions for the organization set at 126. The Company can force qualified employees up to a maximum of 126 positions.

Backfilling shift vacancies within the Response Specialist organization:
The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective zones. Incremental backfills; will be attempted to be filled from within the zone, if unsuccessful, the company will then utilize the entire Response Specialist roster as appropriate. Scheduled backfills; will be posted and attempted to be filled in the respective zone. All vacancies will be filled in accordance with the overtime list. See Attachment E. If the Company adds additional resources equally in each zone due to weather related events, the Company retains the right to move resources across zones based on operational needs regardless if the Response Specialists are on straight time or overtime.

Reporting location(s):
Closest district to home within the zone or a mutually agreed upon location. However, the Company reserves the right to change the mutually agreed upon reporting location. Such change shall either be to another mutually agreed upon location or the closest district to home within the zone. See Attachment C*.

Coverage area:
The area that is covered by The Connecticut Light And Power Company.

Supervisory Direction:
Response Specialists will be directed through the Systems Operation Center (“SOC”) and RSO Management. The RSO organization will consist of a Director, Managers, and RSO/Field Supervision. The Field Supervisor will provide the day-to-day direction for the Response Specialists. When necessary, the local AWC Supervisor- Electric Field Operations will also provide direction, in coordination with RSO management.

Mutual Aid:
Response Specialists will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

Storm Assignments:
Local AWC personnel, System Projects and Transmission Line will be asked and required prior to Response Specialist being offered to perform Storm assignments on Company property outside of the Connecticut Light and Power service territory.

Training:
The Company will schedule all required ongoing training and updates. Ongoing training and updates will be furnished to the Business Manager on a semi-annual basis. See Attachment F.

Response Specialist Initial Staffing:
Step One
Response Specialist positions will be offered to and filled by the respective districts. The selection of employees will be in accordance with departmental seniority.*

Step Two
Remainder of the vacancies will be filled in accordance with the contractual provisions.

*Length of service in the Department since date of last employment by the Company shall constitute Department seniority.

Response Specialist Staffing

- **Internal Candidates** – Hiring process in accordance with contractual provisions.

- **External Candidates** – Potential candidates to be given a physical skills assessment. Successful candidates to be offered a position within the Response Specialist organization. Candidates who accept a position will receive training/orientation prior to beginning their new role. External hires will start at the minimum RSO rate and be held at that rate through their probationary period in accordance with the contract.

Retention

Initial incumbent qualified employees who elect to accept a position within the Response Specialist classification will be retained for a period of two (2) years from date of transfer and will not be entitled to apply for posted job openings during this period. Exceptions to this two year restriction would be promotions attained through the employee's normal sequence of progression.

The initial incumbent employees, who wish to return to their respective districts and classifications, must notify RSO management in writing, at least thirty days prior to their intention to leave the Response Specialist organization. However, an adequate complement of Response Specialists must be maintained to operate the Response Specialist organization. Therefore, an incumbent employee will not be released if the complement would be below a certain threshold, set forth in Attachment D. The Response Specialist reclassified to their previous classification will not be required to accept upgrade to the Response Specialist for a period of two (2) years.

All others, subsequent to the initial posting, once qualified as a Response Specialist, will remain in the position for a minimum of three (3) years and will not be entitled to apply for posted job openings **outside of the RSO** during this period.

The junior qualified employee(s) by Teal Book seniority in the affected Local 420 or Local 457 territory will be required to accept any unfilled vacancies in the Response Specialist classification. Incumbent employees forced into the Response Specialist position will be retained for a minimum of eighteen (18) months. An employee who is forced into the Response Specialist classification for a minimum of eighteen (18) months will not be required to accept upgrade to the Response Specialist classification for a period of one (1) year starting from the date of being released from the organization. Exceptions to this eighteen (18) month retention period restriction would be promotions attained through the employee's normal sequence of progression.

Seniority:

For the purposes of Article V, Section 2 (a) only, Response Specialist and Line Mechanic will be considered as the same classification.

In addition, during the initial two (2) year startup period, Response Specialists formerly classified as a Lead or Chief Line Mechanic will be treated as a Lead or Chief Line Mechanic respectively for the purposes of Article V, Section 2 (a) only.

All initial incumbent employees who chose to remain in the RSO following the two (2) year startup period will have their classification seniority date adjusted to the implementation date for Zone 1.

The Response Specialist position requires a minimum qualification of Line Mechanic **for at least one (1) year prior to the date of transfer or forcing.**

Implementation:
Post and fill initial Response Specialist positions upon June 1, 2016 contract ratification.

Upgrading:
When the Company assigns three (3) or more people to a crew, the Company will designate an employee to direct the workforce and be responsible for the crew for all hours so assigned on that day provided the assignment is for one (1) or more hours. The designated employee in charge will be paid one dollar and seventy-five cents per hour ($1.75) in addition to the employee's basic straight time hourly rate for all hours so assigned. Upgrading will normally be on a classification seniority basis.

Meals:
Any earned meals will be paid at the contractually higher rate ($20.00**).** Meal time not taken shall not count as hours worked for the purposes of determining sixteen hours of work or rest time in accordance with Article VI, Sections 6 and 7.

Rest Time:
Except in case of emergency or the case of unforeseen absence of other employees, employees shall not be required to work more than sixteen hours in any one twenty-four hour period.

The rest time window set forth in Article VI, Section 6 does not apply to Response Specialist employees. A Response Specialist must work beyond 16 hours in any 24 hour period, not including meal time not taken, in order to be allowed 8 hours off, once released, before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby.

Planned Overtime:
Planned overtime shall be defined as overtime work for which at least forty-eight hours advance notice has been given and will be assigned among employees as equally as possible. Effective June 1, 2020, the planned overtime notice will be reduced from forty-eight hours to thirty-six hours. Effective June 1, 2021, the planned overtime notice will be reduced from thirty-six hours to twenty-four hours.

If a Response Specialist accepts a planned overtime shift, the Response Specialist cannot accept a call out prior to the planned overtime shift that would preclude him or her from filling the initial planned overtime shift.

A Response Specialist cannot accept a planned overtime shift prior to his or her regular shift if taking such planned overtime will make the employee unavailable to work all of his or her regular shift.

Attachment A

Eversource Response Specialist Duties

The responsibilities will include, but not be limited to, clearing faulty and unsafe conditions, including maintaining or restoring electrical service, by temporary or permanent means to include replacing or bracing/lashing poles, securing pole tops, floating conductors, extending secondary, or as described in the below listed duties.

The below illustrative duties will be performed as a single-person crew or as a multi-person crew as dictated by the task and applicable work methods.

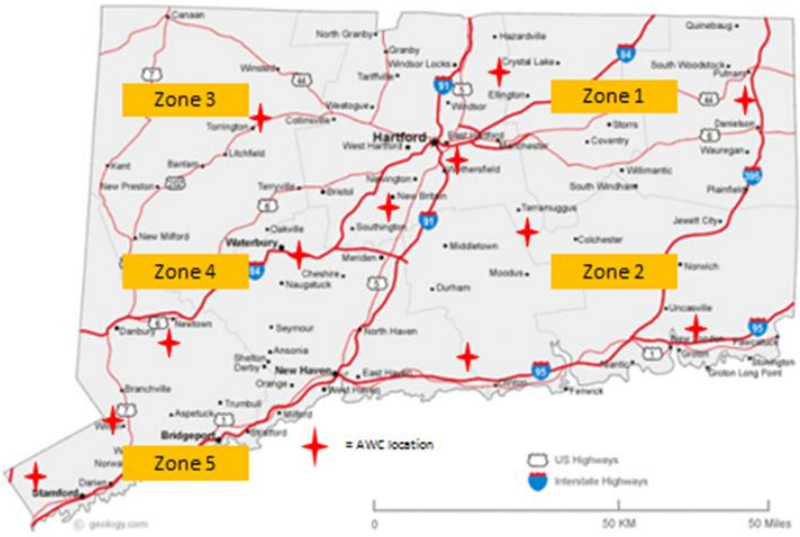
1. Clearing faulty and unsafe conditions including maintaining or restoring electrical service by temporary or permanent means;
2. Operate primary* and secondary fault locating equipment on URD systems in order to isolate the faulted equipment and restore the customers**.** This includes all URD/DB single phase systems and three phase radials;
3. Operate switching and control devices on both the overhead and underground systems (pad mounted equipment). See Attachment B for further information;
4. Connect, disconnect, and operate portable transformers and temporary primary jumpers under emergency or urgent conditions;
5. Replace failed transformers with assistance of other qualified employee(s);
6. Replace damaged or faulty equipment during the initial response;
7. Perform street light repair work including replacing defective bulbs, photocells, and heads along with new installations (up to a 250 watt head and under a 12' bracket);
8. Install and remove minimal cover up as needed. This may include primary conductors;
9. Perform secondary overhead and URD service connections associated with connecting customers;
10. Perform overhead distribution system line patrols;
11. Perform URD and overhead equipment inspections;
12. Make current and voltage measurements, as required;
13. Determine and record causes of failures and communicate the findings to the SOC;
14. Communicate the status of outages to the SOC – on-site, restoration projections, ETRs, etc.;
15. Investigate customer concerns, communicate with customer when needed to provide information;
16. Investigate and correct complaints of interference to telephone, radio, or television reception;
17. Document and submit required records and reports associated with trouble, line patrols, equipment inspections, and other related work;
18. Utilize mobile data terminals as instructed;
19. Operate GOABs that Line Mechanics operate (excluding GOABs with keyed interlock systems), reclosers and cutouts when needed, as well as other equipment that Line Mechanics currently operate;
20. External substation inspections.

Attachment B

There are two types of pad mounted switchgear in CT. The first is air insulated PMH Gear (Type 3, 5, 8, 9, 11, 12, and 13). The second is SF6 insulated (Vista, Trayer). In addition, there are wall mounted (Elastimold) located in customer vaults (primarily in Stamford and Hartford) that are tied into the UG system. Response Specialists would not normally respond to these outages. However, the Company may train them if they were to be utilized to restore customers while UG personnel are responding to an event.

There are many more types of gear in the industry. Therefore, this is for discussion purposes only and not meant to be all-inclusive.

Attachment C



Attachment D

6 Week Rotation

Schedule	12's/24 hours built in						
	S	M	T	W	T	F	S
Week 1	D	D	D		*		
Week 2	*				N	N	N
Week 3	N			*/^	D/A	D/A	D/A
Week 4	D/A		*	D	D	D	
Week 5	*	N	N	N			
Week 6	*/^	D/A	D/A	D/A			D
Total RS's per day	63	63	63	63	63	63	63
Total RS's 0600-1800 (D)	21	21	21	21	21	21	21
Total Rs's 0800-2000 or 0600-1800 (D/A)	21	21	21	21	21	21	21
Total Rs's 1800-0600 (N)	21	21	21	21	21	21	21

***Denotes Double Time Days**

^ Denotes Planned Overtime Preclusions: Any 0800-2000 shift on Thursday of Week 3 and Monday of Week 6 cannot take the prior 1800-0600 planned overtime shift.

Attachment E



Zone 1	Zone 2	Zone 3	Zone 4	Zone 5
Zone 2	Zone 1	Zone 4	Zone 5	Zone 4
Zone 4	Zone 4	Zone 1	Zone 3	Zone 3
Zone 3	Zone 5	Zone 5	Zone 2	Zone 2
Zone 5	Zone 3	Zone 2	Zone 1	Zone 1

- Matrix establishes the protocol to be followed when requesting backfilling for Response Specialist coverage.

Attachment F

Response Specialist Initial/Annual Training Subjects

- Work site protection
- Auto transformer installation and removal
- Customer interaction
- ETR estimates/importance
- Stray voltage initial response
- Computer/tablet training
- Transformer connections, standard and unusual
- Ferroresonance
- Capacitor operations
- Regulator operations
- Direct buried & grounding
- DB trailer set up
- Von DB Primary fault finding
- Safe excavation practices
- Spitfire and Pin Pointer secondary fault finding
- PMH Switch gear and S&C fuse handling
- Recloser and loop scheme operations

- Environmental training
    - Oil spill containment, transport and reporting
    - Endangered species nest removal
- Outage prevention – best practices (upgrading the event to prevent future outages)
- Standard SERT subjects will continue to be scheduled through the training department

*This list of subjects may not be all inclusive and could expand as business needs demand.

Memorandum of Understanding
between
Eversource Energy Connecticut
and
IBEW Locals 420 and 457
Reliability Shift Electrician

The purpose of this document is to outline the scope and parameters of the Reliability Shift Electrician position in Connecticut as agreed to between Eversource Energy (the "Company") and IBEW Local 420 and 457 (the "Union"), collectively referred to herein as the "Parties." In accordance with collective bargaining agreements between the Parties dated June 1, **2022** (the "CBAs"), both Parties agree as follows.

Job Duties and Description:

Attachment "A"

Schedule:

The Company reserves the right to set the schedule. The hours of coverage will be 24 hours daily and 7 days per week. The Company is committed to have the attached schedule (Attachment **C**) for the RSE Organization for the term of the Contract. However, the Company and Union recognize that for this schedule to work properly, RSE employees must make a good faith effort to be available to work when needs dictate. The Company shall monitor the response for both planned overtime and call outs. If the Company determines that employees are engaging in overtime abuse, the Company may change the schedule accordingly. Prior to implementing the schedule change, the Company and Union shall meet and discuss the abuse concerns and make reasonable efforts to address these issues.

Holidays:

There will continue to be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, they will receive eight (8) hours of holiday pay at basic straight time rate and the hours worked will be paid at the applicable rates. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, for shifts greater than eight hours, the employee shall use vacation time, or no pay code for the remaining hours of the shift.

Number of positions for staffing of the Reliability Shift Electrician organization:

Staffing levels will be determined by the Company. Forcing will be limited to maintain **a** staff of 36 positions for the term of the contract.

Backfilling shift vacancies within the Reliability Shift Electrician organization:

The Company will determine the need to backfill open shifts and positions based on operational requirements and will be done from within the respective division. Incremental backfills; will be attempted to be filled from within the division; if unsuccessful, the Company will then utilize the entire Reliability Shift Electrician roster as appropriate. Scheduled backfills; will be posted and attempted to be filled in the respective division. All vacancies will be filled in accordance with the overtime list. The Company reserves the right to fill any portion of a shift. The Company retains the right to move resources across divisions based on operational needs regardless if the RSE are on straight time or overtime.

Reporting location(s):

Reliability Shift Electricians will report to a show up site, **which will be the closest district or substation to home within the zone as determined by the Company or a mutually agreed upon location. The Company reserves the right to change the mutually agreed upon reporting location.** The Company will determine the number of employees required to report within each zone.

Coverage area:

The area that is covered by The Connecticut Light and Power Company **dba Eversource Energy**.

Supervisory Direction:

Reliability Shift Electricians will be directed through Substation Operations Supervision and the Systems Operation Center (“SOC”). The Supervisor will provide the day-to-day direction for the Reliability Shift Electrician. On a limited basis, the local AWC Supervisor- Electric Field Operations will also provide direction, in coordination with Substation Operations management.

Mutual Aid:

Reliability Shift Electricians will not be eligible to perform mutual aid assignments off Company property. Company property is defined as any and all property owned by Eversource.

Storm Assignments:

Local AWC personnel, General Operating and Central Maintenance will be asked and required prior to Reliability Shift Electricians being offered to perform storm assignments on Company property outside of the Connecticut Light and Power service territory.

Training:

The Reliability Shift Electrician position requires a minimum qualification of Electrician. The Company will schedule all required ongoing training and updates. Ongoing training and updates will be furnished to the Business Manager when requested.

On Call:

On-Call will be paid in accordance to Article VI, Section 9 of the Teal book.

Reliability Shift Electrician Staffing:

Internal Candidates – Hiring process in accordance with contractual provisions. Reliability Shift Electrician positions will be posted by zone and filled by Teal Book seniority with Electricians qualified to be RSE. If one or more vacancies are not filled through the posting process, the junior qualified Electrician(s) by Teal Book seniority within the affected division will be required to accept any remaining vacancies not exceeding the initial 36 positions. The Reliability Shift Electrician(s) reclassified to their previous classification will not be required to accept upgrade to the Reliability Shift Electrician for a grace period of one (1) year.

External Candidates – External candidates are defined as applicants external to the Company or not in the Substation Operations Electricians organization. Successful candidates will be offered a position within the Reliability Shift Electrician organization. Candidates who accept a position will receive training/orientation prior to beginning their new role. External hires will **not** be **considered Company qualified during the probationary period and will be paid the "C" rate as defined in Appendix A** through their probationary period in accordance with the contract. **At the completion of the probationary period,** candidates will receive the **minimum RSE** rate **of pay for up to twelve months until they** have demonstrated competence. The RSE rate will be applicable once the employee is fully performing the responsibilities of a Reliability Shift Electrician.

Retention:

During the initial posting, following the ratification of the June 2019 contract, incumbent qualified employees who elect to accept a position within the Reliability Shift Electrician organization will be retained for a period of two (2) years from date of transfer and will not be entitled to apply for posted job openings or change divisions during the retention period. The two (2) year retention will begin once initial training period is completed and the employee enters the shift rotation. The RSE rate will be applicable once the employee enters the shift rotation.

All others, subsequent to the initial posting, once qualified as a Reliability Shift Electrician, will remain in the position for a minimum of two (2) years and will not be entitled to apply for posted job openings or change divisions during this retention period.

Incumbent qualified employees forced into the Reliability Shift Electrician position will be retained for a minimum of 18 months. If there are more than 36 fully qualified RSE in the shift rotation, the forced employee will have the option to be released; however, the forced employee relinquishes the one year grace period and is eligible to be forced back into the RSE for the full 18 month retention period. The 18 month retention will begin once initial training period is completed and the employee enters the shift rotation. The RSE rate will be applicable on the

date of transfer into the RSE organization. Promotions attained through the employee's normal sequence of progression in their home district will be granted; however, the employee must fulfill the 18 month retention. If an employee elects to remain in the organization after 18 month retention period the employee forfeits their rights to promotion in their respective district. **On or before** 1 year as a full RSE, an Electrician who wishes to return to their respective district and classification must notify the Substation Operations Manager with a binding letter of their intention to leave the RSE organization. The Company will release the employee after **completion of their 18 month retention period and receipt of** the letter of intent as long as 16 qualified RSE are in the division. An adequate complement of Reliability Shift Electricians must be maintained to operate the RSE organization. Therefore, an incumbent employee will not be released until a fully qualified replacement is placed on the RSE schedule. No more than two RSE will be allowed to leave at one time per division at the end of the retention period. Forced employees are allowed to post for positions outside Substation Operations. Forced employee(s) will be allowed to post for Substation Operations positions after their letter of intent to leave is accepted; however, they will complete the 18-month retention and the Company will hold positions they are offered and have accepted.

Seniority:

For the purposes of Article V, Section 2 (a) only, Reliability Shift Electrician and Electrician will be considered as the same classification. In addition, Reliability Shift Electrician formerly classified as a Lead or Chief Electrician will be treated as a Lead or Chief Electrician respectively for the purposes of Article V, Section 2 (a) only.

Meals:

Any earned meals will be paid at the contractually higher rate ($20.00). Meal time not taken shall not count as hours worked for the purposes of determining sixteen hours of work or rest time in accordance with Article VI, Sections 6 and 7.

Rest Time:

Except in case of emergency or the case of unforeseen absence of other employees, RSE employees shall not be required to work more than sixteen hours in any one twenty-four hour period.

The rest time window set forth in Article VI, Section 6 does not apply to Reliability Shift Electrician employees. A Reliability Shift Electrician must work more than 16 hours in a 24 hour period, not including meal time not taken, in order to be allowed 8 hours off, once released, before returning to work. If this period extends into the employee's regular scheduled working hours, the employee shall lose no pay thereby.

Planned Overtime:

Planned overtime shall be defined as overtime work for which at least twenty-four hours advance notice has been given and will be assigned among employees as equally as possible.

If a Reliability Shift Electrician accepts a planned overtime assignment, the Reliability Shift Electrician cannot accept a call out prior to the planned overtime shift that would preclude him or her from filling the initial planned overtime assignment.

A Reliability Shift Electrician cannot accept a planned overtime assignment prior to his or her regular shift if taking such planned overtime will make the employee unavailable to work all of his or her regular shift.

Attachment A

Eversource Reliability Shift Electrician Duties

Under general supervision, inspects, maintains repairs and operates substations, and does such similar work in the electric system, performing such duties as:

Performing the duties included in the Time Merit Progression Program for Electrician

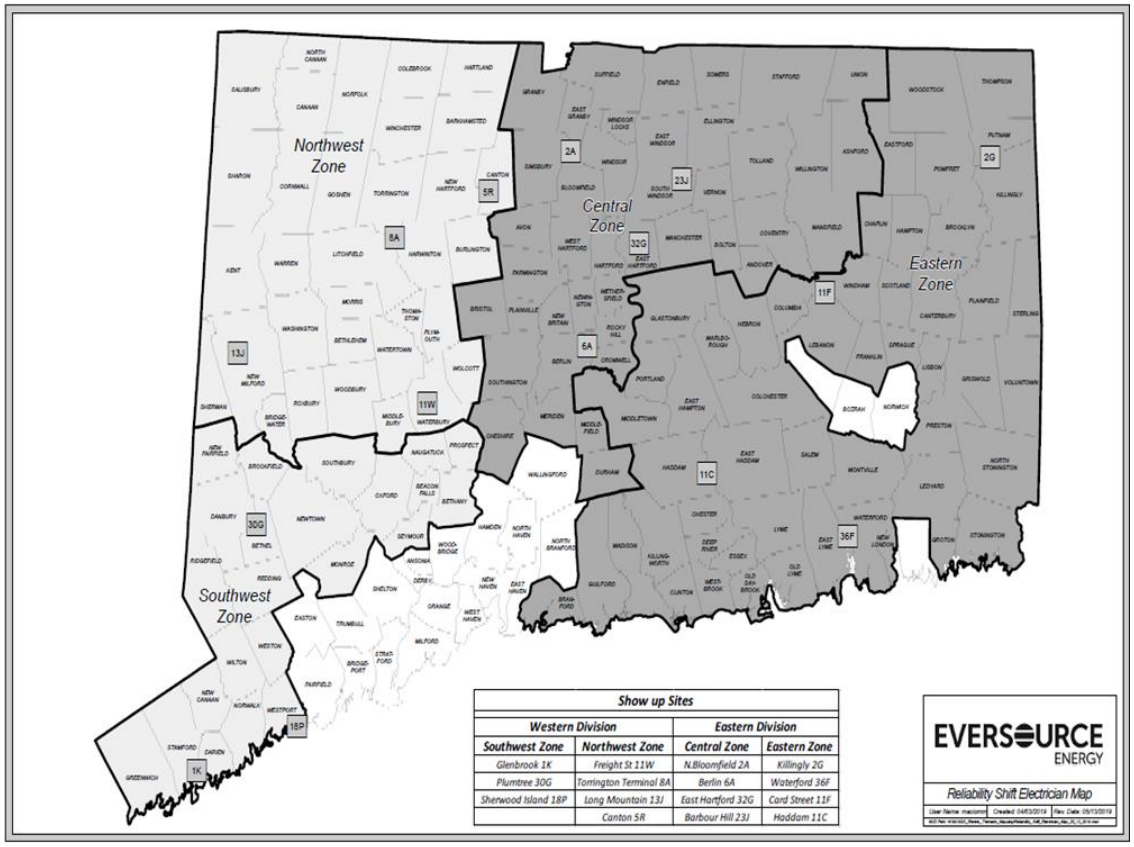
Essential Functions:

- Repairing and maintaining circuit breakers, switchgear, transformers, and similar equipment, including the replacing of sub-assemblies;
- Installing circuit breakers, switchgear, transformers, and similar equipment as directed;
- Making all electrical tests using standard test equipment, including but not limited to carrier and transfer tripping equipment testing and battery testing;
- Performing switching operation involving any voltage;
- Is thoroughly familiar with switching and tagging procedures, switchboard facilities, and related apparatus in area of normal assignment;
- Operating substations and network equipment;
- Checking, inspecting, and testing underground system and maintaining equipment;
- Reading and interpreting wiring diagrams, blue prints, etc.;
- Making repairs to tools and work equipment;
- Recognizing, correcting if possible, and reporting abnormal conditions that develop during the progress of the work;
- Obtaining miscellaneous items from suppliers;
- Repairs or replaces insulators, conductors, transformers, fuses, disconnects and lighting arresters, etc., associated with normal duties;
- Makes standard types of transformer connection;
- Assembles, disassembles, and maintains major rotating equipment such as motors, generators, etc., as required by normal assignment;
- Works on live electrical conductors using proper tools and protective equipment;
- Installs and repairs switchboard wiring and controls, major devices and equipment, complicated wiring, relaying and control circuits, using plans and drawings as required by normal assignment;
- Tests insulators on substation structures Electrical Insulation Systems, Electrical Equipment Operating Parameters, and Distribution System Protective Relays and Devices as required by normal assignment;

- Assembles, disassembles, and rebuilds power circuit breakers, voltage regulators, power transformers, distribution transformers, etc., as required within normal assignment;
- Tests with meggers, Ohmmeters, voltmeters, ammeters, metester and similar instruments and interprets results;
- Testing Contact Resistance for breakers and connections using a DLRO (Ductor);
- Makes electrical connections on copper or aluminum cable and bus, or between dissimilar materials;
- Installs all types of electrical bus work as required by normal assignment;
- Performs routine inspection, maintenance and adjustments on electrical equipment following manufacturer's instructions and/or Company procedures;
- Secondary and primary cable testing;
- Recloser programming and network testing;
- Makes simple electrical calculations and measurements;
- Bend and installs conduit;
- Performs simple rigging;
- Has a working knowledge of insulating oils and SF6 gas applications and uses, including storage, clean-up, filtering and testing;
- Cleans and paints structures, equipment, and devices;
- Operates motor vehicles safely in the performance of required duties;
- Operating a motor vehicle and associated equipment;
- Performs work in clean and neat manner and exercises care to prevent damage to Company or customer's property;
- Provide substation escort for non-qualified individuals;
- Keeping the substation buildings and grounds in good order, including minor repairs and snow removal;
- Works either indoors or outdoors as required, and is subject to overtime work;
- May have storm restoration and emergency assignments.

Attachment B

West Division	East Division
Torrington	Danielson
Falls Village	Tolland
Newtown	Hartford
Norwalk	East Hampton
Stamford	Central Maintenance
	New London
	Madison
	Cheshire



Attachment C

Week	Team	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Hours
1	2	OFF*	1900 to	700 1900 to	700 1900 to	700	OFF	OFF	36
2	2	0900 - 2100	0900 - 2100	0900 - 2100	0900 - 2100	OFF	OFF *	OFF	48
3	2	OFF*	OFF	OFF	OFF	1900 to	700 1900 to	700 1900 to	29
4	2	700 1900 to	700	OFF	OFF *	OFF	0500 - 1500	0500 - 1500	39
5	2	0500 - 1500	OFF	OFF *	OFF	0500 - 1500	0500 - 1500	0500 - 1500	40
6	2	OFF*	0900 - 2100	0900 - 2100	0900 - 2100	0900 - 2100	OFF	OFF	48
7	2	OFF*	1900 to	700 1900 to	700 1900 to	700	OFF	OFF	36
8	2	0500 - 1500	0500 - 1500	0500 - 1500	0500 - 1500	OFF	OFF *	OFF	40
9	2	OFF*	OFF	OFF	OFF	1900 to	700 1900 to	700 1900 to	29
10	2	700 1900 to	700	OFF	OFF *	OFF	0900 - 2100	0900 - 2100	43
11	2	0900 - 2100	OFF	OFF *	OFF	0900 - 2100	0900 - 2100	0900 - 2100	48
			* Double time day						

May 12, 2026

The Connecticut Light & Power Company
DBA Eversource Energy
Final Summary
for a
New June 1, 2026 – Teal Book Agreement
with
Locals 420 & 457 - IBEW

New and changed provisions to be included in the 2026 Company and Union Agreement:

All Union proposals not addressed in this summary are rejected. All Company proposals not addressed in this summary are withdrawn.

Note: With reference to the June 1, 2026 Agreement, and where pertinent to clarify, new language is indicated by **bolded** text; deleted language is indicated by ~~strikeout~~ text.

Article V – Seniority
Section 1. Promotion
Revise to read as follows:

1.(d) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager of each Local Union. Each bulletin board posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not the employee's application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(d) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Teal Book Seniority. If

reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

Anyone who is newly hired or transferred into the Meter Service Mechanic – Electric classifications effective June 1, 2026 will remain in the position for a minimum of one (1) year from the date of hire or transfer and shall not be eligible to apply for posted job openings during this time period; however there is no restriction in transferring within the Meter Services Job Family.

Article VI – Hours of Work, Rates of Pay and Overtime
Section 10. Excused From On Call
Revise to read as follows:

Such employees shall upon request be excused only from the established annual rotational scheduled "on-call"/Shift assignment for a period of not less than twelve months provided the employee ~~has reached 45 years of age,~~ has greater departmental seniority than other employees who make the same request, and the granting and/or continued compliance with the request does not subject the remaining employees on the employee's particular "on-call" schedule to a normal "on-call" schedule assignment frequency greater than one out of four. Nothing contained in this Article shall restrict the Company's right to assign any employee (whether or not excused from participating in the annual on-call schedule) to be on call for unscheduled emergency situations, such as the forecast of a storm. Any employee so excused will be excluded from the provisions of Article VI, Section 5. However, the Company will attempt to equalize scheduled overtime to the extent possible without keeping dual overtime records.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purposes of planned overtime, the administrative 2000 hours figure will be disregarded.

The Company will utilize the following process to assign personnel to unscheduled on-call:

(i) The Company will ask for volunteers, including employees who have requested to be excused from on-call assignment of this Article by overtime standing in accordance with Article VI section 5.

(ii) If there is an insufficient number of volunteers to meet on call staffing needs the company will first assign employees who have not requested to

be excused for on call assignment of this Article, by overtime standing in accordance with Article VI section 5.

(iii) If steps 1 and 2 above do not provide a sufficient number of volunteers or assigned personnel to meet on call staffing needs the company will assign employees who have requested to be excused from on call assignment of this Article by Classification Seniority.

(iv) The Company may, upon the conditions of the work, assign personnel who are available at the facility including employees who have requested to be excused from on call assignment of this Article to stand call until steps 1-3 can be satisfied. The Company will attempt to find replacements for the excused employees who have been assigned. If a sufficient number of volunteers and assigned personnel are available to meet on-call staffing needs, the employees who have requested to be excused from on call assignment may be excused by Classification Seniority.

Article VII – Vacations, Holidays and Leaves of Absences
Section 1. Vacation Allowance
Revise to read as follows:

a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

- For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.
- For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.
- For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.
- For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

All vacations must be completed within the calendar year and are not cumulative. **However, employees shall be allowed to carry over up to forty (40) hours of vacation. Such vacation time must be used in the year it is carried over.** The Company must afford opportunity for the employee to take the employee's vacation within the calendar year. The period of continuous service, for vacation purposes only, is not interrupted by leave of absence or temporary layoff.

(b) An employee's vacation begins at the end of his/her last scheduled work day.

(c) The vacation allowance per week will be based on the number of hours in the scheduled workweek generally in effect throughout the Division at the time the employee takes the employee's vacation, with overtime rates applying to hours in excess of forty hours per week. For the term of this Agreement, the minimum vacation allowance per week will be forty hours' straight time pay unless some public authority orders a shorter workweek.

Article VII – Vacations, Holidays and Leaves of Absences
Section 3. Choice of Vacation
Revise to read as follows:

Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Teal Book

Seniority on a local, plant or departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a) 1. above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods, and (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each district, department and plant will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. **Revised lists shall be provided to union personnel upon request.** In order that the Company will be able to prepare and post vacation schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make the employee's selection within a reasonable period of time, the employee will forfeit the employee's turn until all other employees involved have made their selections. Should any employee fail to make the employee's selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period has been granted, it will not be interfered with except in emergencies.

Article VII – Vacations, Holidays and Leaves of Absences
Section 8. Holiday Pay
Revise to read as follows:

Pay for the holidays listed in this Article will be as follows:

(a) If the holiday is observed on a day when the employee would ordinarily work and if the employee's services are not required, the employee will receive eight hours' pay and the day off.

(b) If the holiday is observed on an employee's day off or during the employee's vacation, the employee shall receive an additional day off sometime during the calendar year on a day mutually agreeable to the Company and the employee.

(c) If an employee is required to work on a holiday, the employee will receive the eight hours' pay or day off provided under (a) or (b) plus time and one-half for all hours worked within the employee's usual eight working hours and-double time for all other hours actually worked or the minimum provided under Article VI, whichever is greater.

(d) The pay provided in this Section 8 shall be in lieu of all other pay for work on holidays. Hours worked on a holiday which are outside of an employee's usual eight working hours shall be counted as hours worked for purpose of equalizing overtime.

(e) When an employee is placed on call during a holiday and is not called in to work, the employee will receive eight hours' pay or an additional day off sometime during the calendar year on a day mutually agreeable to the Company and the employee.

Article VIII – Safety Provisions
Section 14. Safety Shoes
Revise to read as follows:

Effective January 1, 2023, the Company will provide up to ~~$300~~ **$350** annual allowance to Operating Department employees towards the purchase of one or more pair(s) of safety footwear that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in ASTM F2413-05 (M 1175/C75/Mt75) EH Rated Safety (steel toe or composite) footwear. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to ~~$300~~ **$350** per year. Ordering safety shoes through the Company stock rooms has been discontinued.

Article VIII – Safety Provisions
Section 23. Fire Retardant Clothing ~~(Effective January 1, 2023)~~
Revise to read as follows:

Effective January 1, 2027, increase ~~Increase~~ F.R. allowance to ~~$1,450.00~~ **$1,650.00** for a new hire in the first year and ~~$800.00~~ **$1,000.00** per year thereafter and for all other incumbents.

Effective January 1, 2028, increase F.R. allowance to $1,850.00 for a new hire in the first year and $1,200.00 per year thereafter and for all other incumbents.

Article XII – Expense Allowance
Section 2. Expense Plans Outside Base Area
Revise to read as follows:

Except when Section 1. or Section 3. of this Article is applicable, an employee required to make the employee's own arrangements to report at a job location including all training assignments outside the employee's base area (except satellite/line shops or

when the job location distance one way is ten (10) miles or less) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; ~~$31.15~~ **$34.27** per day.
Plan B - If the distance one way is over twenty-five miles but not over forty miles; ~~$55.20~~ **$60.72** per day.
Plan C - If the distance one way is over forty miles but not over sixty miles; ~~$63.13~~ **$69.44** per day.
Plan D - If the distance one way is over sixty miles but not over ninety miles; ~~$71.30~~ **$78.43** per day. When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate per mile for each mile beyond ninety miles.

2.(a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less, ~~$26.77~~ **$29.45** per day.
Plan F - If the distance one way is over thirty miles; ~~$36.75~~ **$40.43** per day.

* * *

~~2.(f) Employees shall not be eligible to receive any of the above expense plans during the time that they are in the 18-month Field Training program.~~

Article XII – Expense Allowance
Section 9. Tool Allowance
Revise to read as follows:

The Company will provide an annual tool upgrade allowance of up to ~~$800.00~~ **$950.00** per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

* * *

Article XV – Duration
Revise to read as follows:

This Agreement constitutes the entire Agreement of the parties except such amendments or supplementary Agreements as are reduced to writing and signed by the parties hereto.

This Agreement supersedes all previous agreements and shall continue in force from the first day of June 1, ~~2022~~ **2026** until June 1, ~~2026~~ **2030** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to June 1, ~~2026~~ **2030** or June 1st of any year thereafter.

If either party desires to amend this Agreement on June 1, ~~2026~~ **2030** anniversary date or on June 1st of any year thereafter, a list of all proposed changes shall be submitted to the other party in writing prior to March 1st of the year involved. The party receiving the proposed changes shall have until March 10th to submit additional proposed changes to the other party. The Company and the Union agree to meet promptly thereafter in the period between the 90th and 61st day prior to the anniversary date of the Agreement to discuss the proposed changes and endeavor to reach an understanding on them. If all proposed changes are not thus disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or (2) either party prior to May 1st of that year may serve notice of cancellation of the Agreement if such action is deemed desirable. If all proposed changes are disposed of in a mutually satisfactory manner, the amendments mutually agreed upon shall take effect on the following June 1st, unless the parties agree upon a different effective date.

* * *

TOPIC: Vacations

(A) With reference to discussion of Article VII –Vacations, it is the Company's intention to continue to administer vacation policies in accordance with Employee Relations Instruction No. 9314 and 9904 as set forth in The Connecticut Light and Power Company Manual of Procedures. Should the Company contemplate any change in these instructions affecting bargaining-unit employees, the matter will be discussed with the union in advance of the change.

(B) Illness or Injury Immediately Preceding or During Scheduled Vacation.

(C) In the event that an employee becomes incapacitated immediately preceding or during the employee's scheduled vacation, due to illness or injury, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.

(D) In determining whether the employee's vacation should be rescheduled due to illness or injury, occurring immediately preceding or during the employee's scheduled vacation, the Company may request from the employee verification from the attending physician.

(E) In the event vacation to be rescheduled under paragraph 3.(D) cannot be rescheduled during the current calendar year, it will be rescheduled (up to eighty hours), in accordance with Article VII, Section 3, within the following calendar year. **The eighty (80) hours of vacation includes the forty (40) hours of vacation carried over in accordance with Article VII, Section 1.**

(F) When a former employee of the Company is re-employed and completes five years of continuous service, such prior service will be included in the employee's total length of service for the purpose of determining the amount of vacation eligibility, provided such prior service had been for a period of six months or more and other than on a temporary basis.

(G) Granting of credit for prior service for vacation eligibility will not change an employee's company or classification seniority date.

~~**TOPIC: FIELD TRAINING**~~

~~Effective June 1, 2022, new hires and transfers into Field Training will receive the Step 4 Line Helper rate of pay at the time of transfer or hire into the Line Helper position.~~

~~Employees currently in Field Training as of the date of ratification of the June 1, 2022 contract will receive the Step 4 Line Helper pay effective June 1, 2022.~~

~~Employees may remain at the step they started the Line Helper position at for up to two years.~~

~~The starting rates above only apply to Line Helper positions in the Field Training program.~~

~~Employees shall not be eligible to receive any of the expense plans in Article XII, Section 2 during the time that they are in the 18-month Field Training program.~~

TOPIC: Mobile Transformer Installation (NEW)

When an Electrician is assigned to a job that requires him or her to lead multiple classifications for the installation of a Mobile Transformer, he or she will be

upgraded and will be paid $2.50 per hour in addition to his or her basic straight-time hourly rate and any other applicable upgrades for all hours so assigned.

Primary Duties include:

- **Being the Clearance Holder**
- **Switching, grounding and phasing with proper switching authority**
- **Coordinating and directing multiple classifications**
- **Assisting Field Engineering (Test)**
- **Identifying and securing materials for Mobile Installation**

TOPIC: Pad Mounted Switchgear (NEW)

When an Electrician is assigned to a job that requires him or her to lead multiple classifications for the installation of new pad mounted switchgear, he or she will be upgraded and will be paid $2.50 per hour in addition to his or her basic straight-time hourly rate and any other applicable upgrades for all hours so assigned.

Primary Duties include:

- **Switching, grounding and phasing with proper switching authority**
- **Coordinating and directing multiple classifications, departments and/or customers**
- **Assisting Field Engineering (Test)**
- **Identifying and securing materials**
- **Serving as the point person for the initial set up, wiring, testing and commissioning of equipment**
- **Reviewing and verifying switching orders**

TOPIC: G.O. Clearances for End-to-End Work (NEW)

When a G.O. Electrician is assigned to a job where G.O. Electrician crews are working that requires him or her to take clearances for end-to-end work (e.g. relay jobs at multiple substations) he or she will be upgraded and will be paid $2.50 in addition to his or her basic straight-time hourly rate and any other applicable upgrades for all hours so assigned.

TOPIC: Rates of Pay During Training for Garage Employees (NEW)

If a Garage employee who normally works the night shift and is temporarily

(defined as one week or less) assigned to day shift for training purposes or otherwise as required by the Company, the employee shall receive shift differential set forth in Article VI, Section 18(c) for all hours worked within the day shift.

TOPIC: Clothing for Garage Employees (NEW)

Parts Handler – Garage employees shall receive the Company Supplied Uniform Service (Cintas).

Garage Mechanics/Automotive Equipment Mechanics shall receive the Company Supplied Uniform Service (Cintas) and the FR Clothing allowance as listed below:

- **$750 for a first time/new participant in the first year and $500 per year thereafter for all other incumbents**

PROVISIONS PERTAINING EXCLUSIVELY TO ENGINEERING DESIGNERS AND DISTRIBUTION DESIGN ENGINEERS

Upgrading (NEW)

Field Engineering Designer I will be upgraded to the Field Engineering Designer II Step 1 rate of pay for those hours specifically assigned by his/her supervisor to perform the following tasks:

- **Performs work on the network system**
- **Primary metering**
- **Occasionally acts on behalf of Engineering Supervisor/Lead in his/her absence as needed for no more than a two-week period**
- **Acts as coordinator in project assignments in which multiple designers are needed**
- **Participates in Multifunctional and Process Improvement teams, i.e. Maximo, Distribution Design Tools, etc.**
- **Prepares full and supplemental project PAF (Project Authorization Form) documentation excluding documentation for statewide project initiatives (e.g. tripsavers, circuit patrol fixes, etc.)**
- **Presents to Management in collaboration with Distribution Design Engineer/Senior Distribution Design Engineer on technical and cost aspects of Full Funding for projects to Management at Capital Project Approval meetings**
- **Serve as mentor and trainer for the team**

The above assignments will be offered on a senior to junior departmental seniority basis with exception of:

- **Prepares full and supplemental project PAF (Project Authorization Form) documentation excluding documentation for statewide project initiatives (e.g. tripsavers, circuit patrol fixes, etc.)**
- **Presents to Management in collaboration with Distribution Design Engineer/Senior Distribution Design Engineer on technical and cost aspects of Full Funding for projects to Management at Capital Project Approval meetings**

in which case the Field Engineering Designer employee assigned to a project would be eligible for the upgrade due to project work continuation and efficiency.

Benefits Proposal
Refer to attached Summary of Benefit Changes

Miscellaneous

1. Establish MOU regarding staffing Fleet shifts at locations outside of Berlin. See attached MOU.

2. A Day Shift Chief Position will be established in Berlin only if four or more Garage Mechanics/Automotive Equipment Mechanics are assigned on the Day shift on a permanent basis. If these requirements are met, a Chief Position will be offered to the qualified employees in Berlin in order of greatest classification seniority.

3. The Company and Union agree to meet and discuss the potential of creating a Chief Parts Handler position within 180 days following ratification.

4. Revise job description for Electrician. See attached job description.

5. Revise job descriptions for Meter Service Mechanic – Electric. See attached job description.

6. Revise TMP for Meter Service Mechanic/Installer.

7. Establish Meter Services Training Coordinator Pilot Program. See attached MOU.

8. Revise job descriptions for Field Engineering Designer I and Field Engineering Designer II. See attached job descriptions.

9. Revise TMP for Field Engineering Designer I.

10. The Field Engineering Designer II Step 2 classification will be sunset upon ratification of the June 1, 2026 collective bargaining agreement.

11. Revise job description for Overhead Training Coordinator. See attached job description.

12. Revise MOU regarding Field Training changes and Overhead Training Coordinator position. See attached MOU.

13. Employees hired at the Line Mechanic B (minimum) rate may be eligible for acceleration to the maximum rate based on demonstrated skill, knowledge and ability as determined by the Company.

14. Within 120 days following ratification, the Company and Union shall meet and discuss supplying smartphones to employees in the Building Maintenance department.

15. Within 120 days following ratification, the Company and the Union shall meet and discuss the potential of creating a Safety position or pilot program.

16. Within 180 days following ratification, the Company and the Union shall meet and discuss the potential of creating a Chief Electric Meter Lab position.

17. Within 120 days following ratification, the Company and Union shall meet and discuss revising the TMPs for Test Assistant, Test Specialist and Project Test Specialist.

18. Within 180 days following ratification, meet and discuss revising the following job descriptions:

- Automotive Equipment Mechanic
- Chief Garage Mechanic
- Garage Mechanic
- Line Mechanic Helper/FQ
- Parts Handler – Garage

- Splicer/Cable Splicer Helper/FQ
- Test Assistant/Test Specialist/Project Test Specialist
- Transmission Line Mechanic Helper/FQ
- Meter Service Mechanic – Electric Helper
- Chief Meter Service Mechanic - Electric

19. If a Response Specialist has a planned OT shift immediately preceding the start of his or her regular 3 or 4-day schedule, the Response Specialist is eligible to take a call out prior to the planned OT shift and work 24 hours (e.g., Week 2 schedule: Response Specialist has planned OT on Thursday 0600-1800 prior to the regular shift of 1800-0600. He or she may take a call out on Wednesday 1800-0600 and continue working the full planned OT shift on Thursday from 0600-1800. The Response Specialist would then earn rest time during the regular shift on Thursday from 1800-0200).

20. In addition to Thanksgiving and Christmas, RSO and RSE employees who elect to receive holiday in lieu time for Veterans Day in accordance with Article VII, Section 8 shall be allowed to carry over that time to the following year. The holiday in lieu time that is carried over must be used by the end of the first quarter.

APPENDIX A

WAGES

Appendix "A": Wages Schedule of Job Classifications and Basic Straight-Time Hourly Rates

- Provide for a 3.0% general wage increase effective **June 1, 2026***
- Provide for a 3.0% general wage increase effective **June 1, 2027**
- Provide for a 3.0% general wage increase effective **June 1, 2028**
- Provide for a 3.0% general wage increase effective **June 1, 2029**

***The general wage increase of 3.0% effective June 1, 2026 and adjustments set forth below are based upon timely ratification. Timely ratification is defined as May 18, 2026.**

Effective June 1, 2026, provide for a $0.25 adjustment to the maximum hourly rate for Electrician, Line Mechanic, Splicer/Cable Splicer, Transmission Line Mechanic, Lead Electrician, Lead Line Mechanic, Lead Splicer/Cable Splicer, Lead Transmission Line Mechanic, Chief Electrician, Chief/Top Line Mechanic, Chief Splicer/Chief Cable Splicer and Chief Transmission Line Mechanic prior to the general wage increase.*

Effective June 1, 2027, provide for a $0.25 adjustment to the maximum hourly rate for Electrician, Line Mechanic, Splicer/Cable Splicer, Transmission Line Mechanic, Lead Electrician, Lead Line Mechanic, Lead Splicer/Cable Splicer, Lead Transmission Line Mechanic, Chief Electrician, Chief/Top Line Mechanic, Chief Splicer/Chief Cable Splicer and Chief Transmission Line Mechanic prior to the general wage increase.

Effective June 1, 2028, provide for a $0.25 adjustment to the maximum hourly rate for Electrician, Line Mechanic, Splicer/Cable Splicer, Transmission Line Mechanic, Lead Electrician, Lead Line Mechanic, Lead Splicer/Cable Splicer, Lead Transmission Line Mechanic, Chief Electrician, Chief/Top Line Mechanic, Chief Splicer/Chief Cable Splicer and Chief Transmission Line Mechanic prior to the general wage increase.

Effective June 1, 2026, provide for a $0.25 adjustment to the Admin Support A and Senior Division Admin Support wage scale prior to the general wage increase.*

Effective June 1, 2027, provide for a $0.25 adjustment to the Admin Support A and Senior Division Admin Support wage scale prior to the general wage increase.

Effective June 1, 2028, provide for a $0.25 adjustment to the Admin Support A and Senior Division Admin Support wage scale prior to the general wage increase.

Effective June 1, 2026, provide for $1.25 adjustment to the hourly rate for Field Engineering Designer II Step 1 prior to the general wage increase.

Reduce progression for Field Engineering Designer I Step 1 and Step 2 from twelve months to six months.

Reduce progression from Project Test Specialist Step 1 to Step 2 from twenty-four months to twelve months.

Memorandum of Understanding
Between
The Connecticut Light and Power Company dba Eversource Energy and
IBEW Locals 420 and 457

Response Specialist - Line

* * *

Attachment D

6 Week Rotation

~~Schedule~~	~~12's/24 hours built in~~						
	~~S~~	~~M~~	~~T~~	~~W~~	~~T~~	~~F~~	~~S~~
~~Week 1~~	~~D~~	~~D~~	~~D~~		~~*~~	-	-
~~Week 2~~	~~*~~	-	-	-	~~N~~	~~N~~	~~N~~
~~Week 3~~	~~N~~		-	~~*/^~~	~~D/A~~	~~D/A~~	~~D/A~~
~~Week 4~~	~~D/A~~		~~*~~	~~D~~	~~D~~	~~D~~	
~~Week 5~~	~~*~~	~~N~~	~~N~~	~~N~~		-	-
~~Week 6~~	~~*/^~~	~~D/A~~	~~D/A~~	~~D/A~~		-	~~D~~
~~Total RS's per day~~	~~63~~	~~63~~	~~63~~	~~63~~	~~63~~	~~63~~	~~63~~
~~Total RS's 0600-1800 (D)~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~
~~Total Rs's 0800-2000 or 0600-1800 (D/A)~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~
~~Total Rs's 1800-0600 (N)~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~	~~21~~

~~*Denotes Double Time Days~~

~~^ Denotes Planned Overtime Preclusions: Any 0800-2000 shift on Thursday of Week 3 and Monday of Week 6 cannot take the prior 1800-0600 planned overtime shift.~~

Schedule	12's/24 hours built in						
	S	M	T	W	T	F	S
Week 1	D	D	D		*		
Week 2	*				N	N	N
Week 3	N			*	D	D	D
Week 4	D		*	D	D	D	
Week 5	*	N	N	N			
Week 6	*	D	D	D			D
Total RS's per day	63	63	63	63	63	63	63
Total RS's 0600-1800 (D)	42	42	42	42	42	42	42
Total Rs's 1800-0600 (N)	21	21	21	21	21	21	21

*Denotes Double Time Days

* * *

Attachment F

~~Response Specialist Initial/Annual Training Subjects~~

- ~~Work site protection~~
- ~~Auto transformer installation and removal~~
- ~~Customer interaction~~
- ~~ETR estimates/importance~~
- ~~Stray voltage initial response~~
- ~~Computer/tablet training~~
- ~~Transformer connections, standard and unusual~~
- ~~Ferroresonance~~
- ~~Capacitor operations~~
- ~~Regulator operations~~

- ~~Direct buried & grounding~~
- ~~DB trailer set up~~
- ~~Von DB Primary fault finding~~
- ~~Safe excavation practices~~
- ~~Spitfire and Pin Pointer secondary fault finding~~
- ~~PMH Switch gear and S&C fuse handling~~
- ~~Recloser and loop scheme operations~~
- ~~Environmental training~~
  - ~~Oil spill containment, transport and reporting~~
  - ~~Endangered species nest removal~~
- ~~Outage prevention – best practices (upgrading the event to prevent future outages)~~
- ~~Standard SERT subjects will continue to be scheduled through the training department~~

~~*This list of subjects may not be all inclusive and could expand as business needs demand.~~

Classroom/Training Yard/OJT Shadowing- 6 to 8 Weeks

- **Employees will be assigned to shadow RSO employee(s) as determined by the Company**
- **A Joint Company and Union Committee comprised of 2 Local Union Representatives and 2 RSO Management will meet mid-term and post-training to assess employees' training progress. At the end of the training period, employees must demonstrate proficiency in the training subjects listed below.**

Response Specialist Initial Training Subjects

- **Safety/Worksite Protection**
- **Switching and Tagging**
- **Computer/Tablet Training**
- **SOC**
  - **Reliability**
  - **Customer Messaging**
  - **Loop Schemes**
- **Response Specialist Tools**
- **Emergency Response**
- **OH/UG Troubleshooting**
  - **Primary Fault Finding/Repair**
  - **Secondary Fault Finding/Repair**

  - **Stray Voltage/Amps**
  - **UG Primary/Secondary Temporary Restoration**
- **OH/UG Equipment/Operation**
- **Transformer Connections**
- **Mapping/GIS**
- **Meters and Revenue Protection**
- **Customer interaction**
- **Environmental training**
  - **Oil spill containment, transport and reporting**
  - **Endangered species nest removal**
- **RSO Truck Overview**
- **Scenarios**
- **Vegetation Management**
- **Standard SERT subjects will continue to be scheduled through the training department**

***This list of subjects may not be all inclusive and could expand as business needs demand.**

Memorandum of Understanding
between
Eversource Energy Connecticut
and
IBEW Locals 420 and 457
Reliability Shift Electrician

* * *

Seniority:

For the purposes of Article V, Section 2 (a) only, Reliability Shift Electrician and Electrician will be considered as the same classification. In addition, Reliability Shift Electrician formerly classified as a Lead or Chief Electrician will be treated as a Lead or Chief Electrician respectively for the purposes of Article V, Section 2 (a) only.

Upgrading:

When the Company assigns three (3) or more people to a crew, the Company will designate an employee to direct the workforce and be responsible for the crew

for all hours so assigned on that day provided the assignment is for one (1) or more hours. The designated employee in charge will be paid one dollar and seventy-five cents per hour ($1.75) in addition to the employee's basic straight time hourly rate for all hours so assigned. Upgrading will normally be on a classification seniority basis.

Summary of Benefits & Programs

Medical Plan Options – Effective January 1, 2027
INCLUDED FOR REFERENCE ONLY
WHERE NOTED IN THE SAVER PLAN (*), DOLLAR AMOUNTS PERTAIN TO AND ARE EFFECTIVE FOR 2027 ONLY

Medical Plan Options – 2027

In-Network Highlights	PPO 90	PPO 100	Saver Option
Lifetime Maximum	Unlimited		
Annual Deductible	$350 per person up to a $700 family maximum	None	$1,750 employee only OR $3,500 employee plus one or more dependent(s)*
Coinsurance	10%	None	10%
Annual Out-of-Pocket (OOP) Maximum (Includes deductible)	$2,500 per person up to a $5,000 family maximum	$2,000 per person up to a $4,000 family maximum	$3,000 employee only OR $6,000 employee plus one or more dependent(s) *
Employer HSA Funding	No	No	$500 employee only OR $1,000 employee plus one or more dependent(s)
Prescription Drug ** (Retail copays for up to a 34-day supply)	No deductible applies $10 (generic) $30 (brand) $50 (non-formulary) **	$10 (generic) $30 (brand) $50 (non-formulary) **	Full cost until deductible is met; then copays apply: $10 (generic) $30 (brand) $50 (non-formulary) **
Prescription Drug (Mail order and Smart 90 copays for up to a 90-day supply)	No deductible applies $20 (generic) $60 (brand) $100 (non-formulary) **	$20 (generic) $60 (brand) $100 (non-formulary) **	Full cost until deductible is met; then copays apply: $20 (generic) $60 (brand) $100 (non-formulary) **
Office Visit (PCP)	$25 copay No deductible applies	$20 copay	10% coinsurance after meeting deductible
Office Visit (Specialist)	$45 copay. No deductible applies	$40 copay	

In-Network Highlights	PPO 90	PPO 100	Saver Option
Telehealth Visit	$10 copay. No deductible applies	$5 copay. No deductible applies	10% coinsurance after meeting deductible
Preventive Care[1]	100% covered, No deductible applies	100% covered	100% covered, No deductible applies
Inpatient Hospital	10% coinsurance after deductible	$150 per day (not to exceed $300 per admission)	10% coinsurance after deductible is met
Outpatient Surgery		$150 copay	
Emergency Room	$150 copay (waived if admitted)	$150 copay (waived if admitted)	
Urgent Care/Walk-In	$45 copay	$40 copay	
Lab and X-Ray	10% coinsurance after deductible	100% covered	
Advanced Radiology (MRI, CAT/PET scan)		$150 copay	
Infertility Procedures Lifetime	Plan provides coverage for specific infertility procedures (after any applicable deductible, co-insurance, or copay). Prior authorization is required for certain services.		
Hearing Aid Devices	Plan provides $2000 benefit per ear, every 36 months for the hearing aid device. You must meet the annual deductible in the Saver Plan before the benefit is provided.		

[1]Preventive care is determined by your physician. Any non-preventive services provided by an in-network provider as part of a preventive care visit will be considered standard service and any annual deductibles, copays and coinsurance will apply.

*Effective January 1, 2027, Saver Plan deductible to be tethered at IRS minimum; OOP Maximum will always be $1,250/$2,500 above the minimum IRS deductible.

**GLP-1 copay increase is under review. The Company will provide 90 days' notice to the Union of any increase to GLP-1 copay prior to implementation. Such GLP-1 copay shall not exceed $125 (retail)/$250 (mail) per claim for the term of the Agreement. Any GLP-1 restriction decisions made by the Company will apply to weight loss GLP-1 drugs only, not Type II diabetes treatments or other FDA approved indications.

Summary of Benefits & Programs - Dental Plan Options Effective January 1, 2027

Dental Benefit Highlights	Your Costs under Dental 1000	Your Costs under Dental 1800
Your Annual Deductible	$50 per person to a family maximum of $150	$25 per person
Preventive and Diagnostic Treatment (exams, x-rays and cleanings)	No cost; no deductible	No cost; no deductible
Restorative and other Basic Services (standard amalgam and composite fillings, dentures, denture repair, simple extractions and root canals)	20% after deductible	20% after deductible
Oral and Periodontal Surgery (not subject to the calendar year maximum) *Please note that Delta Dental of MA is the primary insurance carrier when submitting oral or periodontal surgery claims.*	20% after deductible	20% after deductible
Prosthodontics and other Services (bridges and crowns; implants allowed once per 60 months per implant)	50% after deductible	40% after deductible
Temporomandibular Joint (TMJ) Appliance (subject to deductible and calendar year maximum)	50% after deductible	50% after deductible
Maximums Paid by the Plan	**Plan Pays**	**Plan Pays**
Calendar Year Maximum for Covered Services	$1,000 per person* (includes orthodontia)	$2,500 per person*
Lifetime Maximum for Orthodontia (for adults and children)	Not Covered	100% up to separate $2,500 lifetime maximum* per person; not subject to deductible
*You pay 100 percent of services once calendar and lifetime maximums have been paid by the Plan.		

Summary of Benefits & Program - Vision Plan Options Effective January 1, 2027

Benefit	Description	Copay		Frequency
Well Vision Exam **Routine Retinal Screening**	Focuses on your eyes and overall wellness	$15 $39		Every calendar year
Prescription Glasses		$25		See frame and lenses
Frame	$200 allowance for a wide selection of frames 20% off amount over your allowance	Included in Prescription Glasses		Every other calendar year
Lenses	Single vision, lined bifocal, and lined trifocal lenses Polycarbonate lenses for dependent children	Included in Prescription Glasses		Every calendar year
Lens Options	Standard progressive lenses Premium progressive lenses Custom progressive lenses Average 30% off other lens options	Plan pays: $0 (Standard) $95 – $105 (Premium) $150 – $175 (Custom)		Every other calendar year.
Contacts (instead of glasses)	- $335 allowance for contacts (includes fitting and evaluation)	$0		Every calendar year
Essential Medical Care (formerly known as Diabetic Eye Care Plus Program)	- Services related to type 1 and 2 diabetes; ask your VSP doctor for details. Coverage related to urgent eye care (illness or injury)	$5		As needed
Extra Savings and Discounts		**Glasses and Sunglasses** - 20% off additional glasses and sunglasses, including lens options, from any VSP doctor within 12 months of your last Well Vision Exam		
		Laser Vision Correction - Average 15% off the regular price or 5% off the promotional price; discounts available only from contracted facilities		

Teal Book
Medical, Dental, and Vision Contributions

Rates are Maximum Caps expressed as Weekly Amounts

Medical Plan Option	Coverage Category	2027	2028	2029	2030
PPO 100	Employee Only	$ 59.67	$ 68.62	$ 76.16	84.54
	Employee & Spouse	$ 181.47	$ 208.69	$ 231.65	257.13
	Employee & Child(ren)	$ 148.25	$ 170.48	$ 189.24	210.05
	Employee & Child(ren) & Spouse	$ 292.18	$ 336.00	$ 372.96	413.99
PPO 90	Employee Only	$ 34.04	$ 39.15	$ 43.45	48.23
	Employee & Spouse	$ 127.65	$ 146.80	$ 162.95	180.87
	Employee & Child(ren)	$ 102.12	$ 117.44	$ 130.36	144.70
	Employee & Child(ren) & Spouse	$ 212.75	$ 244.66	$ 271.58	301.45
Saver Option	Employee Only	$ 18.56	$ 21.34	$ 23.69	26.30
	Employee & Spouse	$ 62.28	$ 71.62	$ 79.49	88.24
	Employee & Child(ren)	$ 50.35	$ 57.91	$ 64.28	71.35
	Employee & Child(ren) & Spouse	$ 102.02	$ 117.32	$ 130.23	144.55
Opt-out Medical	All Categories	$ 9.62	$ 9.62	$ 9.62	9.62

Dental Plan Option	Coverage Category	2027	2028	2029	2030
Plan 1000: $50 Deductible/$1000 Max	Employee Only	$ 2.35	$ 2.49	$ 2.64	2.80
	Employee & Spouse	$ 4.94	$ 5.23	$ 5.55	5.88
	Employee & Child(ren)	$ 4.23	$ 4.48	$ 4.75	5.04
	Employee & Child(ren) & Spouse	$ 7.29	$ 7.73	$ 8.19	8.68
Plan 2500 (FKA 1800): $25 Deductible/$2500 Max	Employee Only	$ 5.16	$ 5.47	$ 5.80	6.14
	Employee & Spouse	$ 10.83	$ 11.48	$ 12.17	12.90
	Employee & Child(ren)	$ 9.29	$ 9.85	$ 10.44	11.07
	Employee & Child(ren) & Spouse	$ 16.00	$ 16.96	$ 17.98	19.06

Vision Plan	Coverage Category	2027	2028	2029	2030
VSP	Employee Only	$ 0.43	$ 0.46	$ 0.48	0.50
	Employee & Spouse	$ 0.92	$ 0.96	$ 1.01	1.06
	Employee & Child(ren)	$ 0.79	$ 0.83	$ 0.87	0.91
	Employee & Child(ren) & Spouse	$ 1.35	$ 1.42	$ 1.49	1.57

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

Lauren Pensa
Manager, Labor Relations

April 21, 2026

Mr. Joseph Malcarne
Business Manager
IBEW Local 420
550 Wolcott Street
Waterbury, CT 06705

LR-26-038

Mr. Scott McCoy
Business Manager
IBEW Local 457
2590 Berlin Turnpike, Suite 1 Berlin, CT 06037

Re: Garage Department Shift Bidding Process

Dear Messrs. Malcarne and McCoy:

This letter confirms our understanding and agreement regarding the shift bidding process for all Garage Department Area Work Center locations. The Company and Union understand and agree to the following:

1. The Shift Bidding process shall occur on an annual basis beginning during the first week of November for all garage area work center locations.

2. The Shift Bid shall be awarded by classification seniority. During the bidding process, employees will select a day or night shift to determine the work schedule for the following year.

3. Berlin garage mechanics do not have the ability to rotate shifts.

4. If non-Berlin garage mechanic request to rotate their shifts, it must be agreed upon by personnel involved in the rotation and by supervision during the bidding process. If a rotation is agreed upon, the rotation will be in effect for the entire year.

   This Agreement does not create a practice or precedent and cannot be relied upon or used to prejudice either party in any future proceeding.

Sincerely,
Lauren Pensa
Lauren Pensa
Manager, Labor Relations

ACCEPTED FOR THE UNION:

Joseph Malcarne — 4-28-26
Mr. Joseph Malcarne, Business Manager Local 420 - IBEW — Date

Scott M. McCoy — 4/28/26
Mr. Scott McCoy, Business Manager Local 457- IBEW — Date

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date: June 1, 2026**

Title:	Electrician	**Job Family:**	Miscellaneous HR
Job Profile Name:	Electrician	**Job Profile #:**	
Job Code:		**Band:**	
Revision Date:			

Role and Scope of Position:

Under general supervision, inspects, maintains, repairs and operates substations, and does such similar work in the electric system, performing such duties as:

Performing the duties included in the Time Merit Progression Program for Electrician

Essential Functions:

- Repairing and maintaining circuit breakers, switchgear, transformers, and similar equipment, including the replacing of sub-assemblies;
- Installing circuit breakers, switchgear, transformers, and similar equipment as directed;
- Making all electrical tests using standard test equipment, including but not limited to carrier and transfer tripping equipment testing and battery testing;
- Performing switching operation involving any voltage;
- Is thoroughly familiar with switching and tagging procedures, switchboard facilities, and related apparatus in area of normal assignment;
- Operating substations;
- Checking, inspecting, and testing underground system and maintaining equipment;
- Reading and interpreting wiring diagrams, blue prints, etc.;
- Making repairs to tools and work equipment;
- Recognizing, correcting if possible, and reporting abnormal conditions that develop during the progress of the work;
- Obtaining miscellaneous items from suppliers;
- Repairs or replaces insulators, conductors, transformers, fuses, disconnects and lighting arresters, etc., associated with normal duties;
- Makes standard types of transformer connection;
- Assembles, disassembles, and maintains major rotating equipment such as motors, generators, etc., as required by normal assignment;
- Works on live electrical conductors using proper tools and protective equipment;
- Installs and repairs switchboard wiring and controls, major devices and equipment, complicated wiring, relaying and control circuits, using plans and drawings as required by normal assignment;

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date: June 1, 2026**

- Tests insulators on substation structures Electrical Insulation Systems, Electrical Equipment Operating Parameters, and Distribution System Protective Relays and Devices as required by normal assignment;
- Assembles, disassembles, and rebuilds power circuit breakers, voltage regulators, power transformers, distribution transformers, etc., as required within normal assignment;
- Tests with meggers, Ohmmeters, voltmeters, ammeters, metester and similar instruments and interprets results;
- Testing Contact Resistance for breakers and connections using a DLRO (Ductor);
- Makes electrical connections on copper or aluminum cable and bus, or between dissimilar materials;
- Installs all types of electrical bus work as required by normal assignment;
- Performs routine inspection, maintenance and adjustments on electrical equipment following manufacturer's instructions and/or Company procedures;
- Secondary and primary cable testing;
- Recloser programming and network testing;
- Makes simple electrical calculations and measurements;
- Bend and installs conduit;
- Performs simple rigging
- Has a working knowledge of insulating oils and SF6 gas applications and uses, including storage, clean-up, filtering and testing;
- Cleans and paints structures, equipment, and devices.
- Operates motor vehicles safely in the performance of required duties;
- Operating a motor vehicle and associated equipment;
- Performs work in clean and neat manner and exercises care to prevent damage to Company or customer's property;
- Assisting in the training of Electrician helpers;
- Provide substation escort for non-qualified individuals;
- Subject to on-call duty assignments to work alone or with others;
- Keeping the substation buildings and grounds in good order, including minor repairs and snow removal;
- Works either indoors or outdoors as required, and is subject to overtime work;
- Will have storm restoration and emergency assignments.
- **Other related duties as assigned.**

Technical Knowledge/Skill/Education/Licenses/Certifications:

- Five years experience in Time Merit Progression program for Electrician;
- Must possess a normal degree of dexterity in the use of tools and equipment;
- Must possess a working knowledge of principles involved in the operation of substation equipment;
- Acquires a thorough knowledge and understanding of Employee Safety Manual and performs work in conformance with safe practices and Company standards;

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date: June 1, 2026**

- Thorough technical knowledge of substation, transmission and distribution equipment and systems;
- Understanding of and ability to properly and safely utilize various tools and equipment required to perform assigned tasks;
- Ability to effectively direct the work of others:
- Ability to repair, adjust, install and operate equipment;
- Thorough understanding of safety methods, practices, procedures and policies relating to the construction, testing, operation and maintenance of electrical or electronic equipment;
- Ability to oversee and coordinate work as assigned;
- Knowledge of applicable safety regulations and codes along with construction standards and regulations;
- Working knowledge of construction and maintenance methods and procedures;
- The ability to learn and utilize available information technologies;
- Experience in Energy Delivery, Distribution or Transmission Systems is required.

Education: High School Diploma or Equivalent, Additional formal education preferred

Experience: Five years

Licenses & Certification:

- New Hires must possess an Electrician E-1 or E-2 license **or may also meet this requirement through documented prior experience as a qualified Electrician at another Utility, provided he or she submits all necessary verification of qualification, training and relevant experience**; all other candidates must successfully complete the TMP for Electrician;
- Must be able to obtain and maintain a valid CDL license
- Must obtain and maintain Switching and Tagging certification

Working Conditions:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions.

- Some hazards involved when working on or near equipment and lines energized at secondary or high voltages.
- While performing the duties of this job, the employee is frequently required to sit, stand, talk, and hear. The employee is required to walk; use hands and fingers to operate, handle, or feel objects, tools, or controls; and reach with hands and arms. The employee may be required to drive for extended hours during a typical work day;

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date: June 1, 2026**

- Climbs structures and performs work from ladders, staging, structures, etc., without adverse effects such as motion sickness or dizziness;

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The noise level in the work environment is usually moderate.
- The employee is occasionally exposed to uneven terrain; high, precarious places; and outside weather conditions.
- The employee is occasionally exposed to wet and/or humid conditions, extreme cold, and extreme heat.
- Exposed to all weather conditions in cases of emergency. Manhole and vault work is frequently damp and sometimes dirty.

Problem Solving & Complexity:

- Reading and interpreting wiring diagrams, 1Lines, 3 Lines and schematics
- Makes routine tests with meggers, ohmmeters, voltmeters, ammeters, SF^ gas quality meters and similar instruments and interprets results
- Recognizing, correcting if possible, and reporting abnormal conditions that develop during the progress of work

Physical Aspects:

- Requires average physical effort.
- **Regular lifting of 50 lbs. with occasional lifting of heavier equipment including but not limited to test equipment, gas bottles and grounds.**

Approved By:_____Date:_____

(Compensation)

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date: June 1, 2026**

Title:	Meter Service Mechanic – Electric	**Job Family**	Customer Care/Sales
Job Profile Name:		**Job Profile #:**	
Revision Date:		**Band:**	

Role and Scope of Position:
Under close, limited or general supervision depending on progression, or working alone as required, individual will perform work of a routine nature including installs, removals, testing, disconnects, and reconnects of single-phase and three-phase self-contained meters, while learning duties associated with the installation, testing, wiring, removal, repair and maintenance of transformer rated metering and associated equipment.

- **Essential Functions:**
- Demonstrates cooperative relationships in dealing with co-workers, customers and the general public.
- Performs work according to the Company's standard routine methods.
- Performs work in a clean, neat and dependable manger on customer, company or public property, exercising care to prevent damage and the creation of hazards.
- Assists other qualified personnel as required.
- Maintains accurate time and material records (i.e. meter orders, test records, service orders and other accounting records as required).
- Unloads, loads, sorts, stores and takes inventory of meters, metering transformers, equipment and devices.
- Reads, and probes electric residential, commercial and industrial meters.
- Interprets drawings and diagrams both routine and complex pertaining to assigned work.
- Sets, removes, changes, tests, disconnects, reconnects and checks for diversion on single-phase, three-phase self-contained, and IT rated meters.
- Makes repairs to metering equipment and devices.
- Conducts investigations incidental to electric bills.
- Discuss credit-related matters with customers including but not limited to shut off for nonpayment.
- Diagnoses trouble calls and makes repairs as required.
- Programs single and three phase meters.
- Uses electrical test equipment such as voltmeters, ammeters, ohmmeters, Probe-well testers, etc.
- Performs electrical calculations and measurements for all types of meter installations.
- Installs, removes, changes and programs recording volt meters.
- Inspects and analyzes transformer rated meter installations for proper connections and phase angles.
- Capable of laying out secondary and primary meter installations.
- Wires, installs, removes, changes, tests, transformer rated metering and associated equipment.
- Diagnoses and makes repairs when no standard method or specific directions are available.
- Advises customers on Company I and R book Meter and Service requirements.
- Instructs and trains Meter Service personnel.
- Other related duties as assigned.

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date: June 1, 2026**

- **Technical Knowledge/Skill/Education/Licenses/Certifications:**

Technical Knowledge/Skill:

- Must successfully complete Time Merit Progression (TMP) program. Refer to TMP for experience required for each step.
- Understands and follows verbal and written instructions.
- Demonstrates electrical and mechanical ability. Acquires knowledge of the fundamentals of electricity and knowledge of Company electric service entrance requirements and local and state codes pertaining to assigned work.

Education: High school diploma or the equivalent.

Licenses & Certifications: Must hold a valid motor vehicle operator's license. Must pass the CAST test.

- **Working Conditions**
- Must be available to work emergency storm assignment or other overtime assignments as required.
- Performs physical work indoors and outdoors at times under adverse weather conditions and/or for extended periods of time. Must be able to perform work off the ground from ladders, staging, structures, etc., without adverse effects such as motion sickness or dizziness.
- Must be able to work in confined places.
- While performing the duties of this job, the employee is frequently required to sit, stand, talk and hear. The employee is frequently required to walk; use hands and fingers to operate, handle or feel objects, tools or controls; and reach with hands and arms.
- The employee must occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision and ability to adjust focus.

Approved By: _____ Date: _____

(Compensation)

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

Lauren Pensa
Manager, Labor Relations

April 21, 2026

LR-26-036

Mr. Joseph Malcarne
Business Manager
IBEW Local 420
550 Wolcott Street
Waterbury, CT 06705

Mr. Scott McCoy
Business Manager
IBEW Local 457
2590 Berlin Turnpike, Suite 1 Berlin, CT 06037

Re: Meter Services Training Coordinator Pilot Program

Dear Messrs. Malcarne and McCoy:

This letter confirms our understanding and agreement regarding the establishment of a Meter Services Training Coordinator Pilot Program. The Company and Union understand and agree to the following:

1. The Company will pilot two training coordinator positions (one in Local 420 and one in Local 457) for a one-year duration.

2. Employees must be fully qualified Meter Service Mechanics to be eligible for the training coordinator position.

3. Employees in the Meter Service Department who are eligible for the Training Coordinator position will be polled from senior to junior by Teal Book seniority. Final candidates will be selected based upon review and approval by a four (4) person committee comprised of two (2) Union representatives and two (2) Management representatives.

4. Employees who accept the Meter Service Training Coordinator position will be eligible for overtime in their respective districts, only during the hours after their regularly scheduled shift Monday through Thursday until no later than 10:00 p.m., and after their regularly scheduled shift on Friday until 10:00 p.m. on Sunday.

5. If an employee decides to leave the Training Coordinator position and return to his or her respective district, he or she must submit written notice at least sixty (60) days prior to the intended release date, unless another ending date is mutually agreed upon between the Company and the Union.

6. The hours of the Training Coordinator will be 6:30 a.m. to 3:00 p.m.

EVERSOURCE ENERGY

107 Selden Street Berlin, CT
06037

Lauren Pensa
Manager Labor Relations

7. When the Training Coordinators are not actively participating in training, they will return to the districts and perform the work of their prior classification. Their rate of pay will however remain at the established Training Coordinator rate.

8. During the Pilot Program, the Training Coordinators will retain their classification seniority in their prior position, and if the opportunity for promotion to Chief arises, they will be eligible to be promoted.

9. The rate of pay for the Training Coordinator will be $62.24 prior to the negotiated general wage increase. The Company and the Union shall meet on a quarterly basis as needed to discuss the Training Coordinator position.

10. If the Company decides to discontinue the Training Coordinator Pilot Program, employees in the Training Coordinator position shall return to their respective districts in their applicable position. The Company will provide sixty (60) days notice prior to the intended release date.

11. If either party wishes to discuss a permanent Training Coordinator following the pilot program, the Company and Union will meet and discuss this matter.

This Agreement does not create a practice or precedent and cannot be relied upon or used to prejudice either party in any future proceeding.

Sincerely,

Lauren Pensa

Lauren Pensa
Manager, Labor Relations

ACCEPTED FOR THE UNION:

Joseph A Malcarne — 4-28-26

Mr. Joseph Malcarne, Business Manager — Date
Local 420 - IBEW

Scott R. McCoy — 4/28/26

Mr. Scott McCoy, Business Manager — Date
Local 457- IBEW

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

Title:	**Field Engineering Designer I** ~~Electric Service Designer~~	**Job Family**	Engineer HR
Job Profile Name:	Union – Designer I	**Job Profile #:**	
Job Code:		**Band:**	
Revision Date:	**June 1, 2026**		

POSITION SUMMARY: Performs a variety of technical and customer-related work in connection with the construction, operation, and maintenance of the Company's electric system for an assigned geographic area. Supports various Eversource functions focused on residential and Commercial/industrial customers in the areas of new business, existing customer relations, and service requirements.

ACCOUNTABILITIES – PRIMARY DUTIES:

- Maintains and builds customer relationships by ensuring customer requests are met in a timely fashion.
- Designs layouts for service additions and changes to the Company electric system using Company approved standards and policies. Performs technical calculations and prepares work orders as assigned.
- Communicates internally and externally the Company requirements for electric service installation.
- Designs, negotiates, and coordinates the installation and upgrade of residential, commercial, and industrial services including the preparation of cost estimates, work orders, and written service agreements as assigned. Works with others (e.g. Supervisors, Engineers) to prepare work orders for residential, commercial and industrial service installations and upgrade.
- Prepares easement forms and easement areas for submission as required for services and extensions on private property.
- Obtains permits as required.
- Designs, negotiates and coordinates the relocation of overhead and underground facilities, including the preparation of work orders and cost estimates as assigned.
- Recommends designs and coordinates installation of streetlights. Prepares work orders for the installation of lighting and unmetered services for customers. Prepares residential or commercial contracts.
- Performs analysis/assistance/ assessments in emergency restoration in the facilitation of restoration efforts. Expected to work beyond regular business hours as required.
- **Other related duties as assigned.**

3. Technical Knowledge/Skill/Education/Licenses/Certifications:

Technical Knowledge/Skill:

- Sound knowledge of electrical distribution systems and construction standards and techniques.
- Capable of skillfully operating various measuring instruments and testing apparatus such as range rods, corner/pull measuring devices, voltage measuring devices.
- Capable of accurately interpreting, but not limited to, company maps, site and highway construction plans, profile prints, etc.
- Effective communication skills with a concentrated customer focus. Demonstrated ability to communicate verbally and in writing.
- Knowledge of Company policies, procedures, practices and electrical distribution engineering and/or construction standards; as they relate to the Eversource accounting system, customer billing,

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

conservation programs, rates, prepayments and/or customer contributions, and the various computer programs.

- **Ability to proficiently use computers, including navigating work management systems, graphics work-design tools, and Microsoft Office Suite applications such as Teams, Excel, Outlook, and Word.** ~~Ability to navigate within the latest company PC application.~~
- **Proficiency in the use of standard office equipment. (e.g. Printers, Scanners, Plotters, Fax, etc.)**
- Knowledge of joint use agreements involving other utility companies.
- General awareness of the National Electric Code as it pertains to service installations, customer requirements, and the Eversource Distribution System.
- Working knowledge of the Company's Employee Safety Manual.
- Capable of reviewing and/or inspecting electric service installations for compliance to Company standards.

Education/Experience: ***Proven understanding of NESC with:***

- *Associate's degree in engineering or Engineering Technology, or related field*

OR

- ***Connecticut E-1 Electrician's license***

OR

High School diploma or the equivalent. One year of formal technical training. AND 4-6 years of related electrical distribution experience.

Ex: Technical training is acquiring an: E-2 License, electronics technology certificate, completion of line apprentice program or related training.

Refer to Time Merit Progression (TMP) for experience required for each step.

Licenses & Certifications: A valid motor vehicle operator's license is required.

4. Working Conditions: The position requires work in an office environment, at customer locations, on construction sites, and in the field including entry in manholes, vaults, and other locations where electrical equipment is located. The position requires the use of company provided PPE.

CORE AND FUNCTIONAL COMPETENCIES:

- **Safety Awareness**: Continually demonstrate that safety is required for successful completion of all work assignments.
- **Negotiation:** Effective exploring alternatives and positions to reach outcomes that gain all parties' support and acceptance.
- **Teamwork (Cooperation):** Active participation in, and facilitation of, team effectiveness; taking actions that demonstrate consideration for the feelings and needs of others; being aware of the effects of one's behavior on others.
- **Judgment (Problem Solution):** Committing to an action after developing alternative courses of action that are based on logical assumptions and factual information and that take into consideration resources, constraints, and organizational values.

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

- **Customer Service Orientation:** Making efforts to listen to and understand the customer (both internal and external); anticipating customer needs; giving high priority to customer satisfaction.

5. Physical Aspects:

- **Desk work: Computer use required for daily email correspondence, work order design, and engineering analyses.**
- **Field work: Walking on construction sites, along public way, and in off road situations will be required.**
- **Vehicle use: Vehicle use to travel to and from field assignments and well as to perform circuit patrols will be required.**

Approved By:_____ Date:_____

(Compensation)

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

Title:	Field Engineering Designer II	**Job Family**	Engineer HR
Job Profile Name:	Union – Designer II	**Job Profile #:**	
Job Code:		**Band:**	
Revision Date:	~~May 10, 2019~~ **June 1, 2026**		

POSITION SUMMARY: Performs a broad range of technical, design, and customer-related work supporting the planning, design, construction, operation, and maintenance of the Company's electric distribution system across the Eversource Connecticut service territory. Responsible for the detailed design and coordination of distribution projects and a variety of customer work, ensuring compliance with engineering standards, business policies, and regulatory requirements. Supports residential and commercial/industrial customers through new business initiatives, existing service needs, and system improvements, while preparing construction documentation, coordinating materials and permitting, and facilitating efficient project execution. ~~Responsible for the detailed design of distribution projects and complex/large customer work across the Eversource CT service territory. This includes preparing construction work order that satisfy Distribution Engineering design specifications, optimize construction efficiency, and adhere to applicable Standards and Business Policies. Responsible for the ordering of long lead material, identifying tree trimming needs, permitting, environmental requirements, easements etc. to ensure efficient completion of projects.~~

ACCOUNTABILITIES – PRIMARY DUTIES:

Step 1

- ~~In addition to responsibilities~~ **Responsible** for **all duties assigned under Field Engineering** Designer I steps 1-11.
- ~~, responsible for detailed work order design to meet designated specification for Eversource projects, URD, UG, DG and~~ **Designs, negotiates, and coordinates** ~~complex customer~~ work **associated with** ~~(including~~ Primary Metering **and** ~~&~~ Network~~.~~)
- Works with various internal / external customers as needed during the work order design and construction process (i.e. Civil Engineering, Transmission, Operations, Construction etc.)
- ~~Communicates internally and externally the Company requirements for electric service installations.~~
- Considers field conditions and overall project success in preparation of construction ready work orders.
- Considers ways to reduce cost and improve efficiency of all project designs.
- Provides construction ready job estimates
- Serves as a Company representative to CDOT for assigned CDOT projects. Represents the Company's interests at CDOT meetings. Prepares work orders and estimates as needed to meet CDOT relocation requirements.
- Surveys distribution facilities For NESC safety violations, determines suitability for third party attachments and prepares work orders as necessary to accommodate attachment requests.
- Works with Real Estate department and customers to secure property rights and easements.
- Working with other groups, may obtain various permits, agreements as required. (i.e. RR, CDOT, town, city, etc.)

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

- Working with other groups, determines when property owner consent is required for planned work and participates in the consent process (TD007).
- May act as departmental liaison/representative (i.e. committees, initiatives, meetings, etc.)
- **The ability to learn, adopt, and become proficient in the latest company PC applications (e.g. work management systems and graphic work-design tools).** ~~Through a combination of formal training, on the job training and self-study; learn and utilize new and existing software programs related to distribution engineering.~~
- Will have nonexclusive storm restoration and emergency assignments.
- **Occasionally acts on behalf of Engineering Supervisor/Lead in their absence as needed for no more than a two-week period.**
- **Acts as coordinator in project assignments in which multiple designers are needed.**
- **Prepares full and supplemental project PAF (Project Authorization Form) documentation.**
- **Presents to management in collaboration with Distribution Design Engineer/Senior Distribution Design Engineer on technical and cost aspects of Full Funding for projects to management at capital project approval meetings.**
- **Participates in Multifunctional and Process Improvement teams, i.e. Maximo, Distribution Design Tools, etc.**
- **Serves as a mentor and trainer for the team.**
- Other related duties as assigned.

Step 2 **(Incumbent Only)**

- In addition to the requirements of Designer II step 1
- Occasionally acts on behalf of Engineering Supervisor/Lead in their absence as needed for no more than a two week period
- Acts as coordinator in project assignments in which multiple designers are needed.
- Prepares **full and supplemental** project **PAF (Project Authorization Form)** documentation
- Presents to management in collaboration with Distribution Design Engineer/Senior Distribution Design Engineer on technical and cost aspects of ~~ACT/~~Full Funding for projects to management at capital project approval meetings
- Participates in Multifunctional and Process Improvement teams, i.e. Maximo, Distribution Design Tools, etc.

3. Technical Knowledge/Skill/Education/Licenses/Certifications:

Technical Knowledge/Skill:

- Ability to communicate in a professional manner.
- Operates independently within a team environment.
- Knowledgeable of various computer applications.
- Ability to learn and utilize new software related to distribution engineering and job responsibilities.
- Individual will need to solve a wide range of problems of varying degrees of complexity associated with analyzing the performance of the distribution system.
- ~~Step 2 only –~~ Demonstrates leadership qualities. Serves as a mentor and trainer for the team. Provides positive influence for the working environment. Leads by example.

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

Education:	Step 1: Proven understanding of NESC **with:** • **Associate's degree in Engineering or Engineering Technology or related technical field;** OR • Connecticut E-1 Electrician's license; • Bachelor's degree in Engineering or Engineering Technology preferred ~~2-year degree in related technical field~~ Step 2 **(Incumbent Only)**: A Bachelor's degree in Engineering or Bachelor's degree in Engineering Technology
Experience:	Minimum ~~8~~ **6** years of experience for step 1~~, and minimum 10 years for step 2~~ in Field Design/Distribution Engineering is required. Working knowledge/ experience with Distribution Standards, New Business policies & procedures, and engineering design criteria. (Position by Company selection and Company need).
Licenses & Certifications:	A valid motor vehicle operator's license is required.

4. Working Conditions: The position requires work in an office environment, at customer locations, on construction sites, and in the field including entry in manholes, vaults, and other locations where electrical equipment is located. The position requires the use of company provided PPE.

CORE AND FUNCTIONAL COMPETENCIES:

- **Safety Awareness:** Considers safety during engineering design and follows all safety policies and procedures.
- **Individual Leadership (Influence):** Positive attitude. Ability to communicate in a professional manner. A strong advocate for Eversource. Demonstrates Leadership ability with the team.
- **Negotiation:** Effective exploring alternatives and positions to reach outcomes that gain all parties' support and acceptance.
- **Teamwork (Cooperation):** Creates unity amongst the team. Helps leverage and build skills of others. Provides training and mentoring to co-workers.

5. Physical Aspects:

- **Desk work** – Computer use required for daily email correspondence and engineering analyses.
- **Field work** – Walking on construction sites, along public way, and in off road situations will be required.
- **Vehicle use** – Vehicle use to travel to and from field assignments and well as to perform circuit patrols will be required.

EVERSOURCE ENERGY

POSITION PROFILE **Effective Date:**

Approved By:_____ Date:_____

(Compensation)

EVERSOURCE ENERGY

POSITION PROFILE

Effective Date: ~~December 19, 2018~~
June 1, 2026

Title:	Overhead Training Coordinator	**Job Family:**	
Job Profile Name:		**Job Profile #:**	
Job Code:		**Band:**	
Revision Date:			

1. Role and Scope of Position:

Self-directed under general ~~supervisor~~ **supervision**, this position is responsible for training and evaluation of skills and abilities of employees in lower classifications. Responsible for the safe conduct of all employees in their work crew and for maintaining a positive and professional work environment for training.

This position reports to the ~~Manager, Field Training & Apprenticeship~~ **Supervisor, Technical Training**.

2. Essential Functions:

- May perform essential duties of lower classifications for the purpose of training.
- Provides training assistance for employees in the field during ongoing work assignments and scheduled training times.
- Directs and trains employees of lower classification in application of construction standards and safety requirements within established Company policies.
- **Identifies, addresses and facilitates additional training needs.**
- ~~Trains and qualifies additional trainers as necessary.~~
- **Reviews TMPs and progress of apprentices.**
- Evaluates skills of employees in training and develops work plans for improvements when needed.
- Communicates with supervisors of employees in training regarding assignment needs within the work plan for training.
- Communicates with classroom trainers regarding skill assessments of individuals in training.
- **Visits worksites and rotates locations as needed.**
- Other related duties as required/assigned.

3. Technical Knowledge/Skill/Education/Licenses/Certifications:

Technical Knowledge/Skill:

Must have a working knowledge of the fundamentals of electricity, the layout, functions and construction of the Company's overhead electric system and the theory and practices of standards and specifications for installation, maintenance, removal and repair of the overhead electric system; the practices, principles of operations and the proper applications of equipment as prescribed by the Company for safety and first aid. **Must be a fully qualified Journeyman/Lineman.**

Education:

High school diploma or the equivalent.

Experience:

EVERSOURCE ENERGY

POSITION PROFILE

Effective Date: ~~December 19, 2018~~
June 1, 2026

Must have demonstrated proficiency in application of construction standards, switching, tagging, lockout and safety standards for overhead work.

Licenses and Certifications:

Must possess a valid driver's license and pass DOT physical. Must obtain and maintain Commercial Driver's License (CDL).

4. Working Conditions:

Ability to perform moderately heavy physical work indoors and outdoors in all seasons and at times for extended periods.

Approved By:_____ Date:_____

(Compensation)

The statements noted are intended to describe the general nature and level of work being performed by personnel assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of employees so classified.

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

Brooke Sherer
Director, Labor Relations

May 11, 2026 LR-26-040

Mr. Joseph Malcarne
Business Manager
IBEW Local 420
550 Wolcott Street
Waterbury, CT 06705

Mr. Scott McCoy
Business Manager
IBEW Local 457
2590 Berlin Turnpike, Suite 1
Berlin, CT 06037

Re: Revised MOU on Field Training Changes

Dear Messrs. Malcarne and McCoy:

This letter confirms our understanding and agreement regarding changes to the Field Training program resulting from the June 1, 2026 Teal Book contract negotiations. This agreement modifies the Field Training MOU dated November 14, 2024. The Company and Union understand and agree to the following:

1. Effective June 1, 2026 and contingent upon ratification of the June 1, 2026 Teal Book contract, the 18-month Field Training program will be eliminated.

    a. Any Line Helpers who are currently in Field Training will return to their respective AWCs on June 1, 2026.

    b. Overhead Training Leaders will return to their respective AWCs and classifications on June 1, 2026.

    c. The Training Coordinators (one in each Local) will return to their respective AWCs on June 1, 2026.

    d. If an employee decides to leave the Overhead Training Coordinator position, he or she must submit written notice at least sixty (60) days prior to the intended release date.

2. If there is a future vacancy in the Training Coordinator position, employees in the Overhead Department who are eligible for the Training Coordinator position will be polled from

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

Brooke Sherer
Director, Labor Relations

senior to junior by Teal Book seniority. Final candidates will be selected based upon review and approval by a four (4) person committee comprised of two (2) Union representatives and two (2) Management representatives.

a. Any employee who is in the Overhead Training Leader classification on May 31, 2026, interviews for the Overhead Training Coordinator position and is approved by the committee shall get first consideration for the position. If more than one Overhead Training Leader is approved by the committee, the position shall be offered by Teal Book seniority.

3. As part of their apprenticeship, Line Helpers will spend three (3) months in System Projects (Step 4 – 18-21 months). After the System Projects rotation, they will spend the remainder of their apprenticeship in their Area Work Center (Step 4 – 21-24 months; Steps 5-8).

4. The following conditions will apply to Line Helpers during their three (3) month rotation in System Projects:

   a. Line Helpers will return to their respective Area Work Center during holiday weeks.

   b. Line Helpers will be part of the System Projects overtime list except during holiday weeks. During holiday weeks, the Line Helpers will be on their respective Area Work Center overtime list.

   c. Except for holiday weeks, Line Helpers will follow the exact same practices as System Projects employees relative to hours of work, overtime and on call during the three-month rotation. They will also remain with System Projects for all storm assignments during the three-month rotation except for holiday weeks when they return to their respective Area Work Center.

5. Line Helpers who are hired into System Projects will spend months 18-21 of their apprenticeship in the Area Work Centers.

   a. During their three (3) month rotation in the Area Work Centers, System Projects Line Helpers will return to System Projects during holiday weeks.

   b. During this rotation, the System Projects Line Helpers will be part of the Area Work Center overtime list except during holiday weeks. During holiday weeks, they will be on the System Projects overtime list.

EVERSOURCE ENERGY

107 Selden Street
Berlin, CT 06037

Brooke Sherer
Director, Labor Relations

This Agreement does not create a practice or precedent and cannot be relied upon or used to prejudice either party in any future proceeding.

Sincerely,

Brooke Sherer

Brooke Sherer
Director, Labor Relations

ACCEPTED FOR THE UNION:

Joseph A. Malcarne

Mr. Joseph Malcarne, Business Manager
Local 420 – IBEW

5-11-2026
Date

Scott M. McCoy

Mr. Scott McCoy, Business Manager
Local 457 - IBEW

5/11/2026
Date

WESTERN MASSACHUSETTS ELECTRIC COMPANY

and

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL UNION 455

A G R E E M E N T

October 1, 2016

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AGREEMENT made as of the **first** day of **October, 2016**, by and between WESTERN MASSACHUSETTS ELECTRIC COMPANY (hereinafter referred to as "the Employer") and LOCAL UNION 455 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO), (hereinafter referred to as "the Union").

It is mutually agreed between the parties as follows:

SECTION I
Purpose of Agreement

Both parties desire to promote harmony and efficiency among the employees of the Employer so that the employees and the Employer may obtain mutual economic advantages consistent with the duty of the Employer as a public utility at all times to provide adequate and uninterrupted electric service in the territory and communities which it serves. Both parties are signing this agreement in good faith and pledging themselves to keep its spirit and letter. This Agreement shall be binding on any and all successors and assigns of the Employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The Employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

SECTION II
Definitions

All Districts including the Cummington and Lee Satellites:

(a) employee: The terms "employee" and "employees" as used in this agreement shall mean (1) all employees of the Employer in its overhead, underground, distribution departments, stock department, streetlight department, transportation department, maintenance department, and janitors including line mechanics and line helpers, response specialists, specialized mobile equipment operators, cable splicers and helpers, garage mechanics, electricians and helpers, area stockhandlers and stockhandlers (2) all meter readers, meter and service representatives, meter service installers, building maintenance mechanics and janitors, (3) all Field Technicians and GIS Technicians, (4) Test Technicians.

The provisions of this agreement do not apply to executives, superintendents, supervisors, office and clerical employees, guards, professional employees, and laboratory employees.

(b) Continuous Employment: The term "continuous employment" as used in this agreement shall mean an uninterrupted period of employment of the employee by the Employer and by any predecessor Company of the Employer. The period of employment of a regular employee shall be considered uninterrupted even though an interruption shall occur by reason of the employee serving in the Armed Forces of the United States.

(c) Regular employee: The term "regular employee" as used in this agreement shall mean any employee who has been employed by the Employer continuously for a period of six (6) months in one or more of the departments of the Employer named in paragraph (a) of this Section.

(d) Probationary employee: The term "probationary employee" as used in this agreement shall mean any employee who has not been employed by the Employer for such six (6) month period in one or more of said departments. **Such probationary period may be extended by mutual agreement between the Union and the Employer.** If a probationary employee is discharged by the Employer, such employee will be entitled to a meeting with the Employer as outlined in Section XVII to discuss the discharge, but neither the Union nor the employee will have the right to arbitrate the propriety of the discharge.

(e) Temporary employee: The term "temporary employee" as used in this agreement shall mean any employee who is employed by the Employer in one or more of said departments for a job that has a definite termination point.

(f) Long-Term Temporary employee: The term "Long-Term Temporary employee" as used in this agreement shall mean an employee hired with an expected termination date of six (6) months or more from the date of hire. Long-term temporary employees will be eligible for life insurance and medical benefits after twelve (12) months of continuous employment. Long-term temporary employees will be given a two-week notice of termination of employment. This termination will not be subject to Section XVI or Section XVII of the agreement by the employee or Union.

(g) Hourly-Paid employee: The term "hourly-paid employee" as used in this agreement shall mean any employee who is paid by the Employer on an hourly basis.

(h) Employed in Shift Operations: An employee (unless hired prior to October 1, 1994) is “employed in shift operations” within the meaning of this agreement when the employee’s regular hours of employment are consistently or periodically other than *first shift between Monday through Saturday per Section XXIII of the Collective Bargaining Agreement.*

(i) Day: The term "day" or "days" as used in this agreement shall mean a calendar day or days unless otherwise stated.

(j) Emergency: An "emergency," as referred to in this agreement, shall mean a circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operations.

SECTION III
Recognition of Union by Employer and
Requirements of Union Membership

(a) The Employer agrees to recognize the Union as sole bargaining agent for the employees with regard to wages, hours of employment, or other conditions of employment.

(b) All employees who are members of the Union on the effective date of this agreement which is September 1, 2010, or who may thereafter become members of the Union shall remain members of the Union during the term of this agreement as a condition of their employment by the Employer in a position covered by this agreement. New employees (persons first hired by the employer during the term of this agreement and in a position covered by this agreement) shall be required to apply for membership in the Union at the end of thirty (30) days of continuous employment. Employees hired for temporary summer employment are excluded from this requirement for an additional 60-day period in that summer and in any subsequent

summers from their first day of hire.

(c) The Employer agrees that during the term of this agreement it will make a single deduction for the required initiation fee upon receipt of individual written authorization and assignment and in addition will deduct Union membership dues from the wages of each employee who authorized it to do so in writing in the form attached hereto and marked Appendix "B," in such amounts as shall be stated in said form. Provided, however, that in the event such amounts are changed in accordance with the Constitution and Bylaws of the Union and upon receipt of written notice signed by the Business Manager, Financial Secretary, President, and Recording Secretary of the Union at least thirty (30) days in advance of the effective date of such change, the Company will implement such new or changed amounts. The total amount so deducted shall be paid each month upon receipt therefor in the name of the Union signed by the financial secretary of the Union, to said financial secretary or to such other officer thereof as shall be designated in writing by the Union, within the ten (10) working days next following the date upon which the last deduction for the month is made.

SECTION IV
Pledge of Union and Employer

(a) The Union agrees that its members or representatives will not solicit membership in the Union during the hours of employment either of the solicitor or of any employee; and that there shall be no dues collected or other Union business or activities engaged in during the hours of employment, except as follows:

The Business Manager, Assistant Business Manager, or Steward will have reasonable freedom of movement to discuss differences which may arise in interpretation of this agreement, investigation of grievances, or jurisdictional disputes involving the Employer. The Business Manager, Assistant Business Manager, or Steward will notify the employee's supervisor and the supervisor of any other employee involved as far in advance as possible of the time that the employee will be absent from work. Such freedom of movement shall not unduly interfere with Employer operations.

(b) The Union agrees that it will not authorize during the term of this agreement any strike, stoppage, or slowdown of work for any reason or cause whatever. Each employee agrees that during the term of this agreement they will not engage in or induce others to engage in any strike, stoppage, or slowdown of work. The Union further agrees that it will take every reasonable means which are within its power to induce employees engaged in any strike, stoppage, or slowdown of work in violation of this agreement to return to work and that it will post a notice on the bulletin boards of the Employer used for notices to the employees, within twenty-four (24) hours after receiving written notification from the Employer of such violation, that the action of the employees was not authorized by the Union and directing the employees to return promptly to their jobs and cease any further violation of this agreement. The Employer agrees that in consideration of the performance by the Union of its undertaking with respect to the termination of any strike, stoppage, or slowdown of work, there shall be no responsibility on the part of the Union, its officers or official representatives for any strike, stoppage, or slowdown of work which has not been authorized or approved by the Union.

(c) The Union further agrees that the Employer has the right to take disciplinary action, including discharge, against any employee who engages in any strike, stoppage, or slowdown of work in violation of this agreement. Whether or not an employee has engaged in any strike, stoppage, or slowdown of work may be the subject of a grievance, but if the arbitrator

determines an employee has engaged in any strike or stoppage, the Arbitrator shall not reduce or otherwise modify the penalty imposed by the Employer. If the arbitrator determines an employee has not violated the provisions of this Paragraph (b), the employee shall be reinstated with compensation for loss of any wages.

(d) The Employer agrees that during the term of this agreement there shall be no lockout by the Employer.

(e) The Union agrees, for itself and the employees, not to hinder or interfere with the management of the Employer in its several departments, including the assignment of work, the direction of working forces, the right to hire, suspend or discharge for proper cause, to transfer employees to work for which they are better suited and to furlough employees because of lack of work or for other good and sufficient cause, but in the exercise of these responsibilities in management the Employer agrees that it will not discriminate against any member of the Union.

(f) Nothing in paragraph (e) shall be held to be paramount to any other provision in this agreement which may be claimed to be in conflict with it, but all parts of this agreement shall be held to be of equal importance and shall be subject equally to the provisions of Section XVI hereof.

(g) It is agreed that the Union may have reasonable use of a bulletin board for the purpose of posting notices pertaining to the Union and its members. All such Union notices shall be signed by the Business Manager of the Union. If requested by the department supervisor, copies of all such notices posted will be placed on the department supervisor's desk prior to posting. It is understood that such notices shall contain nothing political, controversial or reflecting upon the Employer, any of its employees, or any labor organization among its employees. The Union or the Employer may remove from the bulletin board any notice posted thereon which does not comply with the provisions of this paragraph.

(h) The Employer will pay basic straight-time wages to not more than **eleven (11)** employees for time lost from their normal basic work schedules for meaningful negotiation meetings with representatives of the Employer for the amendment of this Agreement.

(i) It is agreed that neither the Company nor the Union will discriminate against any employee in application of any of the terms of this Agreement because of race, color, religion, age, sex, national origin, ancestry, marital status, sexual orientation, disability, military status, veteran status or genetic information.

SECTION V
Hours of Employment

(a) The regular hours of employment for all employees shall be up to ten (10) hours per day and forty (40) hours per week. A day may be a calendar day or any twenty-four (24) hour period and a week may be a calendar week.

(b) The normal workweek for all employees, excepting employees who are employed in shift operations, shall be scheduled between Monday and Saturday inclusive, between the hours of 6:00 a.m. and 6:00 p.m. Late schedule will be assigned by rotation or on a volunteer basis. The Employer may change such workweek if required by federal or state authorities or to meet conditions due to a serious emergency or disaster or to fill a temporary vacancy, but upon the termination of such conditions or vacancy, the Employer shall reinstate

such workweek for each employee whose workweek was changed in accordance with this provision. Work schedules, within the normal workweek, will be determined by the Company and posted and may include a straight eight-hour shift without a designated lunch period.

(c) At the option of the Company, summer hours will be available between the period beginning the first Sunday in April to the last Saturday in October, or any portion of this seasonal period. The assignment of summer hours to a day worker will not cause such employee to be designated as employed in a shift operation. All hours in the Agreement which are based on an 8:00 a.m. to 4:30 p.m. daytime schedule will be adjusted to conform with summer hours.

(d) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION VI
Overtime Pay

(a) An overtime rate of one and one-half (1 1/2) times the hourly rate of a regular and probationary employee will be paid to such employee for all hours of work performed by such employee (1) outside the employee's regular hours of employment or (2) beyond forty (40) hours in any one week, with the exception of hours of work performed on a holiday which are covered by the provisions of Section 8 of this agreement and which shall be paid for in accordance with such provisions.

(b) An overtime rate of one and one-half (1 1/2) times the hourly rate of a part-time employee shall be paid to such employee for all hours of work performed by such employee beyond forty (40) hours in any one week.

(c) An overtime rate of one and one-half (1 1/2) times the hourly rate of a temporary employee shall be paid to such employee for all hours of work performed by such employee beyond forty (40) hours in any one week. A temporary employee shall be paid such overtime rate for all hours of work performed by the employee outside the employee's regular hours of employment only after the employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

(d) An employee who has Sunday as a regularly scheduled day off in a calendar week shall receive an overtime rate of two (2) times the employee's hourly rate for all hours of work performed on such Sunday.

(e) An employee who is employed in a shift job requiring twenty-four (24) hour coverage shall receive an overtime rate of two (2) times the employee's hourly rate for all hours of work performed on the employee's second regularly scheduled day off in such calendar week.

(f) An employee who is employed in a twenty-four (24) hour shift job and has Sunday as a regularly scheduled day off shall receive double time on the employee's second regularly scheduled day off in such calendar week.

(g) When an employee's regular work schedule is changed with less than **forty-eight (48)** hours advance notice, any time worked within such new regular schedule, which was not regular work time under the old schedule, will be paid for at time and one-half rates until the advance-notice period has expired, except when other rates are applicable, and excepted further when an employee's regular work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight (48) hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous regular schedule without forty-eight (48) hours' advance notice after serving a relief coverage assignment as described herein.

(h) All hours for travel time or work time paid at straight-time rates under the terms of this agreement will be paid at double straight-time rates, when employees are assigned to emergency work for other utilities in locations or upon facilities other than those owned or operated by Eversource.

(i) An employee shall not be paid both daily and weekly overtime for the same hours so worked either under the provisions of this Section, or of Section 7, or Section 8 hereof; and in no case shall overtime compensation provided for by these three sections be duplicated or pyramided.

(j) If an employee is required to work beyond sixteen consecutive hours, (or responds to a call-out within three hours of their ~~**normal**~~ quitting time, such hours will be counted towards the sixteen consecutive hours [non-worked hours will not be paid]), the employee will be paid at double the straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals will be counted in determining sixteen consecutive hours. Any part of such eight consecutive hours off which extends into the employee's normal work schedule will be paid for at straight-time rates. When service requirements will not permit allowing as earned rest time off that part which may extend into the normal schedule, such rest time worked will be paid for at double straight-time rates. Triple time will not be paid.

(k) Insofar as practicable, scheduled overtime work will be equitably distributed over the calendar year among the employees within the department, giving preference to the employees whose normal duties include such work. Excused overtime for scheduled overtime work will be counted only when an employee has been given a twenty-four (24) hour advance notice of the scheduled overtime work. Insofar as practicable, emergency overtime will be equitably distributed over the calendar year by calling the low employee on the overtime list based upon qualifications and familiarity with the particular job. *Overtime lists will be combined into one list within a district. There will be no planned overtime lists in any area*. When an employee is scheduled for planned overtime, their name will be removed from the overtime list for any call-outs prior to the planned overtime. When an employee transfers or bids to a new classification, the employee will carry their overtime hours with them. A newly hired employee will be assigned overtime hours equal to that of the employee with the lowest number of overtime hours in the job classification.

(l) Response To Overtime:

1. Because of the nature of our business, and our need to provide 24-hour a day service to our customers, it is necessary that employees work overtime when the need exists - planned and unplanned.

2. Employees shall furnish an acceptable means of off-hour contact by telephone.

3. The response rate standard for the Overhead Lines, Underground and Substation/EM departments is 10% for all offerings.

4. For this purpose, the measure is calculated as the percent of calls made which result in a report to work. Overtime hours resulting from an out of town storm restoration assignment to a non-Eversource affiliated company will not be counted towards the department average of total overtime hours worked. This standard is to be measured annually (year-end) on a going-forward basis. Employees who do not respond to a call will be charged with an instance for lack of response on the automated call-out system list. Employees who have worked the department average of total overtime hours in the preceding calendar year will be deemed to have met the standard regardless of acceptance rate to call outs. Employees who do not meet the minimum response level (See #3 above) will not be eligible for assignments at other utilities in locations or upon facilities other than those owned or operated by Eversource or voluntary planned overtime in the following year. Employees who do not meet the minimum response level (See Section VI (l)3) will be eligible in the following year for assignments at "sister" Eversource companies only after all other fellow department employees who have met the requirements have been asked first.

(m) A Crew Supervisor in the overhead lines, underground lines, and electric stations departments may utilize the Supervisor's own crew to perform overtime work without regard for the overtime list one hour prior to the start of the scheduled shift on a regularly scheduled workday.

(n) For purposes of equalization of unscheduled overtime, Response Specialists are to be considered as outside the overhead line department.

(o) **Employees scheduled for planned overtime assignments (non-regular scheduled days only) shall be for a minimum of four (4) hours at the applicable rate. The Company reserves the right to cancel the planned overtime assignment by 3 p.m. on the day prior to the planned overtime assignment.**

SECTION VII
On Call/Call-Out Pay

I. On-Call

(a) Employees who are assigned by the Company to take trouble calls outside their normal schedule hours will be paid:

(1) one and one-half (1½) hours at basic straight-time rates for each such day assigned - Monday through Friday,

(2) three hours (3) at basic straight-time rates for each Saturday, Sunday, or recognized holiday so-assigned.

(b)(1) Employees transferred after October 1, 2001 whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour.

(b)(2) Employees placed on-call will be considered to be on-call for the entire district, e.g., Pittsfield/South County employees will be considered on-call for both areas; Hadley/Cummington/Montague employees will be considered to be on-call for all three areas.

Note: Selection process for being placed "on-call":

1) If the Company determines that Pittsfield/South County Work Centers needs to place two or more line crews on-call or Hadley/Cummington/Montague Work Centers need to place three or more crews on call then: a) volunteers will be asked by utilizing the weekly overtime list for each respective district/satellite. If this process does not satisfactorily fill the on-call need then the actual hours worked list for each respective district/satellite for the current year will be used and the employee with the lowest number of actual hours list will be selected. If an additional person is needed then the employee with the next lowest number of actual hours worked will be selected. This process will continue until the need is fulfilled.

2) If the Company determines that Pittsfield/South County Work Center needs to place one line crew on-call or Hadley/Cummington/Montague Work Centers need to place one or two line crews on call then: a) volunteers will be asked by utilizing the weekly overtime list for the combined district. If this process does not satisfactorily fill the on-call need then the actual hours worked list for each respective combined district for the current year will be used and the employee with the lowest number of actual hours list will be selected. If an additional person is needed then the employee with the next lowest number of actual hours worked will be selected. This process will continue until the need is fulfilled.

II. Call-Out

(a) Each time an employee is called out from the employee's home at times other than the employee's regular hours of employment, the employee shall be paid for a minimum of two and one-half (2-1/2) hours' work at the applicable overtime rate, computed in accordance with Section 6, except that when the employee is so called out between the hours of 12:00 midnight and 5:00 a.m., the employee shall be paid for a minimum of three (3) hours' work at such overtime rate. The foregoing minimum payments shall not apply to an employee who is so called out within two (2) hours of the start of the employee's regular hours of employment and works to the employee's regular starting time, but the employee shall be paid only for the actual time worked by the employee.

(b) In computing overtime pay of an employee so called out, working time shall begin immediately upon the employee's arrival at the employee's station and end upon the employee's return to such station; provided, however, the employee shall be credited with one-half hour travel time.

(c) If an employee is required to work outside of the employee's normal schedule for fifteen (15) minutes (except for more than two hours for prearranged overtime when such overtime immediately precedes the start of the normal workday) during the eight (8) hour period

immediately preceding the starting time of the employee's next normal schedule, the employee will, whenever possible, be allowed rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any time allowed off for meals during the above eight (8) hour period, except that eight hours rest time will be provided if an employee is required to work six consecutive hours, or, if the employee is working a ten (10) hour day, ten (10) hours rest time will be provided if an employee is required to work eight (8) consecutive hours, **for employees working a 12 hour shift, 12 hours rest time will be allowed if required to work ten (10) consecutive hours**. Time allowed off for meals will be counted in determining beyond fifteen (15) minutes. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates. Rest time shall be granted in accordance with this paragraph on an employee's day of relief when the employee has been scheduled to work on that day.

This language supersedes the rest-time/eight consecutive hours off letter dated October 8, 1998.

(d) When an employee continues work into the employee's scheduled period of work, the employee shall be given rest time when the work is completed, but not going beyond such scheduled period of work.

(e) The employee shall be paid on the straight hourly basis for any portion of such rest period so taken by the employee, which occurs during the scheduled period of work.

(f) An employee called out at times other than the employee's regular hours of employment shall return to the station upon completion of the assigned work; and unless further calls have been received or further trouble is reasonably expected from current potential storm warnings, flood warnings, or other acts of God, the employee will not be required to remain on the job to fill out the minimum call-out time.

(g) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION VIII
Holidays

(a) The term "holiday" or "holidays" as used in Sections 6 and 8 of the agreement includes the following days:

New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day shall be recognized as holidays.

In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern.

(b) A regular employee will receive as holiday pay eight (8) hours' pay at the employee's straight hourly rate for a holiday, subject to the provisions of Section 12 (d), even though no work is performed by such employee.

Work performed on a holiday by such employee shall be paid for as follows:

(1) Such employee, except when employed in shift operations, shall be paid for work performed on such holiday which falls within the employee's scheduled workweek, in addition to eight hours of work on such holiday, at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for up to eight hours during the employee's regular schedule on such holiday and at the straight-time rate for any additional regular scheduled hours within the employee's scheduled day. The employee shall be paid at the overtime rate of two (2) times the employee's straight hourly rate for any hours of work performed by the employee outside the employee's regular schedule on such holiday.

(2) Such employee, except when employed in shift operations, shall be paid for work performed by the employee on such holiday which falls outside the employee's scheduled workweek, in addition to said holiday pay, at the overtime rate of one and one-half (1½) times the employee's straight hourly rate for any hours of work performed by the employee on such holiday.

(3) Such employee when employed in shift operations shall be paid for work performed by the employee on such holiday, which falls on the employee's scheduled day of work, in addition to eight hours of work on such holiday, at the rate of one and one-half (1½) times the employee's straight hourly rate for up to eight (8) hours of work on such holiday and at the straight-time rate for any additional regular scheduled hours within the employee's scheduled day. The employee shall be paid at the overtime rate of two (2) times the employee's straight hourly rate for any hours of work outside the employee's regular schedule on such holiday.

(4) Such employee when employed in shift operations shall be paid for work performed by the employee on such holiday which falls outside the employee's scheduled workweek, in addition to said holiday pay, at the rate of one and one-half (1½) times the employee's straight hourly rate for any hours of work performed by the employee on such holiday.

(c) An employee on scheduled vacation leave which includes a holiday shall receive an extra day's pay for such holiday if it is determined by the Employer that it is not practical to schedule an additional day of vacation. If it is determined that an additional day of vacation can be scheduled, whenever practicable the additional vacation day will be scheduled to immediately precede or follow the vacation period during which the holiday occurs.

(d) Only employees when employed in shift operations who are scheduled to work a holiday will have the option of receiving holiday pay or receiving a day off in lieu of holiday pay. **Such day off will be requested by the employee during the week of the holiday worked. If the employee does not request such day off at that time then the employee shall be paid in the following paycheck for the holiday worked.**

(e) When a holiday falls on a Saturday, the preceding Friday will be the day observed in place of the Saturday holiday and holiday pay and the above rates for work on the holiday will be effective for such Friday.

(f) When a holiday falls on a Sunday, the following Monday will be the day observed in place of the Sunday holiday and holiday pay and the above rates for work on the holiday will be effective for such Monday.

(g) The preceding two paragraphs shall not apply to employees employed in shift operations.

SECTION IX

Time Off for Death in Family

(a) Time off with pay, which may be one, two, or three working days, will be granted to any regular and probationary employee upon notification to the employee's supervisor of the death of a member of the employee's immediate family and only when the employee is in actual attendance at the funeral. The immediate family, referred to herein, shall include a father, mother, husband, wife, brother, sister, son, daughter, grandfather, grandmother, grandchild, father-in-law, mother-in-law or step-relative in the above classifications.

(b) In addition, one working day off with pay, not extending beyond the day of the funeral and only when the employee is in actual attendance at the funeral, will be granted in the case of the death of a brother-in-law, sister-in-law, uncle, aunt, nephew or niece.

(c) In cases of death in the family not included in the above, time off may be granted, with due consideration to be given, according to the circumstances in each individual case.

(d) Duration of the time off with pay will depend upon the circumstances in each case, but shall in no case exceed three (3) working days and shall not extend beyond the date of the funeral except if extraordinary circumstances require an additional day beyond the day of the funeral for travel purposes, such day may be allowed as part of the three (3) day working day period.

(e) If death occurs to a member of an employee's immediate family, as defined in paragraph (a) above, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three (3) days. The vacation will be rescheduled at the option of the Employer to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the first four months of the following calendar year.

(f) The provisions of this Section do not apply to a part-time employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION X
Jury Duty and Military Leave of Absence

(a) Whenever a regular employee is required to be absent from the employee's regular duties because of Jury Duty and receives compensation from the appropriate governmental authority for reporting for said Jury Duty, the Employer will make up the difference between (1) the wages for the hours which the employee normally would have worked on the day or days of Jury Duty computed at the employee's straight hourly rate and (2) the amount which the employee receives from the appropriate governmental authority for Jury Duty for such day or days.

(b) In the event that the employee has an opportunity to perform some of the employee's regular duties for the Employer, the employee shall be paid the regular hourly rate for the hours worked which will be in addition to any money received from the appropriate governmental authority for Jury Duty.

(c) If the sum of the employee's compensations for Jury Duty and the amount received for work actually performed does not equal the wages for the total hours which the employee normally would have worked on the day or days of Jury Duty, the difference will be made up by the Employer. If such sum is equal to or greater than such wages, no additional payment will be made by the Employer.

(d) Holiday pay which such employee would have received if not on Jury Duty shall be paid to the employee without deduction for pay received from the appropriate governmental authority for work on such holiday.

(e) It is expected that, if an employee is relieved of Jury Duty before noon, the employee shall report back to the employee's supervisor for work assignment; if relieved after noon, the employee shall not be required to report back for work.

(f) *The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The benefits provided by the Company will be those set forth in the "Leave of Absence for Military Service" section of NUP 15 – Leaves of Absence, which may be amended at any time at the sole discretion of the Company.*

(g) The provisions of this Section do not apply to a part-time or probationary employee and shall be applied to any temporary employee only after such employee has worked for the Employer more than ninety (90) days without interruption in a calendar year and in connection with the employee's work beyond such ninety (90) days.

SECTION XI
Vacations

(a) Regular Employees will be allowed the following vacation periods annually with basic straight-time pay:

1)

- **For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.**

- **For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.**
- **For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.**
- **For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.**

2) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

3) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

4) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

5) During the year in which an employee reaches their 63rd birthday, the employee will be entitled to an additional week of vacation pay in that calendar year and every calendar year thereafter. **This additional week of vacation applies only to those employees who have reached their 63rd birthday by December 31, 2016 and were hired prior to that date.**

(b) Vacations shall not be cumulative from year to year. Employees entitled to vacations will take them in accordance with a schedule to be prepared by the Department Superintendent of the Employer. Consistent with the Employer's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Employees may express to the Superintendent as early as possible any desire for specific vacation dates and such expressions will be given consideration in making up the vacation schedule with seniority to govern in case of conflict.

(c) One (1) of the three (3) weeks of vacation for those employees who are eligible for a three (3) weeks' vacation, two (2) of the four (4) weeks of vacation for those employees who are eligible for a four (4) weeks' vacation, three (3) of the five (5) weeks of vacation for those employees who are eligible for a five (5) weeks' vacation and four (4) of the six (6) weeks of vacation for those employees who are eligible for a six (6) weeks' vacation may be scheduled by the Employer at any time during the calendar year.

(d) Any employee eligible for one (1) or more weeks' vacation may split one week into two parts and one week into up to five parts provided a one-week notice is given where

practicable, except in case of an emergency. A split vacation shall not have preference over a first or second week's vacation or a previously scheduled vacation of an employee. Seniority shall govern in case of conflict of choice of split vacations among the employees. The second part of an employee's split vacation shall not have preference over any other employee's vacation.

(e) Within the meaning of this Section, vacation pay for a week for an employee is a sum equal to forty (40) times the straight hourly rate of such employee as of the time the employee's vacation is taken, subject to the provisions of Section 12 (d).

(f) *If an employee fails to perform any work, quits or is discharged during a calendar year, they will be paid the prorated vacation amount that they have earned.*

(g) An eligible employee who leaves the service of the Employer to enter the military service of the United States or is laid off for lack of work or quits after giving two (2) weeks' notice, and who has not then received vacation for such calendar year, shall receive vacation pay for such calendar year as follows:

The employee shall be paid that proportion of one (1), two (2), three (3), four (4), five (5), or six (6) weeks' vacation pay [the number being determined in accordance with paragraph (a) hereof except that the date on which the employee ceases work shall be used in place of December 3l as the number of full months worked by the employee during such calendar year bears to twelve (12)]. For this purpose, if the date of cessation of work occurs on or after the 15th calendar day of the month, the period of work in such month shall be counted as a full month, but if it occurs prior to the 15th calendar day of the month, the period of work in such month shall not be counted.

(h) The provisions of this Section do not apply to temporary employees, probationary employees, or part-time employees.

SECTION XII
Wages

(a) Schedule A attached hereto shows a list of the classifications covered by this agreement and the wage rate ranges applicable to each classification effective **September 4, 2016, October 1, 2017, September 30, 2018 and September 29, 2019**. All employees in a classification shall be paid at a rate of pay that comes within the rate range applicable to such classification. If any general wage adjustment is made by the Employer, any employee then receiving a rate in excess of the maximum rate for the job classification in which the employee is employed shall receive as a general wage adjustment a sum equal to the amount of the general wage adjustment as applied to the maximum rate of pay of such job classification.

(b) The progress of an employee within the rate range for the job classification shall be based on merit *and the provisions set forth in the Company/Union Time Merit Progression (TMP) Letter of Agreement dated March 22, 1989 found in Section XXV*. Merit includes the employee's effort and initiative, *safety on the job,* progress and experience in and knowledge of the requirements of the job classification, and it shall be the responsibility of the Employer to determine the same.

(c) Each employee whose rate of pay is from time to time below the maximum for their job classification shall be reviewed for a merit increase on wages once each six (6)

months. Merit increases will be for thirty (30) cents per hour or more, subject to the limitation of the maximum rate for the job. Following each such review, the Employer will notify the employee if the employee has not been granted a merit increase and the reasons therefore. Employees at the top rate of their classification shall receive Performance Appraisal Reviews at six (6) month intervals until they reach the Journeyman level. Any complaint as to the Employer's action may be processed as a grievance through the grievance procedure established in Section XVI of this agreement.

(d) When an employee is temporarily assigned by their authorized supervisor, in advance of performance, to perform higher classes of work and actually performs said work for a period of two (2) hours or more, the employee shall be compensated for such work at the minimum of the rate range for such higher classification or at the hourly rate of pay increased by fifteen (15) cents per hour, whichever is the higher, but not in excess of the maximum of such rate range. If the temporary assignment is to perform work in a supervisory classification, the hourly rate of pay of the employee shall be increased by *1.75* dollars per hour. After an employee has worked continuously for four (4) weeks on a temporary upgraded job, thereafter, so long as the employee continues to work at such job, the temporary upgraded rate shall apply to holiday pay, accident pay, vacation pay, and sickness disability payments. *In the event an employee is to be upgraded or promoted within a department and a relative of that employee (as defined by NUP64) works within the same department, the relative employees may not be assigned to the same work crew unless under emergency situations.*

(e) Whenever an employee not employed in a shift operation is assigned temporarily to perform work of an employee in a shift operation, the employee shall be entitled to overtime pay for hours worked by the employee on such temporary assignment outside of the employee's regular hours of employment unless the temporary assignment is for a period of forty (40) hours or more to work in a shift operation in which case the employee shall be considered as a person employed in a shift operation for the duration of such temporary assignment.

(f) The Employer shall advise the Union, in advance, of employees being transferred temporarily from one area to another or employees being transferred temporarily from one Occupational Group to another. Except for emergencies, as much advance notice as reasonably possible will be given.

(g) The Employer agrees that any employee selected on or after the date of this Agreement, to fill a vacancy as a Specialized Mobile Equipment Apprentice, will be promoted to Specialized Mobile Equipment Operator, respectively, not later than upon the completion of six (6) months service in such apprentice classification, provided the employee qualifies for such promotion. employees who are selected to fill an apprentice vacancy, and who have two (2) or more years of continuous service with the Employer on the date of such selection shall receive the rate of forty (40) cents per hour above the single rate established for the apprentice classification.

(h) Employees who are selected to fill an apprentice vacancy and who have ten (10) or more years of continuous service with the Employer on the date of such selection shall receive a rate equal to the minimum rate of Specialized Mobile Equipment Operator, except where such rate is in excess of the employee's current rate, the employee will continue to receive the employee's current rate.

SECTION XIII
Seniority

(a) The Employer shall make the selection of regular or probationary employees for promotion based upon the following factors:

(A) Length of continuous employment
(B) Training
(C) Ability
(D) Efficiency
(E) Physical fitness

Whenever there is no substantial difference with respect to factors (B), (C), (D), or (E), length of continuous employment as defined in Section 2 (d) shall govern, except as otherwise expressly provided in subparagraph (b) of this Section.

(b) When a promotion is to be made within an Occupational Group as hereinafter defined, and as shown on Appendix "C" which is attached hereto, the following requirements as to preference shall be met:

(1) First opportunity to fill a vacancy shall be given employees within the Occupational Group in which the vacancy exists. The employee in a particular job classification within the Occupational Group who has the necessary ability and qualifications shall be eligible to advance to the next higher job classification within the employee's Occupational Group, provided that whenever there is no substantial difference with respect to factors (B), (C), (D), or (E),

All Districts:

The employee with the greatest occupational seniority shall be selected. An employee must remain in a job classification for at least one (1) year before the employee is eligible to advance to the next higher job classification within the employee's Occupational Group.

(2) Vacancies in a job classification which is above the lowest step in an Occupational Group for which no qualified eligible employee within such Occupational Group is available, shall be filled by mutual agreement between the Employer and the Union. Mutual agreement shall not be unreasonably withheld.

(3) When necessary to determine the qualifications of applicants, the Employer shall determine the same in a reasonable manner consistent with the requirements of the job vacancy. An employee who formerly held the job classification shall be presumed to be qualified. In the event tests are used to determine the qualifications, such tests will be jointly administered by the Employer and the Union. Any disagreement concerning use of such tests shall be subject to the provisions of Section XVI.

(4) The Terms:

"Occupational Group" shall mean a sequence of related jobs rated from the highest to the lowest job classification, as shown in Appendix "C." "Occupational Seniority" shall mean the length of employment in an Occupational Group.

Employment in an Occupational Group shall be considered for the purpose of determining length of service to commence on the date that an employee is scheduled to begin a job within the Occupational Group irrespective of the hour or day on which the employee commences the employee's duties.

(c) Training received while working on temporary assignment to a job will not be considered in making the selection on a promotion to such job.

(d) The provisions of this Section shall not apply to the selection or hiring of any employees who are excluded by the provisions of Section 2 from the terms "employee" and "employees," or any employees in any department not coming within the scope of this agreement. Any employee transferred to a supervisory or other job outside the bargaining unit shall retain such seniority as accumulated prior to such transfer, and no seniority shall accumulate while such employee has been or shall be employed outside the bargaining unit, except that where an employee is transferred to a position in the first level of supervision, such employee shall accumulate seniority for the first ninety (90) days while occupying such position. If any employee has been or is transferred to a supervisory or other position so as to be excluded from the coverage of this agreement, such employee shall retain seniority plus that accumulated in the higher position to a maximum of ninety (90) days, and in the event such employee shall be retransferred to a job classification within the unit, shall retain all accumulated seniority as provided in the preceding sentence.

(e) When there is an increase in the work force after a layoff, employees who had been laid off for less than five (5) years because of lack of work, shall, if then available, be given preference over persons not formerly in the employ of the Employer, and with respect to former employees, the selection among them shall be based upon the factors set forth in subsection (a) of the Section. Such employee will retain seniority rights, but seniority will not accumulate during the period of layoff.

(f) The Employer shall maintain an up-to-date seniority list by Occupational Groups of all employees in jobs covered by the Union agreement. Such a list shall be made available to the Business Manager of the Union on December 1 of each year. The Employer shall send to the Business Manager of the Union on June 1 of each year, a letter outlining all changes which have been made to the seniority list issued the preceding December. If exception is not taken to the list or letter within thirty (30) days from the date of submission of such list or letter to the Union, the list or letter shall be considered as correct and no change will be made thereafter except by mutual agreement between the Employer and the Union.

(g) The provisions of this Section do not apply to part-time or temporary employees. However, when any temporary employee is transferred to regular status and becomes a regular employee, the length of continuous employment shall be measured from the date on which the continuous uninterrupted period of employment started, last prior to the employee's transfer to regular status.

(h) Company seniority under this Agreement shall be defined as length of service in a classification included in the bargaining unit. Effective July 1, 1984, employees transferred or reassigned from outside the bargaining unit to a classification included under this Agreement will not carry nonbargaining unit seniority with them.

SECTION XIV
Furlough of employees

(a) Whenever, because of a reduction or change in the work force in a job classification covered by this agreement, there is a surplus of employees in such job classification, then the employee in such job classification who has the least length of Company seniority with the Employer shall be selected by the Employer for reassignment (Such displaced employee shall successfully pass the applicable aptitude test for the entry level position in the job classification bumping to. This applies only to employees hired or transferred into bargaining unit positions upon ratification of this Collective Bargaining Agreement.) or furloughing in accordance with the following:

The Employer will offer such employee a job ...

first: in the same job classification at any location within the employee's Occupational Group as stated on the List of Occupational Groups set forth at the end of this Section;

second: in a previously held (within the last five (5) years) job classification or in any lower rated job classification within the employee's Occupational Group as stated on said List;

third: in any job classification in the employee's or any other Occupational Group in the employee's Department which is shown on said List with the symbol (f) before it, and for T.M.P. classifications this would include up to S-3, provided that such job classification has a maximum rate of pay lower than the maximum rate of pay of the employee's present job classification; and

fourth: in a job classification in another Department which as stated on said List is a starting job in such Department; provided the employee has the ability and qualifications (including license, if required) to perform the work in the offered job and has longer length of continuous employment with the Employer than another employee in such job classification. If the Employer cannot offer a job to the employee, the employee shall be furloughed. If the employee refuses to take the job offered to the employee, the employee shall then be furloughed.

(b) If a surplus is created in a job classification as a result of such offer of a job, the Employer will displace the employee then in such job classification who has the least length of continuous employment with the Employer. In turn the Employer shall offer to the displaced employee a job in the same manner followed in the first instance. If the Employer cannot offer a job to such employee, the employee shall be furloughed. If such employee refuses to take the job so offered to the employee, the employee shall be furloughed. The Employer shall repeat the above procedure until the last displaced employee or employees are furloughed. An employee to be furloughed shall be given two (2) weeks' notice prior to being separated from employment with the Employer.

If an employee has completed one or more years of continuous service, is not offered a job, the employee shall be given an allowance of 80 hours pay at the employee's straight-time

hourly rate for each full year of continuous service with the Company with a minimum of two weeks pay up to a maximum of 52 weeks pay. Any furloughed employee or employee identified to be furloughed, who obtains employment with any of the system companies and Connecticut Yankee Power Company or any successor company will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish any other rights, other than vested rights, under this Agreement and will not be eligible for recall.

Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease with this Company, or with the purchaser or lessor, shall not be eligible for severance pay.

(c) The employee involved in this movement shall be given a seventy-two (72) hour notice before the change is made. In the employee's new job classification, the employee shall be paid at the maximum rate of pay of such job classification except, if the new job classification is covered by a TMP, the new pay rate will be at the third step of the rate progression. If it is a job classification requiring a license, the employee shall be paid in accordance with the maximum rate of pay provided for the license which the employee holds or at a rate of pay to be determined in accordance with the Schedule in Section 20 of this agreement, whichever is greater, provided, however, that the employee shall not receive in the new job classification more than the rate of pay which the employee was being paid in the job classification from which the employee has been selected or displaced.

(d) Employees with twenty (20) or more years of continuous service with the Employer, whose jobs are eliminated by automation or a permanent reduction in forces, shall be placed in other jobs without a reduction in their wages. The Employer and the Union will attempt to agree to place employees whose jobs are so eliminated in jobs for which they are best qualified.

(e) Employees hired prior to July 1, 1979, with five (5) or more years of continuous service with the Employer shall not be laid off because of a reduction or change in the work force. Such an employee who cannot be placed under the steps outlined in the Plan, will be offered a job in any job classification having a maximum rate of pay lower than the maximum rate of pay of the employee's present job classification, for which the employee is qualified (including license, if required) and in which there is an employee with less than five (5) years' service with the Employer, and in so doing the Employer will try to place such employee in a job having a maximum rate of pay below, but as near as possible to, the employee's rate of pay. The employee who is displaced by this procedure shall be subject to the steps outlined in this Plan.

(f) Whenever a vacancy occurs in a position from which an employee has been displaced, such vacancy will be filled by the displaced employee without the requirements of job posting and when more than one employee has been displaced, the employee having the longest length of service with the Employer shall be given the job vacancy. Such employee returning to the employee's former classification shall receive the rate of pay which the employee was receiving in such classification just prior to the employee's displacement. In order to qualify as a displaced employee, such employee must have worked in the position from which displaced at least thirty (30) days immediately prior to such displacement.

(g) The Company will not contract out work regularly performed by employees covered under this Agreement if it would result in the layoff or demotion of its regular employees.

OCCUPATIONAL GROUPS

Springfield District

Commercial Department

C-1

(1) Meter Service Specialist
Meter/Service Rep.
(f) * Meter/Service Helper
Meter/Service Installer
(f) * Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Lead Building Maint. Mechanic
Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-3

Distribution Construction Mechanic
Distribution Construction Worker
(f) * Distribution Construction Helper

D-4

Specialized Mobile Equip. Oper. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Area Operator
Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Senior Streetlight Inspector
Streetlight Line Mechanic
(f) * Streetlight Inspector

D-8

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

D-9

Senior GIS Technician
GIS Technician A-1/B-2
(f) * GIS Technician B-3/C-2

TD-10

Test Technician

Dispatch Center

DC-1

Dispatcher
Assistant Dispatcher
(f) * Dispatch Center Trainee

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Distribution Construction Helper
Line Mechanic Helper
Specialized Mobile Equipment Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-3/C-2
GIS Technician C-2/B-3

Franklin Area

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.

Distribution Department

TD-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper

TD-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

TD-3

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. Oper. App.

TD-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

TD-6

Lead Electrician
Electrician
(f) * Electrician Helper

TD-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper

Distribution Department:

Splicer Helper
Line Helper
Specialized Mobile Equip. Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Hampshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Assistant
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Line Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Berkshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Mechanic Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-4

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Opr.
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f) * Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Janitor

	Meter/Service Installer Helper
Distribution Department:	Splicer Helper
	Line Mechanic Helper
	Specialized Mobile Equip. Apprentice
	Garage Mechanic Helper
	Electrician Helper
	Utility Maintenance Worker
	Field Technician C-2/C-3

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* Positions to be posted
(f) See Step 3 Section XIV - Furlough of employees
*** Classification to be deleted - incumbents grandfathered
(1) For upgrading only

SECTION XV
Reemployment of Veterans

Both parties agree that reemployment of former employees upon their release from the Armed Forces of the United States shall be in accordance with the laws of the United States of America and of the Commonwealth of Massachusetts and any duly authorized rules and regulations issued thereunder.

SECTION XVI
Grievance Procedure and Arbitration

(a) A representative of the Employer and the Business Manager of the Union shall meet from time to time at the request of either party for the purpose of discussing any common problems. All such meetings shall be held at the Employer's office at the convenience of both parties, if possible.

(b) During the term of this agreement, should any difference, dispute or grievance arise between the Employer and the Union regarding hours, wages, or working conditions or the interpretation or application of any of the provisions of the Agreement, there shall be no suspension of work and the following procedure shall be followed:

First - The aggrieved employee or employees within fifteen (15) working days after the grievance arises shall present the grievance verbally to the foreman or immediate supervisor. The foreman or immediate supervisor will endeavor to settle it by giving an answer as promptly as possible, and within five (5) working days of the date of presentation. Nothing contained in this provision shall be interpreted as preventing the Union from being present at any meeting at which any grievance is adjusted and the Union will be notified in advance of such meetings by the Company. If an answer is given and accepted by the Union in this step, the grievance shall be considered closed. If the answer is not given, or is not acceptable to the Union, the grievance may be taken to the second step within ten (10) working days from the date the answer was given or due.

Second - The Business Manager, Assistant Business Manager or Steward shall forward the grievance in writing to the Manager or Superintendent concerned stating its nature and giving a brief description of the circumstances causing it. Reference shall be made to the provision(s) of the Agreement on which it may be based. The Manager or Superintendent concerned or their designated representative will investigate the grievance and the answer will be given by the Manager or Superintendent in writing within five (5) working days. If a meeting is held at this step, the answer is to be given by the Manager or Superintendent in writing five (5) working days from the date of the meeting. If the answer is not acceptable to the Union or is not received within such five (5) working days, the grievance may be taken to the third step within ten (10) working days from the date that the answer was received or due. The Union may initiate the grievance at this step at any time within a period not in excess of fifteen (15) working days from the date of the alleged violation.

Third - The Business Manager, Assistant Business Manager, or Steward of the Union shall forward a copy of such written grievance to Labor Relations. A meeting between the Labor Relations and the Business Manager or their mutually agreed to designated representative, shall be held at a time and place as agreed to by the parties. An International Representative of the I.B.E.W. may be present at this step, only to assist the local Union. The answer is to be

given in writing by the Regional Personnel Manager within ten (10) working days from the date of the meeting.

Fourth - In the event that any such difference, dispute, or grievance shall not have been satisfactorily settled in the manner hereinbefore provided within thirty (30) working days after the date of the third-step answer, the Union shall immediately notify the Employer, in writing, that the same shall be referred for settlement to an impartial arbitrator who shall not be financially interested in the Employer, to be appointed by mutual agreement of the Employer and the Union. No matter shall be submitted to an impartial arbitrator after 65 days from the date of the incident. If the Employer and the Union cannot agree on the arbitrator within fifteen (15) calendar days then, within thirty (30) calendar days after the fifteenth day, the American Arbitration Association shall be requested by either party to administer the arbitration pursuant to the American Arbitration's Voluntary Labor Arbitration Rules. The arbitrator's decision or award shall be in writing and shall be final and binding on all parties. The expenses and fees incident to the services of the arbitrator shall be paid jointly by the Employer and by the Union.

(c) The impartial arbitrator shall render a decision on any difference, dispute, or grievance on the basis of the evidence, the data, and the facts properly placed before the employee regarding such difference, dispute, or grievance.

(d) Except as specifically provided herein this agreement shall not be changed or added to by arbitration and all awards shall be consistent with the terms hereof.

(e) The arbitrator shall render a written decision and/or written opinion within thirty (30) days following the close of hearings.

(f) At such times as are mutually agreeable, an aggrieved employee and the Business Manager or Assistant Business Manager or Steward of the Union will be allowed time to discuss grievances with the Employer in the first, second and third step of this procedure without loss of pay for normal-schedule work hours providing overtime replacement is not required.

SECTION XVII
Discharge of employees

The Employer shall notify the Union within two (2) working days of the suspension or termination of an employee and the Union shall have seven (7) working days to request a meeting to discuss such suspension or discharge. Such meeting shall be held within fifteen (15) days of the Union's request. Upon receipt of the foregoing request, the Employer will inform the Union of the reason for the suspension or discharge, and, upon receipt of a request from the Employer, the Union will state the reasons for believing the suspension or discharge to be improper. The Employer will state its determination within two (2) working days subsequent to the conference. If subsequent to such conference the Employer determines that the employee was not properly suspended or discharged, the employee will be reinstated without prejudice and may be compensated by the Employer for loss of wages as hereinafter stated. If the employee is not satisfied with the determination of the Employer rendered subsequent to such conference, the Union may in writing, delivered to the Employer, request within five (5) working days after such determination that the matter of the discharge or suspension of such employee be referred for settlement to an arbitrator under the provisions of Section l6 hereof. The arbitrator shall render a decision within two (2) working days after the close of the hearing. The arbitrator shall have the power to make a decision determining whether or not the discharge or

suspension was proper hereunder, and if improper, whether or not to order the employee to be reinstated with back pay. An award of back pay made either by the representative of the Employer or by the arbitrator shall charge the Employer with the number of hours of back pay computed on an eight (8) hour day at normal rates, that the employee would have worked had the employee been employed, and in no event with a greater number of hours of back pay than the hours the employee would have worked had the employee been employed for a period beginning with the date of discharge or suspension and not exceeding twenty (20) working days of eight (8) hours each, next following the date of the close of the arbitration hearing.

SECTION XVIII
Safety and Health Regulations

(a) The present safety regulations (Employee Safety & Health Handbook) of the Employer are hereby incorporated in this agreement by reference. A joint committee, comprised of the Business Manager of the Union and two assistant Business Managers of the Union or their designated representatives and three (3) representatives of the Employer, shall be established to promulgate safe work practices. The Committee shall meet from time to time at the request of either party to discuss matters pertaining to safe work practices.

(b) Before adopting barehand practices for work on energized transmission facilities, the Union and Employer Safety Committee will first thoroughly investigate by any means necessary that this practice is not injurious to the health of the employees in any way.

(c) The Employer agrees to submit to the Business Managers drafts of the proposed revisions of the Safety Rules (Employee Safety & Health Handbook) and to meet on or about June 9, 1967, (and on later dates as may be necessary) to review and discuss such revisions. It is understood that suggestions made by the Union will be given careful consideration before final rules are adopted by the Employer. It is further understood that future new or changed Safety rules (Employee Safety & Health Handbook) will be similarly submitted and discussed before adoption by the Employer. Once the Company has made a decision on any such change in a safety regulation, the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonable in making such change.

(d) Both parties agree that they and the employees will each and all comply with the regulations made by the Employer and will respectively provide and use the protective devices, wearing apparel and other equipment to be provided by the Employer in accordance with the present practice of the Employer for protection from injury.

(e) Supervisor, Safety Administrator and/or Union Business Manager may report in writing a violation of such regulation by any employee to the department superintendent.

(f) If an employee is charged with a chargeable automobile accident, the employee and the Union are to be notified in writing within ten (l0) working days.

(g) An employee sent out on a trouble call may at the employee’s discretion and without prejudice request assistance if the trouble is beyond the employee’s ability to repair safely and adequately alone.

(h) Except in cases of necessity or emergency, employees shall not be required to do outdoor work when heat, cold, rain, snow, humidity, or other inclement weather conditions make such work unsafe in the Employer's judgment. employees may, prior to commencement

of outdoor work, or during such work, request their foreman to call the superintendent's office for a decision on whether or not such outdoor work shall be commenced or continued. If the foreman refuses to make the call, the employees may refuse to commence or continue such outdoor work until the call is made and a decision from the superintendent's office is obtained. employees shall not lose any regular pay because of failure to work outdoors due to inclement weather.

(i) When humidity or wet conditions are such that it is hazardous to work on l3,800/8000-volt or 8320/4800-volt lines with gloves, hot line sticks will be used or the lines will be de-energized.

(j) Except in cases of emergency or for customer scheduled or planned outage work, no employee engaged in work on overhead or underground lines shall be required to perform work on such lines when the temperature is ten degrees (l0°) or below. 10º clause clarification: Planned or scheduled outages for large (50 kVA and above) commercial or industrial customers, where there will be a major inconvenience or costs incurred by the customer if rescheduled. If possible, the Company will make a reasonable effort to reschedule.

(k) Employees may request their foreman to call the Superintendent's office for a decision on whether or not two (2) employees are needed on a pole to work 8320 Y hot safely or whether additional employees are needed to hang a transformer safely. If the foreman refuses to make the call, the employees may refuse to commence such work until the call is made.

(l) When it is necessary to patrol power lines on private right-of-ways at night on foot, employees will be assigned to perform this duty in pairs.

SECTION XIX

Accident and Sickness Disability Benefits

(a) The employees shall have the benefits of the Workmen's Compensation Laws of the Commonwealth of Massachusetts.

(b) Any regular employee who receives injury in the performance of assigned duties for the Employer resulting in the employee’s absence from work and in receiving medical care will be paid for such absent time, for the period of total incapacity not in excess of one year from the date of the injury, an amount which, after crediting Workmen's Compensation Benefits provided by such laws for such injury, will equal the normal basic, after taxes, pay for such absent period computed at the regular rate for a forty (40) hour week, subject to the provisions of Section 12 (d). In calculating the amount of payments to be made by the Employer, the Employer shall be entitled to the credit for Workmen's Compensation Benefits whether or not the employee has waived or actually receives such benefits. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Employer shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Employer's payments made under the terms of this Section. The provisions of this subsection (b) do not apply to temporary employees, probationary employees, or part-time employees.

(c) The Employer agrees to continue in effect during the term of this agreement its present Sickness Disability Plan as modified *07/01/1992*, provided, however, that if by reason of federal or state legislation a program of such or similar benefits is established and the Employer

contributes to the cost of such program, then the Employer shall be entitled to a credit under its Sickness Disability Plan for all payments made to an employee under such program.

Test Tech Group and Employees hired on January 1, 2017 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- **Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual**
- **A total of 10 sick days per year at 100% of pay**
- **In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability**
- **The first six weeks of short term disability will be paid at 100% of base pay**
- **Up to 19 additional weeks of short term disability will be paid at 67% of base pay**
- **Vacation time cannot be used in lieu of 67% pay**
- **Vacation time cannot be used to extend a short-term disability claim prior to transitioning to long-term disability (LTD)**

(d) Disability to work resulting from sickness and accidents incurred by an employee who is a Union representative while on Union business shall not make such employee ineligible for benefits under the Sickness Disability Plan.

SECTION XX
Disability Management

(a) In the event an employee becomes unable to perform the duties of the classification in which the employee is engaged because of physical *or mental* disability *as verified by the company*, the Employer shall transfer the employee to other work, if available, which the employee is capable of performing and shall pay the employee a rate to be determined in accordance with the Schedule shown below. The Employer shall decide whether vacancies exist in a classification to which an employee may be reassigned, and the Employer shall, after consultation with the Union, determine when an employee is entitled to be, or in the interest of safety should be, transferred to work which the employee is capable of performing safely and effectively.

(b) If the maximum wage rate for the job to which the employee is assigned is higher than the adjusted rate as determined from the Schedule, the maximum wage rate of the employee's new classification shall be the applicable rate.

SCHEDULE

An employee who has been in the employ of the Employer, or its predecessors, for a period of ten (10) or more years at the time of adjustment, will be paid a rate of fifty (50) percent of the employee's current base rate plus five (5) percent of such base rate for each year of continuous service in excess of the required ten (10) years' service at the time of adjustment, but in no case shall the adjusted rate exceed the employee's current base rate. The Employer shall endeavor to find jobs for aged and/or disabled employees.

SECTION XXI
GROUP HEALTH CARE PLAN

(a) The Employer's Health Care Plan and the employee contribution schedule as described in the Company's ***2016*** proposal for a new Agreement will be in effect for the term of this Agreement.

(b) Changes in the Health Care Plan – *beyond those associated with a change of carrier, or those legally or regulatorily mandated*, shall be made with the mutual consent of the Employer and the Union, the determination of the method of providing such benefits shall be at the sole discretion of the Employer.

(c) *A change of carriers and individual disputes that are otherwise covered by the providers' claims and appeal process, are not subject to the grievance and arbitration process.*

SECTION XXII
Job Posting Program

(a) The Employer will post a notice of every vacancy in any job (other than a temporary or part-time job) covered by this agreement which is a starting job or the lowest rated job in an Occupational Group. Such posting will be made company-wide in all Union areas. The starting job and the lowest rated job in an Occupational Group is shown with an asterisk (*) on Appendix "C" which is attached hereto. Such notice shall be posted for seven (7) working days in all the departments where the jobs covered by this agreement exist and shall set forth the classification of the job to be filled, an outline of its duties, the qualifications required for the job, its regular hours of employment, the name of the supervisor to whom applications for the job should be submitted, the date on which the notice is posted, and the last day for filing applications. On or before the date of posting of each such notice, a copy of the notice shall be furnished to the Business Manager of the Union.

(b) Any employee, except as otherwise noted in this Section, having the qualifications required and desiring to be considered may apply in writing for such job within seven (7) working days after the notice is posted or such additional period as may be agreed to by the Union and the Employer. The employee shall apply by filling out an application form provided by the Employer, copies of which shall be available from both the Employer and the Union, and submitting the original copy of the application to the supervisor named in the notice and the duplicate copy of the application to the Business Manager or Steward of the Union. The Business Manager or Steward of the Union may submit a bid for a job on behalf of an employee who is on vacation or absent from work. The Employer shall not be required to consider any employee who fails to apply as aforesaid. The Employer will consider the qualifications of the applicants, select the person to fill the job vacancy and announce its selection within twenty-five (25) working days after the notice is removed. The Employer's selection shall be consistent with the provisions of Section l3 (a) hereof, provided that if there are no qualified applicants, the Employer shall not be required to fill the vacancy from among the applicants. For bids on posted jobs, seniority shall be company-wide with no preference given those in a particular area. When necessary to determine the qualifications of applicants, the Employer shall determine the same in a reasonable manner consistent with the requirements of the job vacancy. An employee who formerly held the job classification shall be presumed to be qualified. The Employer shall promptly notify the Union of its selection and, if requested by the

Union, shall meet with a representative of the Union and any applicants to discuss the reasons for its selection.

(c) Nothing in this Section shall be construed to impair or interfere in any way with the unqualified right of the Employer to transfer employees within a job classification from one location to another.

(d) When filling a job vacancy in an Occupational Group in a department, preference shall be given to employees in any department. Prior to filling a job vacancy from non-Company personnel, employees from other Union areas within the company shall be given preference.

(e) The employee selected to fill the job vacancy shall hold the job for a reasonable period not to exceed ninety (90) days on a trial basis. If the employee fails to demonstrate satisfactorily, qualifications to perform the work required by the job within such reasonable period, the Employer shall return the employee to the employee's former job, and notify the Business Manager of the Union in writing of the reasons for this action. When a job is declared vacant by the Company, it will be posted immediately after the former incumbent qualifies in the employee's new assignment.

(f) The employee selected to fill the job vacancy shall be transferred to such job within *thirty (30)* working days. *If an employee is not moved into the new position within 10 working days, the employee will start accruing department seniority from the date of acceptance and will be paid the new rate of pay if it is higher than their present rate.*

(g) Posted job vacancies which have not been filled after ninety (90) days from the original posting date shall be reposted unless otherwise agreed by the Employer and Business Manager.

(h) An employee, other than a newly hired *or transferred into Local 455* employee, selected to fill a job vacancy under this Section shall not be eligible to bid another job until the expiration of six months from the date of the employee's selection. A newly hired *or transferred* employee **into the Underground Department** shall not be eligible to bid another job until after completing **thirty-six (36)** months of employment, or later *(unless with management's approval)*, if probationary period is extended by mutual agreement of the Union and the Employer.

(i) The Employer may assign anyone to fill a vacancy temporarily pending the posting of a notice hereunder and the consideration of applications. Newly created jobs coming under this program shall be posted not later than thirty (30) days after the creation of such job.

SECTION XXIII
Shift Premium

(a) Employees who are employed in shift operations shall be paid a shift premium as follows:

No shift premium shall be paid for hours worked on the first shift.

Two dollars and fifty cents ($2.50) per hour for all hours worked on the second shift.

Two dollars and fifty cents ($2.50) per hour for all hours worked on the third shift.

The first, second, and third shifts shall be defined as follows:

(1) The first shift shall include all regular hours of employment scheduled to start between 6:00 a.m. and 9:59 a.m. inclusive;

(2) The second shift shall include all regular hours of employment scheduled to start between l0:00 a.m. and 5:59 p.m. inclusive;

(3) The third shift shall include all regular hours of employment scheduled to start between 6:00 p.m. and 5:59 a.m. inclusive.

(b) Such employee shall be paid the respective shift premium which is applicable to the actual hours worked by the employee on each shift.

(c) Shift premium shall be applicable only for time actually worked by such an employee **and only on overtime when it is contiguous and follows or precedes the shift employee's regular shift. It is not applicable if the shift employee is called in on first shift hours.** It shall be added to the employee's regular hourly rate after computing overtime pay under Section 6 and after computing pay for work performed on a holiday under Section 8. Shift premium shall not be applicable in computing minimum call-out pay under Section 7.

SECTION XXIV
Sunday Premium

Shift employees, whose regular schedule includes work on Sunday, will be paid a premium of twenty-five (25) percent of their basic straight- time rate for work performed on Sunday during their regular hours of employment. No such premium will be paid for work which is performed at overtime rates.

SECTION XXV
Letters of Understanding

The letters of understanding which have been mutually agreed upon by the Employer and the Union and which are attached hereto are hereby made a part of this agreement.

SECTION XXVI
System Retirement Program

It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the "Northeast Utilities Service Company Plan" for the term of this Agreement for employees hired prior to 01/01/2011, and to offer the K-Vantage Benefit to employees hired after December 31, 2010. K-Vantage will also be available to employees hired prior to January 1, 2011, who choose K-Vantage before 01/01/2011 in lieu of additional service and earnings credits under the Northeast Utilities Service Company Retirement Plan. It is understood and agreed by the Union and Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations application thereto as established and administered by the insurance

companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

SECTION XXVII
Group Life Insurance Program

The Employer agrees to continue in effect the Group Life Insurance Program as mutually agreed upon by the Employer and the Union.

SECTION XXVIII
Term

This Agreement, when signed by the Employer and the Union or their authorized representatives and approved by an officer of the International Brotherhood of Electrical Workers, shall become effective as of ***October 1, 2016*****,** and shall remain in effect until ***October 1, 2020*****,** and from year to year thereafter unless either party shall give to the other in writing at least sixty (60) days prior to the expiration of a term, notice of its desire to terminate the agreement at the expiration of such term or to effect changes therein. Within thirty (30) days after the receipt of such notice, the parties shall meet to negotiate or bargain with respect to the terms of a new agreement or such changes. During the term of this agreement, neither party shall request the other party to bargain with respect to any change of the provisions of this agreement or any other matter that may add to the provisions of this agreement, and neither party shall have any obligation to negotiate or bargain with the other party with respect to the same.

IN WITNESS WHEREOF, the parties hereto have set their hands this 1st day of October, 2016.

WESTERN MASSACHUSETTS ELECTRIC COMPANY

By _____
James G. Connolly
Senior Labor Relations Consultant
Western Massachusetts Electric Company

LOCAL 455 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL-CIO)

By _____
Brian E. Kenney
Business Manager

By _____
Thomas S. Albano
President

APPROVED:

International Office - I.B.E.W.
Lonnie Stephenson

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT
Effective 09/04/2016

Lead Electrician			$45.08
Electrician			$44.12
Area Operator (Springfield)			$44.57
Lead Building Maintenance Mechanic			$42.61
Building Maintenance Mechanic	$35.84	-	$42.00
Building Maintenance Mechanic Ass't	$29.16	-	$32.54
Distribution Construction Worker	$23.86	-	$32.63
Distribution Construction Mechanic			$36.61
Lead Cable Splicer			$44.63
Splicer			$43.70
Chief Auto Mechanic			$42.97
Assistant Dispatcher			$48.01
Dispatcher			$50.87
Dispatch Center Trainee	$40.88	-	$43.75
Garage Assistant	$23.86	-	$27.82
Garage Mechanic			$40.30
Garage Parts Handler	$28.17	-	$34.77
Janitor	$25.34	-	$29.46
Lead Line Mechanic			$47.19
Line Crew Ground Helper	$27.05	-	$32.54
Line Mechanic			$45.93
Response Specialist - Line			$47.70
Senior Streetlight Inspector (Springfield)	$34.60	-	$39.73
Specialized Mobile Equip. Apprentice	$26.23	-	$29.19
Specialized Mobile Equip. Operator	$33.42	-	$36.88
Specialized Mobile Equip. Operator A			$38.92
Station Apprentice			$26.23
Stockhandler			$36.94
**Area Stockhandler	$37.83	-	$38.73
Lead Stockhandler			$38.73
Streetlight Inspector (Springfield)	$31.29	-	$35.50
Streetlight Line Mechanic	$33.77	-	$37.86
Senior Test Specialist (2)			$51.65
Lead Utility Maintenance Worker			$33.22
Utility Maintenance Worker	$29.16	-	$32.54
Utility Worker			$19.91

METER, SERVICE, AND OTHER

Effective
09/04/2016

Instrument Technician	$38.75	-	$44.63
Janitor	$25.34	-	$29.46
Meter Service Repesentative			$41.04
Meter Service Installer			$36.68
*Meter Reader	$26.84		$31.68
Meter Reader New	$22.24		
Meter Specialist	$40.72	-	$46.67
Service Specialist	$43.32	-	$44.96
Temporary Summer Employee			$14.05
Field Technician A-2			$39.67
Field Technician A-1			$43.40
GIS Technician A-1			$34.70
Senior GIS Technician			$36.44

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Splicer Helper S1	$28.56
6 Months	Splicer Helper S2	$30.02
12 Months	Splicer Helper S3	$31.50
18 Months	Splicer Helper S4	$33.67
24 Months	Splicer Helper S5	$35.72
30 Months	Splicer Helper S6	$37.54
36 Months	Splicer Helper S7	$39.27
42 Months	Splicer Helper S8	$40.99
48 Months	Splicer	$43.70

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Line Helper S1	$28.25
6 Months	Line Helper S2	$30.02
12 Months	Line Helper S3	$31.71
18 Months	Line Helper S4	$33.74
24 Months	Line Helper S5	$35.29
30 Months	Line Helper S6	$36.61
36 Months	Line Helper S7	$38.61
42 Months	Line Helper S8	$40.33
48 Months	Line Mechanic	$42.06

54 Months	Line Mechanic	$45.93

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Garage Mechanic Helper S1	$23.87
6 Months	Garage Mechanic Helper S2	$26.23
12 Months	Garage Mechanic Helper S3	$28.88
18 Months	Garage Mechanic Helper S4	$30.91
24 Months	Garage Mechanic Helper S5	$33.22
30 Months	Garage Mechanic Helper S6	$35.58
36 Months	Garage Mechanic Helper S7	$37.87
42 Months	Garage Mechanic	$40.30

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Meter Service Helper S1	$28.10
6 Months	Meter Service Helper S2	$28.95
12 Months	Meter Service Helper S3	$29.70
18 Months	Meter Service Helper S4	$30.59
24 Months	Meter Service Helper S5	$31.34
30 Months	Meter Service Representative S6	$32.49
36 Months	Meter Service Representative S7	$35.21
42 Months	Meter Service Representative	$37.89
48 Months	Meter Service Representative	$41.04

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Electrician Helper S1	$26.23
6 Months	Electrician Helper S2	$28.39
12 Months	Electrician Helper S3	$30.53
18 Months	Electrician Helper S4	$32.68
24 Months	Electrician Helper S5	$34.83
30 Months	Electrician Helper S6	$36.94
36 Months	Electrician Helper S7	$39.11
42 Months	Electrician Helper S8	$41.25
48 Months	Electrician	$44.12

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Stockhandler Helper S1	$23.75
6 Months	Stockhandler Helper S2	$26.01
12 Months	Stockhandler Helper S3	$27.58
18 Months	Stockhandler Helper S4	$28.97
24 Months	Stockhandler Helper S5	$31.69
30 Months	Stockhandler Helper S6	$33.46
36 Months	Stockhandler Helper S7	$34.44
42 Months	Stockhandler	$36.94

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Meter Service Installer Helper S1	$23.75
6 Months	Meter Service Installer Helper S2	$25.69
12 Months	Meter Service Installer Helper S3	$27.02
18 Months	Meter Service Installer Helper S4	$28.23
24 Months	Meter Service Installer Helper S5	$30.06
30 Months	Meter Service Installer Helper S6	$34.32
36 Months	Meter Service Installer	$35.30
42 Months	Meter Service Installer	$36.68

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Distribution Construction Helper S-1	$26.94
6 Months	Distribution Construction Helper S-2	$29.76
12 Months	Distribution Construction Helper S-3	$32.63
18 Months	Distribution Construction Worker S-4	$33.42
24 Months	Distribution Construction Mechanic	$36.61

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	Field Technician C-3	$25.48
6 Months	Field Technician C-2	$28.32
12 Months	Field Technician C-1	$30.45
18 Months	Field Technician B-3	$32.23
24 Months	Field Technician B-2	$34.01
30 Months	Field Technician B-1	$36.12
36 Months	Field Technician A-3	$38.25
42 Months	Field Technician A-2 (fully qualified level)	$39.67

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start	G.I.S. Technician C-2	$24.57
6 Months	G.I.S. Technician C-1	$26.47
12 Months	G.I.S. Technician B-3	$28.39
18 Months	G.I.S. Technician B-2	$29.83
24 Months	G.I.S. Technician B-1	$31.38
30 Months	G.I.S. Technician A-2	$33.01
42 Months	G.I.S. Technician A-1	$34.70

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 4, 2016

	Title	$
Start (1)	Test Technician	$32.10
12 Months (2)	Test Technician	$34.36
24 Months (1)	Test Specialist B	$36.59
36 Months (2)	Test Specialist B	$38.83
48 Months (1)	Test Specialist A	$41.82
60 Months (2)	Test Specialist A	$43.87
72 Months (3)	Test Specialist A	$45.75
84 Months (4)	Test Specialist A	$47.64
96 Months (1)	Senior Test Specialist	$49.66
120 Month (2)	Senior Test Specialist	$51.65

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT
Effective 10/01/2017

Lead Electrician			$46.43
Electrician			$45.44
Area Operator (Springfield)			$45.91
Lead Building Maintenance Mechanic			$43.89
Building Maintenance Mechanic	$36.92	-	$43.26
Building Maintenance Mechanic Ass't	$30.03	-	$33.52
Distribution Construction Worker	$24.58	-	$33.61
Distribution Construction Mechanic			$37.71
Lead Cable Splicer			$45.97
Splicer			$45.01
Chief Auto Mechanic			$44.26
Assistant Dispatcher			$49.45
Dispatcher			$52.40
Dispatch Center Trainee	$42.11	-	$45.06
Garage Assistant	$24.58	-	$28.65
Garage Mechanic			$41.51
Garage Parts Handler	$29.02	-	$35.81
Janitor	$26.10	-	$30.34
Lead Line Mechanic			$48.61
Line Crew Ground Helper	$27.86	-	$33.52
Line Mechanic			$47.31
Response Specialist - Line			$49.13
Senior Streetlight Inspector (Springfield)	$35.64	-	$40.92
Specialized Mobile Equip. Apprentice	$27.02	-	$30.07
Specialized Mobile Equip. Operator	$34.42	-	$37.99
Specialized Mobile Equip. Operator A			$40.09
Station Apprentice			$27.02
Stockhandler			$38.05
**Area Stockhandler	$38.96	-	$39.89
Lead Stockhandler			$39.89
Streetlight Inspector (Springfield)	$32.23	-	$36.57
Streetlight Line Mechanic	$34.78	-	$39.00
Senior Test Specialist (2)			$53.20
Lead Utility Maintenance Worker			$34.22
Utility Maintenance Worker	$30.03	-	$33.52
Utility Worker			$20.51

METER, SERVICE, AND OTHER

Effective 10/01/2017

Instrument Technician	$39.91	-	$45.97
Janitor	$26.10	-	$30.34
Meter Service Repesentative			$42.27
Meter Service Installer			$37.78
*Meter Reader	$27.65	-	$32.63
Meter Reader New	$22.91	-	
Meter Specialist	$41.94	-	$48.07
Service Specialist	$44.62	-	$46.31
Temporary Summer Employee			$14.47
Field Technician A-2			$40.86
Field Technician A-1			$44.70
GIS Technician A-1			$35.74
Senior GIS Technician			$37.53

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Splicer Helper S1	$29.42
6 Months	Splicer Helper S2	$30.92
12 Months	Splicer Helper S3	$32.45
18 Months	Splicer Helper S4	$34.68
24 Months	Splicer Helper S5	$36.79
30 Months	Splicer Helper S6	$38.67
36 Months	Splicer Helper S7	$40.45
42 Months	Splicer Helper S8	$42.22
48 Months	Splicer	$45.01

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Line Helper S1	$29.10
6 Months	Line Helper S2	$30.92
12 Months	Line Helper S3	$32.66
18 Months	Line Helper S4	$34.75
24 Months	Line Helper S5	$36.35
30 Months	Line Helper S6	$37.71
36 Months	Line Helper S7	$39.77
42 Months	Line Helper S8	$41.54
48 Months	Line Mechanic	$43.32

54 Months	Line Mechanic	$47.31

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Garage Mechanic Helper S1	$24.59
6 Months	Garage Mechanic Helper S2	$27.02
12 Months	Garage Mechanic Helper S3	$29.75
18 Months	Garage Mechanic Helper S4	$31.84
24 Months	Garage Mechanic Helper S5	$34.22
30 Months	Garage Mechanic Helper S6	$36.65
36 Months	Garage Mechanic Helper S7	$39.01
42 Months	Garage Mechanic	$41.51

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Meter Service Helper S1	$28.94
6 Months	Meter Service Helper S2	$29.82
12 Months	Meter Service Helper S3	$30.59
18 Months	Meter Service Helper S4	$31.51
24 Months	Meter Service Helper S5	$32.28
30 Months	Meter Service Representative S6	$33.46
36 Months	Meter Service Representative S7	$36.27
42 Months	Meter Service Representative	$39.03
48 Months	Meter Service Representative	$42.27

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Electrician Helper S1	$27.02
6 Months	Electrician Helper S2	$29.24
12 Months	Electrician Helper S3	$31.45
18 Months	Electrician Helper S4	$33.66
24 Months	Electrician Helper S5	$35.87
30 Months	Electrician Helper S6	$38.05
36 Months	Electrician Helper S7	$40.28
42 Months	Electrician Helper S8	$42.49
48 Months	Electrician	$45.44

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Stockhandler Helper S1	$24.46
6 Months	Stockhandler Helper S2	$26.79
12 Months	Stockhandler Helper S3	$28.41
18 Months	Stockhandler Helper S4	$29.84
24 Months	Stockhandler Helper S5	$32.64
30 Months	Stockhandler Helper S6	$34.46
36 Months	Stockhandler Helper S7	$35.47
42 Months	Stockhandler	$38.05

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Meter Service Installer Helper S1	$24.46
6 Months	Meter Service Installer Helper S2	$26.46
12 Months	Meter Service Installer Helper S3	$27.83
18 Months	Meter Service Installer Helper S4	$29.08
24 Months	Meter Service Installer Helper S5	$30.96
30 Months	Meter Service Installer Helper S6	$35.35
36 Months	Meter Service Installer	$36.36
42 Months	Meter Service Installer	$37.78

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Distribution Construction Helper S-1	$27.75
6 Months	Distribution Construction Helper S-2	$30.65
12 Months	Distribution Construction Helper S-3	$33.61
18 Months	Distribution Construction Worker S-4	$34.42
24 Months	Distribution Construction Mechanic	$37.71

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	Field Technician C-3	$26.24
6 Months	Field Technician C-2	$29.17
12 Months	Field Technician C-1	$31.36
18 Months	Field Technician B-3	$33.20
24 Months	Field Technician B-2	$35.03
30 Months	Field Technician B-1	$37.20
36 Months	Field Technician A-3	$39.40
42 Months	Field Technician A-2 (fully qualified level)	$40.86

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start	G.I.S. Technician C-2	$25.31
6 Months	G.I.S. Technician C-1	$27.26
12 Months	G.I.S. Technician B-3	$29.24
18 Months	G.I.S. Technician B-2	$30.72
24 Months	G.I.S. Technician B-1	$32.32
30 Months	G.I.S. Technician A-2	$34.00
36 Months	G.I.S. Technician A-1	$35.74

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE OCTOBER 1, 2017

	Title	$
Start (1)	Test Technician	$33.06
12 Months (2)	Test Technician	$35.39
24 Months (1)	Test Specialist B	$37.69
36 Months (2)	Test Specialist B	$39.99
48 Months (1)	Test Specialist A	$43.07
60 Months (2)	Test Specialist A	$45.19
72 Months (3)	Test Specialist A	$47.12
84 Months (4)	Test Specialist A	$49.07
96 Months (1)	Senior Test Specialist	$51.15
120 Month (2)	Senior Test Specialist	$53.20

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT
Effective 09/30/2018

Lead Electrician			$47.82
Electrician			$46.80
Area Operator (Springfield)			$47.29
Lead Building Maintenance Mechanic			$45.21
Building Maintenance Mechanic	$38.03	-	$44.56
Building Maintenance Mechanic Ass't	$30.93	-	$34.53
Distribution Construction Worker	$25.32	-	$34.62
Distribution Construction Mechanic			$38.84
Lead Cable Splicer			$47.35
Splicer			$46.36
Chief Auto Mechanic			$45.59
Assistant Dispatcher			$50.93
Dispatcher			$53.97
Dispatch Center Trainee	$43.37	-	$46.41
Garage Assistant	$25.32	-	$29.51
Garage Mechanic			$42.76
Garage Parts Handler	$29.89	-	$36.88
Janitor	$26.88	-	$31.25
Lead Line Mechanic			$50.07
Line Crew Ground Helper	$28.70	-	$34.53
Line Mechanic			$48.73
Response Specialist - Line			$50.60
Senior Streetlight Inspector (Springfield)	$36.71	-	$42.15
Specialized Mobile Equip. Apprentice	$27.83	-	$30.97
Specialized Mobile Equip. Operator	$35.45	-	$39.13
Specialized Mobile Equip. Operator A			$41.29
Station Apprentice			$27.83
Stockhandler			$39.19
**Area Stockhandler	$40.13	-	$41.09
Lead Stockhandler			$41.09
Streetlight Inspector (Springfield)	$33.20	-	$37.67
Streetlight Line Mechanic	$35.82	-	$40.17
Senior Test Specialist (2)			$54.80
Lead Utility Maintenance Worker			$35.25
Utility Maintenance Worker	$30.93	-	$34.53
Utility Worker			$21.13

METER, SERVICE, AND OTHER

Effective 09/30/2018

Instrument Technician	$41.11	-	$47.35
Janitor	$26.88	-	$31.25
Meter Service Repesentative			$43.54
Meter Service Installer			$38.91
*Meter Reader	$28.48	-	$33.61
Meter Reader New	$23.60	-	
Meter Specialist	$43.20	-	$49.51
Service Specialist	$45.96	-	$47.70
Temporary Summer Employee			$14.90
Field Technician A-2			$42.09
Field Technician A-1			$46.04
GIS Technician A-1			$36.81
Senior GIS Technician			$38.66

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Splicer Helper S1	$30.30
6 Months	Splicer Helper S2	$31.85
12 Months	Splicer Helper S3	$33.42
18 Months	Splicer Helper S4	$35.72
24 Months	Splicer Helper S5	$37.89
30 Months	Splicer Helper S6	$39.83
36 Months	Splicer Helper S7	$41.66
42 Months	Splicer Helper S8	$43.49
48 Months	Splicer	$46.36

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Line Helper S1	$29.97
6 Months	Line Helper S2	$31.85
12 Months	Line Helper S3	$33.64
18 Months	Line Helper S4	$35.79
24 Months	Line Helper S5	$37.44
30 Months	Line Helper S6	$38.84
36 Months	Line Helper S7	$40.96
42 Months	Line Helper S8	$42.79
48 Months	Line Mechanic	$44.62

54 Months	Line Mechanic	$48.73

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Garage Mechanic Helper S1	$25.33
6 Months	Garage Mechanic Helper S2	$27.83
12 Months	Garage Mechanic Helper S3	$30.64
18 Months	Garage Mechanic Helper S4	$32.80
24 Months	Garage Mechanic Helper S5	$35.25
30 Months	Garage Mechanic Helper S6	$37.75
36 Months	Garage Mechanic Helper S7	$40.18
42 Months	Garage Mechanic	$42.76

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Meter Service Helper S1	$29.81
6 Months	Meter Service Helper S2	$30.71
12 Months	Meter Service Helper S3	$31.51
18 Months	Meter Service Helper S4	$32.46
24 Months	Meter Service Helper S5	$33.25
30 Months	Meter Service Representative S6	$34.46
36 Months	Meter Service Representative S7	$37.36
42 Months	Meter Service Representative	$40.20
48 Months	Meter Service Representative	$43.54

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Electrician Helper S1	$27.83
6 Months	Electrician Helper S2	$30.12
12 Months	Electrician Helper S3	$32.39
18 Months	Electrician Helper S4	$34.67
24 Months	Electrician Helper S5	$36.95
30 Months	Electrician Helper S6	$39.19
36 Months	Electrician Helper S7	$41.49
42 Months	Electrician Helper S8	$43.76
48 Months	Electrician	$46.80

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Stockhandler Helper S1	$25.19
6 Months	Stockhandler Helper S2	$27.59
12 Months	Stockhandler Helper S3	$29.26
18 Months	Stockhandler Helper S4	$30.74
24 Months	Stockhandler Helper S5	$33.62
30 Months	Stockhandler Helper S6	$35.49
36 Months	Stockhandler Helper S7	$36.53
42 Months	Stockhandler	$39.19

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Meter Service Installer Helper S1	$25.19
6 Months	Meter Service Installer Helper S2	$27.25
12 Months	Meter Service Installer Helper S3	$28.66
18 Months	Meter Service Installer Helper S4	$29.95
24 Months	Meter Service Installer Helper S5	$31.89
30 Months	Meter Service Installer Helper S6	$36.41
36 Months	Meter Service Installer	$37.45
42 Months	Meter Service Installer	$38.91

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Distribution Construction Helper S-1	$28.58
6 Months	Distribution Construction Helper S-2	$31.57
12 Months	Distribution Construction Helper S-3	$34.62
18 Months	Distribution Construction Worker S-4	$35.45
24 Months	Distribution Construction Mechanic	$38.84

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	Field Technician C-3	$27.03
6 Months	Field Technician C-2	$30.05
12 Months	Field Technician C-1	$32.30
18 Months	Field Technician B-3	$34.20
24 Months	Field Technician B-2	$36.08
30 Months	Field Technician B-1	$38.32
36 Months	Field Technician A-3	$40.58
42 Months	Field Technician A-2 (fully qualified level)	$42.09

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start	G.I.S. Technician C-2	$26.07
6 Months	G.I.S. Technician C-1	$28.08
12 Months	G.I.S. Technician B-3	$30.12
18 Months	G.I.S. Technician B-2	$31.64
24 Months	G.I.S. Technician B-1	$33.29
30 Months	G.I.S. Technician A-2	$35.02
36 Months	G.I.S. Technician A-1	$36.81

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 30, 2018

	Title	$
Start (1)	Test Technician	$34.05
12 Months (2)	Test Technician	$36.45
24 Months (1)	Test Specialist B	$38.82
36 Months (2)	Test Specialist B	$41.19
48 Months (1)	Test Specialist A	$44.37
60 Months (2)	Test Specialist A	$46.54
72 Months (3)	Test Specialist A	$48.54
84 Months (4)	Test Specialist A	$50.54
96 Months (1)	Senior Test Specialist	$52.68
120 Month (2)	Senior Test Specialist	$54.80

WESTERN MASSACHUSETTS ELECTRIC COMPANY

SCHEDULE "A" RATES

TRANSMISSION AND DISTRIBUTION DEPARTMENT

Effective
09/29/2019

Lead Electrician			$49.14
Electrician			$48.09
Area Operator (Springfield)			$48.59
Lead Building Maintenance Mechanic			$46.45
Building Maintenance Mechanic	$39.08	-	$45.79
Building Maintenance Mechanic Ass't	$31.78	-	$35.48
Distribution Construction Worker	$26.02	-	$35.57
Distribution Construction Mechanic			$39.91
Lead Cable Splicer			$48.65
Splicer			$47.63
Chief Auto Mechanic	$39.47	-	$46.84
Assistant Dispatcher			$52.33
Dispatcher			$55.45
Dispatch Center Trainee	$44.56	-	$47.69
Garage Assistant	$26.02	-	$30.32
Garage Mechanic			$43.94
Garage Parts Handler	$30.71	-	$37.89
Janitor	$27.62	-	$32.11
Lead Line Mechanic			$51.45
Line Crew Ground Helper	$29.49	-	$35.48
Line Mechanic			$50.07
Response Specialist - Line			$51.99
Senior Streetlight Inspector (Springfield)	$37.72	-	$43.31
Specialized Mobile Equip. Apprentice	$28.60	-	$31.82
Specialized Mobile Equip. Operator	$36.42	-	$40.21
Specialized Mobile Equip. Operator A			$42.43
Station Apprentice			$28.60
Stockhandler			$40.27
**Area Stockhandler	$41.23	-	$42.22
Lead Stockhandler			$42.22
Streetlight Inspector (Springfield)	$34.11	-	$38.71
Streetlight Line Mechanic	$36.81	-	$41.27
Senior Test Specialist (2)			$56.30
Lead Utility Maintenance Worker			$36.22
Utility Maintenance Worker	$31.78	-	$35.48

Utility Worker			$21.71

METER, SERVICE, AND OTHER

Effective 09/29/2019

Instrument Technician	$42.24	-	$48.65
Janitor	$27.62	-	$32.11
Meter Service Repesentative			$44.74
Meter Service Installer			$39.98
*Meter Reader	$29.26	-	$34.53
Meter Reader New	$24.25	-	
Meter Specialist	$44.39	-	$50.87
Service Specialist	$47.22	-	$49.01
Temporary Summer Employee			$15.31
Field Technician A-2			$43.25
Field Technician A-1			$47.31
GIS Technician A-1			$37.82
Senior GIS Technician			$39.72

*For aged and disabled Employees - Job posting procedure not applicable
**Classification to be deleted-Incumbents grandfathered

WESTERN MASSACHUSETTS ELECTRIC COMPANY
SPLICER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Splicer Helper S1	$31.13
6 Months	Splicer Helper S2	$32.73
12 Months	Splicer Helper S3	$34.34
18 Months	Splicer Helper S4	$36.70
24 Months	Splicer Helper S5	$38.93
30 Months	Splicer Helper S6	$40.93
36 Months	Splicer Helper S7	$42.81
42 Months	Splicer Helper S8	$44.69
48 Months	Splicer	$47.63

WESTERN MASSACHUSETTS ELECTRIC COMPANY
LINE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Line Helper S1	$30.79
6 Months	Line Helper S2	$32.73
12 Months	Line Helper S3	$34.57
18 Months	Line Helper S4	$36.77
24 Months	Line Helper S5	$38.47
30 Months	Line Helper S6	$39.91
36 Months	Line Helper S7	$42.09
42 Months	Line Helper S8	$43.97
48 Months	Line Mechanic	$45.85

54 Months	Line Mechanic	$50.07

WESTERN MASSACHUSETTS ELECTRIC COMPANY
GARAGE MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Garage Mechanic Helper S1	$26.03
6 Months	Garage Mechanic Helper S2	$28.60
12 Months	Garage Mechanic Helper S3	$31.48
18 Months	Garage Mechanic Helper S4	$33.70
24 Months	Garage Mechanic Helper S5	$36.22
30 Months	Garage Mechanic Helper S6	$38.79
36 Months	Garage Mechanic Helper S7	$41.28
42 Months	Garage Mechanic	$43.94

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE TME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Meter Service Helper S1	$30.63
6 Months	Meter Service Helper S2	$31.55
12 Months	Meter Service Helper S3	$32.38
18 Months	Meter Service Helper S4	$33.35
24 Months	Meter Service Helper S5	$34.16
30 Months	Meter Service Representative S6	$35.41
36 Months	Meter Service Representative S7	$38.39
42 Months	Meter Service Representative	$41.31
48 Months	Meter Service Representative	$44.74

WESTERN MASSACHUSETTS ELECTRIC COMPANY
ELECTRICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Electrician Helper S1	$28.60
6 Months	Electrician Helper S2	$30.95
12 Months	Electrician Helper S3	$33.28
18 Months	Electrician Helper S4	$35.62
24 Months	Electrician Helper S5	$37.97
30 Months	Electrician Helper S6	$40.27
36 Months	Electrician Helper S7	$42.63
42 Months	Electrician Helper S8	$44.96
48 Months	Electrician	$48.09

WESTERN MASSACHUSETTS ELECTRIC COMPANY
STOCKHANDLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Stockhandler Helper S1	$25.88
6 Months	Stockhandler Helper S2	$28.35
12 Months	Stockhandler Helper S3	$30.06
18 Months	Stockhandler Helper S4	$31.59
24 Months	Stockhandler Helper S5	$34.54
30 Months	Stockhandler Helper S6	$36.47
36 Months	Stockhandler Helper S7	$37.53
42 Months	Stockhandler	$40.27

WESTERN MASSACHUSETTS ELECTRIC COMPANY
METER SERVICE INSTALLER TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Meter Service Installer Helper S1	$25.88
6 Months	Meter Service Installer Helper S2	$28.00
12 Months	Meter Service Installer Helper S3	$29.45
18 Months	Meter Service Installer Helper S4	$30.77
24 Months	Meter Service Installer Helper S5	$32.77
30 Months	Meter Service Installer Helper S6	$37.41
36 Months	Meter Service Installer	$38.48
42 Months	Meter Service Installer	$39.98

WESTERN MASSACHUSETTS ELECTRIC COMPANY
DISTRIBUTION CONSTRUCTION MECHANIC TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Distribution Construction Helper S-1	$29.37
6 Months	Distribution Construction Helper S-2	$32.44
12 Months	Distribution Construction Helper S-3	$35.57
18 Months	Distribution Construction Worker S-4	$36.42
24 Months	Distribution Construction Mechanic	$39.91

WESTERN MASSACHUSETTS ELECTRIC COMPANY
FIELD TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	Field Technician C-3	$27.77
6 Months	Field Technician C-2	$30.88
12 Months	Field Technician C-1	$33.19
18 Months	Field Technician B-3	$35.14
24 Months	Field Technician B-2	$37.07
30 Months	Field Technician B-1	$39.37
36 Months	Field Technician A-3	$41.70
42 Months	Field Technician A-2 (fully qualified level)	$43.25

WESTERN MASSACHUSETTS ELECTRIC COMPANY
G.I.S. TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start	G.I.S. Technician C-2	$26.79
6 Months	G.I.S. Technician C-1	$28.85
12 Months	G.I.S. Technician B-3	$30.95
18 Months	G.I.S. Technician B-2	$32.51
24 Months	G.I.S. Technician B-1	$34.21
30 Months	G.I.S. Technician A-2	$35.98
36 Months	G.I.S. Technician A-1	$37.82

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TEST TECHNICIAN TIME MERIT PROGRESSION
RATES EFFECTIVE SEPTEMBER 29, 2019

	Title	$
Start (1)	Test Technician	$34.99
12 Months (2)	Test Technician	$37.45
24 Months (1)	Test Specialist B	$39.89
36 Months (2)	Test Specialist B	$42.33
48 Months (1)	Test Specialist A	$45.59
60 Months (2)	Test Specialist A	$47.82
72 Months (3)	Test Specialist A	$49.87
84 Months (4)	Test Specialist A	$51.93
96 Months (1)	Senior Test Specialist	$54.13
120 Month (2)	Senior Test Specialist	$56.30

APPENDIX "B"
DUES DEDUCTION
(Weekly)

I hereby authorize and direct you to deduct from my pay union membership dues in the amount specified in accordance with the Constitution and Bylaws of the Union, this deduction to be made weekly and same to be paid to Local Union No. 455 in accordance with the terms of the collective bargaining agreement between it and the Company dated ***October 1, 2016***.

This authorization and direction shall be irrevocable for the period of one year or until the termination of the said collective bargaining agreement, whichever occurs sooner; and I agree and direct that this authorization and direction shall be automatically renewed and shall be irrevocable for successive periods of one year each or for the period of each succeeding applicable collective bargaining agreement between the Company and the Union, whichever shall be shorter unless written notice is given by registered mail by me to the Company and the Union not more than twenty working days and not less than ten working days prior to the expiration of each period of one year, or of each applicable collective bargaining agreement between the Company and the Union, whichever occurs sooner.

APPENDIX C

Springfield District

Commercial Department

C-1

(1) Meter Service Specialist
Meter/Service Rep.
(f) * Meter/Service Helper
Meter/Service Installer
(f) * Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Lead Building Maint. Mechanic
Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-3

Distribution Construction Mechanic
Distribution Construction Worker
(f) * Distribution Construction Helper

D-4

Specialized Mobile Equip. Oper. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Area Operator
Lead Electrician
Electrician
(f) * Electrician Helper

D-7

D-8

Senior Streetlight Inspector
Streetlight Line Mechanic
(f) * Streetlight Inspector

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

D-9

Senior GIS Technician
GIS Technician A-1/B-2
(f)* GIS Technician C-2/B-3

TD-10

Test Technician

Dispatch Center

DC-1

Dispatcher
Assistant Dispatcher
(f) * Dispatch Center Trainee

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Distribution Construction Helper
Line Mechanic Helper
Specialized Mobile Equipment Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-3/C-2
GIS Technician C-2/B-3

Franklin Area

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maint. Mechanic's Asst.

Distribution Department

TD-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Helper

TD-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

TD-3

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Operator
(f) * Specialized Mobile Equip. Oper. App.

TD-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

TD-6

Lead Electrician
Electrician
(f) * Electrician Helper

TD-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper

Distribution Department:

Splicer Helper
Line Helper
Specialized Mobile Equip. Apprentice
Garage Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Hampshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Assistant
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-5

Chief Auto Mechanic
Garage Mechanic
(f) * Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Meter/Service Installer Helper
Janitor

Distribution Department:

Splicer Helper
Line Mechanic Helper
Electrician Helper
Field Technician C-2/C-3

Berkshire District

Commercial Department

C-1

Meter/Service Representative
(f) * Meter/Service Helper
Meter/Service Installer
Meter/Service Installer Helper
(f) * Meter Reader

C-2

*** Area Stockhandler
Stockhandler
(f) * Stockhandler Helper

C-3

Building Maintenance Mechanic
(f) * Building Maintenance Mechanic Asst.
(f) * Janitor

Distribution Department

D-1

Response Specialist
Lead Line Mechanic
Line Mechanic
(f) * Line Mechanic Helper

D-2

Lead Cable Splicer
Splicer
(f) * Splicer Helper

D-4

Specialized Mobile Equip. Opr. A
Specialized Mobile Equip. Opr.
(f) * Specialized Mobile Equip. App.

D-5

Chief Auto Mechanic
Garage Mechanic
(f) Garage Mechanic Helper

D-6

Lead Electrician
Electrician
(f) * Electrician Helper

D-7

Field Technician A-1
Field Technician A-2/C-1
(f)* Field Technician C-2/C-3

Starting Jobs

Commercial Department:

Meter Reader
Stockhandler Helper
Janitor

	Meter/Service Installer Helper
Distribution Department:	Splicer Helper
	Line Mechanic Helper
	Specialized Mobile Equip. Apprentice
	Garage Mechanic Helper
	Electrician Helper
	Utility Maintenance Worker
	Field Technician C-2/C-3

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* Positions to be posted
(f) See Step 3 Section XIV - Furlough of employees
*** Classification to be deleted - incumbents grandfathered
(1) For upgrading only

MEMORANDUMS OF UNDERSTANDING

1. Merit Increases and Classification Changes

The Labor Relations representative of the Employer will send to the Business Manager of the Union, each month, a list of employees in the bargaining unit who received merit increases and/or changes in classification during the preceding month.

2. Non-shift employees on Shift Basis

When nonshift employees are assigned temporarily on a shift basis to perform work which they normally perform on a day basis, they shall receive overtime compensation for those hours of work that fall outside the employee's regular scheduled working hours.

3. Tools

Broken or worn out hand tools and toolboxes used by Garage Mechanics, Meter and Service Representatives, and Electricians will be replaced at Employer's expense. Such replacements become the property of the employee. This agreement covers ordinary hand tools only and not special tools, which will be furnished by the Employer if the Employer determines such tools should be furnished by it.

4. Overtime

Each department superintendent will provide within the first fourteen (14) days of each month a copy of overtime records for the preceding month to the Business Manager or Steward of the Union.

5. Meal Allowance

The problem of providing food or making an allowance for meals often arises during emergency conditions and planned overtime work.

Whenever an employee works or is going to be required to work more than one and one half (1 1/2) hours beyond the regular scheduled quitting time, **the Company shall pay such employee a meal allowance** and an additional meal allowance shall be **paid** at the end of each five (5) hour interval of work thereafter. During these periods, the Employer will pay for time spent eating by such employee at the applicable overtime rate when the work is to be resumed after eating. If an employee works through to the completion of a job and is entitled to a meal under this plan, the employee shall be entitled to a mealtime allowance of forty-five minutes (45) at the applicable overtime rate.

An employee will **be paid** for a breakfast by the Employer when the employee is called out one and one half (1 1/2) hours or more before the regular starting time on the normal scheduled workday.

If an employee is called out on a day outside the normal schedule one and one-half hours (1-1/2) or more before the last normal scheduled starting time the employee will **be paid for** a breakfast and thereafter be **paid for** an additional meal after each five (5) hour interval of work. If an employee is called out outside their normal schedule, such

employee will be **paid for** a meal after each five hour interval of work.

After an employee is entitled to meal under the Meal Allowance Policy, the Company will pay the employee **$10.00** for meals from 12:01 a.m. until 3:59 p.m. or **$20.00** for meals from 4:00 p.m. to 12:00 midnight plus forty-five minutes (45) allowance at the applicable overtime rate for such meal. Restaurant slips **or receipts** will no longer be used and the employee will be responsible for paying for their own meals.

During times of emergency when employees cannot be released long enough to make arrangements for their meals, the Company at its expense will make suitable arrangements for same. Under such conditions, the provisions of this Section for the payment of meals shall not apply. Under such conditions, employees will earn meals based upon the eligibility guidelines above.

6. Union Elections

The Union has permission on a trial basis to place ballot boxes on Employer property to facilitate handling the election of Union officers and ratification of the agreement. It is understood that such voting will not take place on Employer time and shall not interfere with an employee's work.

7. Protective Clothing

The Employer will furnish rubber aprons, gloves, and boots for employees working on station emergency batteries.

8. Line Helper S4

A Line Helper S4 shall not be required to work on energized primary lines, other than tying in, unless a Line Mechanic or above is on the same pole or in a bucket elevated to the working position immediately adjacent to the pole where work is being performed.

9. Payday

The Employer will endeavor to get paychecks out on Thursday in weeks which include a holiday. When a holiday falls on Thursday, employees will receive their paychecks on the preceding Wednesday.

10. Subsistence Allowance (Work Assignments Outside WMECO/HWPCO Territory Excluding Training

Whenever an employee is temporarily assigned to work in another area requiring a temporary change in residence, the employee shall be entitled to a subsistence allowance of $65.00 per day. An employee authorized to make occasional use of the employee's personally owned vehicle for Employer business during working hours will be paid for such use at the applicable corporate rate per mile for all miles.

10a. On-Site Reporting - Expense Allowances (Within WMECO/HWPCO Territory)

1. When required to work distant from the "home base" (or normal reporting location), employees will be paid expense and travel allowances as follows:

1. (a) When the Company supplies transportation between the "home base" (or normal reporting location) and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1. (b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. (a) When an employee is required to report for work on the job, within the area served by the "home base" (or normal reporting location), or where the reporting location is less than 15 miles away from the home base, they will be paid **fifteen dollars ($15.00) per day** in lieu of the provisions of Section 3 of this Memorandum.

2. (b) For the purposes of this Memorandum, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's "home base" (or normal reporting location) and the job locations involved.

3. Except when Section 1. or Section 2. of this Memorandum is applicable, as determined by the Company, an employee is required to make their own arrangements to report at a job location, including all training assignments, outside their "home base" (or normal reporting location) jurisdiction, will be paid a daily expense allowance as provided under one of the following plans:

Plan A - If the distance one way is at least 15 miles, but not over thirty miles or less, ***$28.32*** per day.

Plan B - If the distance one way is over thirty miles but not over fifty, ***$50.18*** per day.

Plan C - If the distance one way is over fifty miles but not over seventy miles, ***$57.39*** per day.

Plan D - If the distance one way is over seventy miles but not over ninety miles, ***$64.82*** per day. When the distance is beyond ninety miles the employees will be paid the applicable corporate mileage cents per mile for all miles beyond ninety miles.

3. (a) If on any day an employee travels one way to or returns one way from a job location under the provisions of Section 1 of this Memorandum, they will be paid an expense allowance on that day under one of the following plans:

Plan E - If the distance one way is thirty miles or less, ***$24.34*** per day.

Plan F - If the distance one way is over thirty miles, ***$33.41*** per day.

3. (b) If an employee is required to report at two or more job locations outside of their "home base" (or normal reporting location) jurisdiction on one day, they will be paid the daily expense allowance provided under the plan applicable to the job location which is the greatest distance from the "home base" (or normal

reporting location). In addition, the applicable corporate cents per mile one way will be paid for the actual distance traveled between the job locations involved on the day. This Section 3 (b) will not be applied to require an employee to report at two or more job locations on one day involving plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

11. Hospitalization and Surgical Coordination of Benefits

The Employer and the Union agree in principle that benefits under the Employer's Hospitalization and Surgical Plan for an employee and the employee's dependents shall be coordinated with similar benefits for such employee or the employee's dependents under any plans of any other Employer. The parties will mutually agree upon an amendment of the Employer's Plan to carry out such principle.

12. Live Primary Splicing

The Employer agrees that the practice of live primary cable splicing will be discontinued.

13. Specialized Mobile Equipment

The schedule of rates applicable to a Specialized Mobile Equipment Operator will apply to the following equipment:

Bulldozer
Locomotive
15-Ton Track Crane
Sterling Digger
18-Ton Grove Crane
Tractor Trailer
Davis Task Force
Loader Backhoe

14. Leave of Absence for Full-Time Business Manager

The Employer has agreed to consider and work out with the Union at a later date the specific details of a leave of absence policy for a full-time Business Manager.

15. Training Programs

The Employer will discuss all training programs with the Union and give full consideration to Union suggestions before putting any such new training programs into effect. Any test in connection with the above will be mutually agreed upon by the Employer and the Union.

Time Merit Progression programs as applied at CL&P are to be adopted. Details to be worked out. Areas of participation include Line Mechanics, Cable Splicers, Electricians, Mechanics, Meter and Service representatives, and Auto Mechanics. Employees who fail to successfully complete the TMP program will be terminated or reassigned in accordance with the procedure outlined below.

Method of transfer, reassignment or termination of employees who fail to successfully complete TMP training programs in accordance with the following:

Person From Within the Company

If they do not qualify in ninety (90) days, they can return to their former job.

Over ninety (90) days--will be evaluated periodically and informed of their status. If they fail to successfully complete the training program, they will be reassigned in accordance with the agreement.

Person From Outside the Company

Will be evaluated periodically and informed of their status. If they fail to successfully complete the training program, they can be terminated or reassigned in accordance with the agreement.

16. Personal Time Off

If the work schedule permits, an hourly paid employee may be granted personal time off from work without any loss in pay if, in the opinion of the employee's supervisor, a good and sufficient reason for the time off is given.

17. Allowance for Tools for Garage Mechanics

A **three hundred seventy-five ($375.00)** dollar annual allowance will be granted to each auto mechanic who is required to furnish hand tools, representing a substantial investment as evidenced by the pictures shown by the Business Manager at a 1963 negotiation meeting, as a condition of employment.

18. Leave of Absence

(a) The Employer will grant a leave of absence for up to two years to an employee who is elected to a full-time government office. All Employer benefits will cease during any such leave of absence. Upon return to employment promptly upon expiration of the leave of absence, the employee will retain seniority rights but seniority will not accumulate during the term of such leave. Such leave may be extended by the Employer upon application for an extension in writing by the employee. No more than one employee from the local Union will be granted a leave hereunder at any one time without the consent of the Employer.

(b) Upon written request from the Union, the Employer will grant a leave of absence for up to one year to an employee who is elected to the office of a full-time Union representative for the local Union. All Employer benefits will cease during any such leave of absence, except upon request in writing by the Union, the Employer will maintain the employee's insured benefits during such leave of absence so long as the Union pays all costs required to maintain such benefits. The employee's seniority status will be such as may be mutually agreed upon by the Employer and the Union. Such leave of absence may be extended by the Employer upon application for an extension in writing by the Union. No more than one employee from the Company will be granted a leave of absence under this paragraph (b) at any one time without the mutual consent of the Employer and the Union, except in the case of a full-time permanent position for the

Local Union for which the Company will agree to grant a leave of absence to one additional employee.

(c) Special cases for a leave of absence will be given consideration by the Employer.

19. Accidental Death and Dismemberment Insurance for a Job-Connected Death

In case of accidental death on the job where a benefit is payable under the Accidental Death and Dismemberment Policy, the Company will provide an additional benefit equal to the amount payable under the Accidental Death and Dismemberment Policy, thus providing Triple Indemnity from all sources in such a case.

20. Illness or Injury Immediately Preceding or During Scheduled Vacation *prior to year-end.*

An employee who has been unable to take all of their vacation by December 31 due to a verified incapacitating illness, will have their incapacitated vacation time, up to eighty (80) hours, extended until December 31 of the following year, scheduled at the option of the Employer.

21. Day Before Christmas

Employees who cannot be released for 4 hours on the day before Christmas or given compensating time off on the day before New Year's will be paid 4 hours' pay at their regular straight-time rate. This paragraph will be applicable to shift employees on a scheduled day off and to employees on vacation or out sick.

22. Safety Shoe Allowance

The Company will increase the safety shoe for the Overhead, Underground, Electrical Maintenance, Building Maintenance, Meter Service Installers and Representatives, Field Technicians, Garage, **Mappers** and Storeroom employees per the following:

The Company will provide up to **$250.00** allowance to employees in the departments listed above, towards the purchase of safety footwear (*up to two pairs) annually* that meets the requirements for impact/compression resistance and protection from electrical hazards (EH rated) as described in Sections 1 and 4 of ANSI Standards Z41-1999.

The employee must furnish a receipt of purchase for reimbursement documenting the purchase of safety shoes which meet the above safety standard and the allowance will be limited to one purchase per year. Ordering safety shoes through the Company stock rooms has been discontinued.

Meter Readers will be eligible for up to **$100.00** (up to two pairs) annually for *non-EH* rated safety shoe reimbursement. Receipts to be furnished and the shoes must be ANSI accepted.

23. Safety Regulations for Rubber Gloving Energized Conductors in the 15kV Class

The safety regulations outlined in the Memorandums of Understanding dated February 22, 1974, entitled the WMECO Practices and Procedures for Rubber Gloving Energized Conductors in the l5 kV Class are incorporated into the Agreement by

reference. Any changes in the WMECO Practices and Procedures for Rubber Gloving Energized Conductors in the l5 kV Class, as outlined in the above Memorandums of Understanding, shall be a matter of discussion between the parties before becoming effective. Once the Company has made a decision on any such change in the above rules only, with the exception of Item 2, "All standard safety rules now in effect shall be followed," the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change, based on the effect such change would have on the safety of the employees involved.

In the event the Union wishes to question whether a new or changed safety regulation in the above-stated Memorandums of Understanding is reasonable, such issue shall first be referred for review to a committee of two safety specialists, one appointed by the Company and one appointed by the Union. If the two representatives agree as to their decision on the issue submitted, it shall be binding on both parties. In the event the committee is unable to agree, then the same issue shall be submitted to arbitration under Section 16 of the current collective bargaining agreement and the designated arbitrator may use the two safety specialists as consultants in reaching a decision following a hearing on the issue.

24. Notification of Industrial Accidents

Company will supply the Union in writing the names of all employees who are out of work as a result of an industrial accident within five (5) working days from the date workmen's compensation begins, whether or not this be a new accident or a recurrence.

In the event a claim for workmen's compensation is denied by the Company, the Union will be notified within two (2) working days.

25. Streetlight Inspector

The following duties will be added to the established duties of the Streetlight Inspector:

A. Set up to 20-foot streetlight poles--wire to hand holes.
B. Assist qualified personnel in service disconnects and re-connects--overhead and URD.
C. Assist qualified personnel in installing and removing residential type services--overhead and URD.
D. Plant inspections--overhead and URD.
E. Pole inspections.
F. Regular patrol of lines as required.
G. Minor maintenance, such as molding repairs, guy repairs, stenciling poles, applying switch nomenclature to poles, stenciling padmounts, etc.

26. Streetlight Line Mechanic

The following duties will be added to the established duties of the Streetlight Line Mechanic:

A. Set up to 20-foot streetlight poles--wire and hook up in hand holes.
B. Service disconnects and reconnects--overhead and URD.

C. Install residential type meter and service where no present service exists (not to include upgrading of service), and remove both meter and service where service is to be terminated-- overhead and URD.
D. Plant inspections--overhead and URD.
E. Pole inspections.
F. Regular patrol of lines as required.
G. Minor maintenance, such as molding repairs, guy repairs, stenciling poles, applying switch nomenclature to poles, stenciling padmounts, etc.

27. Medical Monitoring

The Union will receive reports upon request of all medical monitoring of bargaining unit employees in anonymous form. Upon request by a Bargaining Unit employee and/or the Union and provided that individual employee authorizations are submitted when required, the Company shall provide such safety and health information as is available.

28. Cross Rostering

The Company will assure that qualified available employees normally located at the reporting base are the first to be offered the assignment.

Once a cross rostering assignment has been made and unscheduled overtime of two and one-half (2-1/2) hours or less is needed to complete the day's work assignment, those cross rostered employees assigned may be offered the overtime assignment.

Scheduled overtime, under cross rostering, will be assigned to the available qualified employees under the Contract the work site is covered by.

Overtime (call-outs) will be assigned to employees whose Contract governs that work site.

This language is not intended to add or subtract from the existing practices where employees of Connecticut Light and Power Company work in the Western Mass. Region or the practices now in existence where Western Mass. Electric Company employees work in the Connecticut Light and Power territory.

29. Upgrade to Lead Cable Splicer

When two (2) splicers are assigned to work together, one (1) will be upgraded to lead cable splicer.

30. The Company to supply coveralls to Garage Mechanics. Each Garage Mechanic will be supplied with two (2) pairs initially and one (1) pair per year thereafter. The employee will be responsible for cleaning and maintenance.

31. Transmission Line Work Premium

Springfield and Greenfield Line Mechanics assigned to the Transmission Line groups will receive an additional *dollar and fifty cents ($1.50)* per hour, added to their regular rate when assigned to perform transmission line work.

32. Job-Site Reporting or Transfers. Providing qualifications meet the job requirements, job-site reporting will be determined by "department" seniority if there are no volunteers.

33. Underground Fault Locating (Thumping)

For non-substation related fault locating, after an unsuccessful campaign to reach Electrical Maintenance personnel in the affected district, the qualified underground/overhead personnel on site of an event will be allowed to test and locate primary cable during emergencies in accordance with current substation protocol.

34. Meter Service Representative Upgrade

Meter Service Installers and Representatives (fully qualified) will be paid $1.00 per hour additional upgrade when working in a two-person crew while performing work that includes training of other Representatives or Installers. An example of this is a CT/PT project that requires more than one person. At no time will Meter Service Representatives be upgraded while doing disconnect or reconnect work or performing the function of a "second person" in disconnect/reconnect situations.

MEMORANDUM AGREED TO ON MAY 1, 1967

Each employee Safety Committee member will be directed by their supervisor to attend Safety Committee meetings unless an existing emergency prevents the employee's attendance. Each Committee shall rotate one-half (1/2) of the members of the Committee every six (6) months so that at no time shall more than one-half (1/2) of the Committee be composed of new members.

It is understood that a Safety Committee member whose work schedule calls for starting at 7:00 a.m. will report for work at 8:00 a.m. on the morning of a scheduled safety meeting.

MEMORANDUM

WESTERN MASSACHUSETTS ELECTRIC COMPANY-UNION

SAFETY COMMITTEES

It is recognized that a number of properly functioning employee safety groups throughout the Company may aid in maintaining constant vigilance and interest in safe practices and tend to reduce accidents. Therefore, in connection with the operation of Safety Committees within the Company, the following items are to be observed:

1. There shall be small functioning Company-Union Safety Committees. They shall meet regularly on prearranged dates to review current accidents and safety problems and to offer recommendations for improvements in safety.

2. Each district/area shall establish a Company-Union Safety Committee. The Committee shall be composed of two (2) members selected by management with remaining membership selected from and by the employees of the Company and shall represent the selecting group.

3. Each Safety committee shall elect a chairperson and secretary to serve for a twelve (12) month period. It shall be the duty of the secretary to keep minutes of the meeting and arrange for their typing and reproduction with sufficient copies for distribution. The secretary shall be responsible for assuring the accuracy and relevance of safety committee minutes before distribution.

    a. Copies shall be posted on the bulletin board in the area served by the committee.

    b. One copy of the minutes shall be sent to the superintendent responsible for the function represented. The responsible superintendent shall review the recommendations with supervisors in the department. The superintendent takes action deemed necessary and reports such action to the Safety Committee. In cases where this action is questioned, the chairman of the Safety Committee and the superintendent shall meet to discuss the matter. Should agreement not be reached at this meeting the matter will be referred to the Safety Supervisor who will further investigate and report back to both the superintendent and the committee chairman. Should the committee be dissatisfied with the report of the Safety Supervisor, the chairman of the committee may request a meeting with the Accident Review Board. The Board will review the problem with the committee members, the superintendent and the Safety Supervisor and make their recommendation to the President.

    c. At the regular meetings of the Accident Review Board, the Safety Supervisor will make a brief report of action taken on safety committee recommendations.

4. In order to best utilize the services of the Safety Supervisor, it may be necessary as well as desirable to combine in one committee the safety efforts of several stations,

departments, or groups. The membership in any one committee, however, should not be so large as to interfere with the proper functioning of the committee.

5. Members who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting during their regular working hours will not lose their regular wages while attending such committee meeting.

6. Members who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting outside of their regular working hours will be paid while so attending, in accordance with the Company overtime pay policy.

7. Members, who have been selected by the employees to serve on a Safety Committee and who attend a scheduled committee meeting which is held at a location other than their regular working location, will be entitled to transportation from their regular station to the location where the meeting is being held and return to their regular station.

   If such transportation cannot be furnished by the Company, the supervisor may approve the use of public transportation or mileage of the employee's own vehicle, such mileage being paid in accordance with the Company mileage allowance policy.

8. Mileage from item 7 will be entered for reimbursement through the COLT payroll system.*

9. Proper notation of time spent in safety committee meetings shall be indicated on the employee's time slip.

E. H. Wessells, Jr.
Safety Supervisor

May 1, 1965
*Revision 10/01/01

METER SERVICE JOB FAMILY

The Company proposes the establishment of a Meter Job Family Progression for the Meter Reader, Meter Installer, and Meter Representative positions. Progression within the Meter Job Family is outlined below:

Meter Reader Progression to Meter Service Installer Helper:

- Meter Readers progress to any/all open Meter Service Installer Helper (S1) positions when / if they become available provided they meet necessary qualifications of successfully passing the CAST test at the Meter Service Installer level or higher. Qualified Meter Reader candidates will fill open Installer positions based on Department seniority in the district where the open position exists (i.e., Springfield, Pittsfield, or Hadley / Greenfield).

- If the open Meter Installer position is not filled by a Meter Reader from the same district, the job will be made available to Meter Readers from the other districts and filled based on Company (union) seniority.

- If no Meter Readers are qualified or interested in filling the position(s), the job will be posted according to Section XXII of the union contract.

- Meter Readers who accept a transfer to Meter Installer Helper positions will enter the new classification at the TMP Step 5 (S-5) wage rate. However, for TMP progression they will start at S1. Also, with the exception of general wage increases, employee's wage rate will be frozen (red-circled) at the S-5 wage rate until employee progresses through their TMP steps and becomes equal with TMP progression increases.

- All Meter Installers/Installer Helpers can be assigned to read meters when necessary.

- All Meter Installers/Helpers hired after 1/1/02 will be considered shift workers and thus can be assigned to work shift hours. For example, an Installer hired after 1/1/02 can be assigned to read meters as a 2nd shift mobile AMR driver should the need arise due to resource limitations (i.e., due to sickness, vacation, workers compensation / light duty, equipment failure, etc.) If this were to occur , as is the case with any schedule changes, the Company will adhere to Section VI of the union contract.

Meter Service Installer Progression to Meter Service Representative:

- Meter Service Installers progress to any/all open Meter Service Representative positions when / if they become available provided they are at the fully qualified Installer level (TMP S6 or higher) and have successfully passed the CAST test at the Meter Service Representative level or higher. Qualified Meter Service Installer candidates will fill open Meter Service Representative positions based on Department seniority in the district where the open position exists (i.e., Springfield, Pittsfield, or Hadley / Greenfield).

- If an open Meter Service Representative position is not filled by a Meter Service Installer from the same district, the job will be made available to Meter Installers from the other districts and filled based on Company (union) seniority.

- If no Meter Service Installers are qualified or interested in filling the Meter Service

Representative position(s), the job will be posted according to Section XXII of the union contract.

- Meter Service Installers who accept a transfer to Meter Service Representative positions, will enter the new classification *at their current rate of pay* and appropriate TMP training level as determined by the company. *They will remain at their current rate of pay until such time as their training and pay are equal and then be eligible to continue through the TMP training/salary process.*

Other Items

- For the existing Installer Helpers (6) who transferred directly from their former Meter Reader position and as a result were required to take a cut in pay, the Company agrees to progress these employees to the S5 Installer/Helper wage rate prior to any general wage increase and freeze (red circle) them at this wage rate (with the exception of future general wage increases) until employee becomes equal with TMP progression step increases. In addition, these employees cannot be bumped by employees in a lower classification (i.e., Meter Reader).

- The Union agrees to cap the existing Meter Reader wage rate (prior to any general wage increase) for all new hire Meter Readers (i.e., Mobile AMR drivers). This is the same rate as the Temp Meter Reader rate (per the Three Year Manpower Agreement for new hire Meter Readers). All existing Meter Readers will be grandfathered and maintain their current wage structure per the contract.

- As part of this agreement, both the Company and the union agree to meet within 90 days of contract ratification to discuss the issue of combining the Meter Service Installer and Meter Service Representative positions into one TMP (job family) program.

- The Company recognizes that there may be circumstances in the future where injured or disabled employees may need to be considered for open Meter Service Installer or Meter Service Representative positions. In the event that a situation arises under this agreement that relates to section *XX - Disability Management*, the Company will abide by this section of the contract.

- The Company reserves the right to determine the proper mix of Meter Service Installer versus Meter Service Representative positions in a district based on need / workload requirements.

MEMORANDUM OF UNDERSTANDING

LEAD LINE MECHANIC

August 24, 1979

The following understandings were reached between the Company and the Union with respect to establishing the job classification of Lead Line Mechanic to be the leader of a two-person overhead line crew.

1. Job Classification

Lead Line Mechanic Expectations

Talking points regarding the Lead Line Mechanic Memorandum of Understanding DTD August 24, 1979

- **Progress of the assigned job**
  - **Directs all crew members**
  - **Ensures applicable guidelines and procedures are adhered to (construction standards, vehicle operation, etc)**
  - **Ensures appropriate break / lunch times are adhered to**
  - **Ensures the productivity of the crew**
  - **Communicate any change / delay of daily assignment to their Supervisor in a timely manner**
  - **Ends work in a reasonable time to return to the AWC / show-up location**
  - **Provide Supervisor a job status update for the tasks assigned**

- **Employees own safety, the safety of the employee assigned to the employee and the safety of the general public as it relates to the job being performed**
  - **Ensures all crew members adhere to all safety standards**
  - **Ensures a safe job site / work zone set-up**
  - **Ensures a comprehensive and complete job brief (tailboard) is conducted and documented**

- **All assigned equipment and material related clerical and stores activity**
  - **Ensures crew has all required material / equipment / tools for daily job assignment**
  - **Ensures all required paperwork is submitted at the end of day**
    - **Crew timesheets, tailboard sheet, completed job packet, police detail sheets, trouble tickets, etc.**

2. Progression

Lead Line Mechanic will be added to Occupational Group D-2 or TD-2 on the same level as Response Specialist in Appendix C. It is understood that Response Specialist will be combined with Line Mechanic for purposes of promotion to Lead Line Mechanic under the provisions of Section 13 of the Agreement.

3. Reduction in Force

Lead Line Mechanic will be added to the top of Occupational Group D-2 and TD-2 under Section 14 of the Agreement.

4. Call Outs

Lead Line Mechanic and Line Mechanic will be combined for purpose of equalization of overtime and emergency call outs.

5. Upgrading

A Lead Line Mechanic will be upgraded to Crew Supervisor-Lines in accordance with Section 12d of the Agreement whenever a third person is added to the employee's crew.

When two or more two-person crews are working as a coordinated unit and a Supervisor is not present on the job, one of the Lead Line Mechanics or temporary Lead Line Mechanic will be upgraded to a supervisory position in accordance with Section 12d of the Agreement.

When two Line Mechanics (or Response Specialists) are working together as a two-person crew, one will be upgraded to Lead Line Mechanic in accordance with Section 12d of the Agreement.

The letter of understanding concerning upgrading on a two-person crew on page 100 of the Agreement is rescinded and will be removed from the Agreement.

6. Added Person On a Job

It is agreed that a Lead Line Mechanic or temporary Lead Line Mechanic may request and receive an additional employee or employees on a job.

When such a request is considered as unnecessary by the Company, it will provide the employee or employees but will point out its reasons for believing the request unnecessary. If such requests continue, the Company will take appropriate action, subject to the provisions of Section l6 of the Agreement.

7. Use of Nonclimbers as One Person of a Two-Person Crew

When working on live primaries, the Company will not assign a non-climber as one person of a two-person crew. It is the position of the Company that this restriction does not apply to opening and closing a cutout, taking load and voltage checks, replacing a fuse or isolating an area because of a fault, and work which can safely be performed by one person. All non-climbers will receive necessary safety training prior to being assigned as one person of a two-person crew. This training will include one person bucket rescue and mouth-to-mouth and CPR.

In the application of the above use of non-climbers, it is recognized that an issue exists between the Company and the Union concerning the applicability of the Lineman's Safety Act.

Both parties have agreed in principle to submit their differences to the court and obtain a declaratory judgment on this matter.

8. It is agreed that a Line Helper S1 will not be assigned as one person on a two-person crew for the first six months of the employee's trainee period. The Helper S1 will receive necessary safety training prior to being assigned as one person of a two-person crew.

A Line Mechanic Helper S2 will not be required to work alone on energized conductors.

Revision made 10/01/16

LOU – Roving Electrical Maintenance Agreement – 10/01/2004 (Revised 10/01/2010)

Delete in its entirety and add the following language (underlined is new):

MEMORANDUM OF UNDERSTANDING
ROVING ELECTRICAL MAINTENANCE & CONSTRUCTION

October 1, 2010

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W. Local 455
474 Page Boulevard
Springfield, Massachusetts 01104

Subject: Revision of Roving Maintenance Overtime Agreement

Dear Mr. O'Rourke:

The purpose of this memorandum of understanding is to update and clarify the roving maintenance agreement. The MOU addresses issues such as the scope of assignment, selection of employees to the roving crew, overtime distribution, travel, rotation and job site reporting expense. In addition, management will discuss with all workers prior to the start of a three month (quarterly) assignment, the work load that is known, to the best of their knowledge, for that period of time.

1. Scope of Assignments

Work assignments will include assignments to any properties in Massachusetts owned and/or operated by Western Massachusetts Electric Company (WMECO) and assignments to any location to which WMECO has contracted to perform work in Massachusetts.

Work to be performed will include, but not limited to:

- Major Maintenance (i.e., de-energized inspection, test and maintenance).
- Test (i.e., de-energized test and inspection).
- Construction projects (major or minor).
- Any assignment of less than three days is not considered a roving assignment.

Clarification of Roles of Construction and District Maintenance Electricians is as follows :

A. The primary role of the Substation Construction Electrician but not limited to this role will be work responsibilities related to the installation or replacement of substation equipment and protection systems – distribution and transmission.

B. The primary role of the District Electrical Maintenance Electrician but not limited to this role will be work responsibilities related to the maintenance of substation equipment for both distribution and transmission equipment.

Clarification for switching on Construction Projects:

If a project is assigned to WMECO Construction, switching will be performed by the Construction Electricians listed on the Qualified Persons List (QPL) if the switching only involves the substation where they are working. This will also be scheduled in accordance with Section 6 Paragraph M of the Contract. Switching occurring at the completion of the Construction Project and involving Overtime work beyond the end of the normal work day will be performed by the local District Electricians and will be staffed by following Local District Protocol. Otherwise the switching will be performed by the Construction Electricians who have been working on the Project.

If a project or other work is being performed by an outside contractor in a substation, or transmission line construction work requires switching to be performed, district electricians will perform the switching activities.

2. Selection of Employees

All employees in the following classification will be entitled to participate in the Roving work assignments to supplement WMECO Electrical Construction or other Districts as needed:

Lead Electrician
Electrician
Electrician Trainee

The Company seeks participation of qualified employees from the participating areas and Classifications as follows:

Springfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*
Pittsfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*
Hadley/Greenfield	-	*2 Electricians or 1 Electrician and 1 Electrician Trainee*

Hadley / Greenfield / Pittsfield – Roving Assignments

For support to other districts, the company will utilize Hadley / Greenfield and/or Pittsfield Electrical Maintenance Roving personnel based on business need and management discretion. The company will ask for volunteers to fill the roving assignment before employees are forced to fill the assignment on a seniority basis. These assignments are as follows:

Pittsfield: Two Electricians or a qualified electrician trainee
Greenfield: Two Electricians or a qualified electrician trainee*
Hadley: Two Electricians or a qualified electrician trainee*

* Note: Hadley and Greenfield will rotate the roving assignment on a quarterly basis. The district with the fourth quarter roving assignment shall have the first quarter assignment for the following year. In addition, Hadley and Greenfield will ask each quarter for two volunteers in total from either or both districts. If only one or no volunteers exist, the roving assignment will revert back to the scheduled district for that quarter and the junior personnel will be assigned to roving to fulfill the remaining obligation. If two electricians volunteer no one will be forced, however if both volunteers are from one district, the remaining electricians from the other district will provide back up support to the volunteering district.

Participation will be on a voluntary basis provided the required number is obtained. If the required number is not obtained, assignment to the program will be made on a junior to senior (Department Seniority) basis.

3. Rotation

- Participants will normally rotate off assignment after a three (3) month period, except if the assignment is at a critical juncture.
- Lead person will not rotate.
- Assignment to such work will be for the duration of the work in most cases. However, if a roving job assignment involves planned overtime, staffing on the roving job assignment will be rotated every 4 weeks or after a critical juncture is completed, defined by the assigning supervisor.
- If all roving assignments are working planned overtime, staff rotation is not necessary.

4. Overtime Distribution

As far as practicable, overtime will be distributed equitably over the calendar year among the employees who are in the job classifications assigned to "roving electrical maintenance work." employees assigned to this work will not be subject to call-outs during the week except as follows: Electricians on roving assignments within their home district will remain on their respective district call-out list, Electricians roving outside of their home district will be removed from the call-out list during the week. *In addition, the following will also apply:*

Construction Electricians and District Rovers if applicable who are assigned to Transmission Projects or Customer Critical Distribution Projects will be removed from the ACOS List for the duration of the particular project to help honor WMECO's commitment to the Transmission and Distribution Organizations to adequately staff and complete these projects on time. If the electricians are working a regular 40 hour per week schedule for the Project, they will be allowed to remain on the ACOS list.

This requirement also applies to Storm Emergencies affecting the WMECO Service Territory.

The company will also discuss work that involves overtime with the current rovers, as far as practicable, in advance to the actual start of the job. Both parties agree that the procedure for determining how overtime work would be distributed will to be determined by whether the overtime is planned or unplanned and whether it is during the week or weekend. It will be a factor only if the work is identified as requiring overtime prior to the start of the job. Not all roving work or construction work will require overtime. The following chart will be the manner by which employees' will be selected for work that is determined to have overtime associated with the work prior to the start of the work. This could be modified depending on other circumstances and discussion with the work force and Union representation.

PLANNED OVERTIME CHART

Planned Overtime – Weekdays

- Low person on the Roving Electrical Maintenance job assignment for the quarter (unless already assigned to a job) will be asked to work the assignment to its completion unless there are reasons to change personnel such as vacation, sickness, or end of quarterly rotation for the group of rovers. Some special reasons may also be considered with prior discussion with the parties involved.

Unplanned Overtime – Weekdays

- Roving Electrical Maintenance Workers on the job will continue to be selected as they are now.

Planned Overtime – Weekends

• *For weekend assignments, the lead person on the job will continue in that function. The lead can also request up to two electricians based upon the Electrician's Overtime list ranking for these electricians who have been working on the job to continue for the overtime assignment. If a particular electrician on the job site is working on a critical element of the project and would be a key member of the crew to continue this part of the project on the weekend, the Lead may request that this particular electrician work the Overtime assignment as one of the two allowed electricians regardless of his standing on the overtime list. The selection for any additional electricians for this overtime assignment will be based upon the substation electrician's overtime list in the home district from where the Project is located.*

• The Hadley/Greenfield region will be considered two separate lists for overtime assignments but one district. For example, if a planned overtime weekend assignment occurred in Hadley, the electricians in Hadley would be asked first and then the electricians in Greenfield would be asked second. After both lists have been exhausted, the supervisor would have the discretion to select electricians from either Pittsfield or Springfield.

5. Travel

When employees are required to make their own travel arrangements to report to job locations other than their base headquarters, they will be paid a daily expense allowance as follows: Any job site reporting assignments will be paid in accordance with the Collective Bargaining Agreement. For single day assignments, all employees shall be responsible to bring their PPE (i.e. hard hat, safety glasses, rubber gloves with keepers, leather gloves, traffic vest, and FR rain gear) with them to the job site reporting assignments. In addition, all roving employees job site reporting within their home district, but still available for call outs, shall have their PPE (as listed above) with them for call outs.

6**. Hours of Work**

The schedule hours of work may vary on each project. (Subject to 1994 WMECO Negotiations)

7. Filling Open Positions in WMECO Construction

The 30 minute reporting requirement will be removed for Construction Electrician positions. Electricians can continue to move from Construction to Springfield Maintenance when a job opening is created provided that the interested electrician lives within 30 minutes of the Springfield District to be consistent with WMECO Emergency Response requirements of a District Electrician. This applies to all electricians hired in to the Construction Group after October 1st, 2010. Electricians can also continue to move to Construction from Springfield Maintenance when a job opening is created as well.

8. Program Changes

Any changes to the "Roving Maintenance" program that affects participants (i.e. hours of work; assignments; overtime, etc.) shall be a matter of discussion between the parties before becoming effective.

At all times the provisions of the contract that apply will be adhered to with the exceptions being approved by both parties involved. If you are in agreement with above-outline process, please sign where indicated below and return a copy to me.

Sincerely,

James G. Connolly
Sr. Labor Relations Consultant

JGC/CD

cc: C. Burrell
C.Dooley
B. Kenney
J. Schilling
M. Smith

Agreed to by the Union:

William H. O'Rourke, Business Manager
I.B.E.W., Local 455

Date

LOU - October 30, 2000 – Expanded Duties for Distribution Construction Mechanic – Time Merit Progression Program.

Add the following *underlined* language to the existing 10/30/2000 letter:

"Expanded Duties: (1) Set up to 20 foot streetlight poles and heads, connect and maintain them. *In underground fed areas, the Distribution Construction department and Splicers will be able to install up to 35 foot dedicated streetlight poles and heads, connect and maintain them.*"

August 6, 1969

Mr. Thomas F. Eastwood, Business Manager
Local 455
International Brotherhood of Electrical Workers
l39 Arthur Street
Springfield, MA

Dear Mr. Eastwood:

This letter confirms the agreements reached on July 24, 1969, pertaining to the interpretation and understanding of the following statement in our May 1, 1969, union agreement:

Live Primary Splicing

The Employer agrees that the practice of live primary cable splicing will be discontinued.

It was agreed by the Employer and the Union that:

1. The 2400 volt to ground cable will be deenergized until it is fully insulated with insulating tape and shielding applied if required. The cable will then be energized and the wiping and filling of the sleeve will be performed. The above operation is included as a part of the duties of a Cable Splicer A-1.

2. The classification of Cable Splicer A-1 will be incorporated in the agreement with a rate of $4.745 effective on April 27, 1969, and $5.055 on May 3, 1970.

3. The four employees in Local 455 who were, prior to May 1, 1969, classified as Cable Splicer A-1, will be reclassed to that classification, retroactive to April 27, 1969. One employee in Local 909 will be reclassified accordingly after Local 909 agrees to the settlement agreed to with Local 455 and Mr. Keilty.

4. When First Class Cable Splicers are qualified and are desirous to perform all the duties of an A-1 Splicer, such employees will be reclassified and paid accordingly.

5. The six employees who were relieved of their duties with a loss in wages for failing to complete the cable splicing jobs on July 3, 1969, will have their loss in wages restored.

Will you kindly sign one copy of this letter acknowledging your agreement with the written understanding and return it to me for our records.

Very truly yours,

WESTERN MASSACHUSETTS ELECTRIC COMPANY

Donald A. Bartlett
Director of Industrial Relations

_____
Thomas F. Eastwood, Business Manager
Local 455 IBEW (AFL-CIO)

cc: L. E. Maglathlin, Jr.
R. Webler
R. E. Hatin

January 25, 1971

Mr. Joseph R. Hallett, Jr., Business Manager
Local 455
International Brotherhood of Electrical Workers
61 Warwick Drive
Ludlow, MA 01056

Dear Mr. Hallett:

In connection with the Massachusetts Classified Driver License Law which became effective on January 1, 1968, all employees who are required to drive a truck having a registered gross weight in excess of 18,000 pounds must have a Class 2 license and those employees required to drive a truck having a registered gross weight in excess of 18,000 pounds drawing a trailer having a registered gross weight in excess of 6,000 pounds must have a Class 1 license.

Effective at once, the Company agrees to reimburse each employee, who will be required to have a Class 1 or Class 2 license to perform the duties of the employee's job classification and who has been authorized by the employee's supervisor to take such examination, for the cost of taking the written examination and the driving test conducted by The Commonwealth of Massachusetts, Registry of Motor Vehicles. Such reimbursement shall be made only once to an employee for the class of license required. The current costs are $2 for the written examination and $3 for the road test. This procedure does not include the cost of the usual driver's license which is currently $10 for a four-year period.

As in the past, the Company will cooperate with those employees designated, both in preparing for and taking the examination.

Will you kindly indicate your approval of this procedure by your signature and return one copy to me for our files.

Very truly yours,

Donald A. Bartlett
Director of Industrial Relations

Approved _____ _____
Business Manager, Local 455 Date

May 19, 1975

Mr. Edward W. Collins, Jr.
Business Manager of Local 455
145 State Street
Springfield, MA 01103

Dear Mr. Collins:

The following is the understanding reached between the Company and the Union on May 19, 1975, regarding multiple arbitration proceedings:

> "Unless otherwise agreed to by the Company and the Union, the parties agree that grievances which arise out of a common fact pattern will be heard in one arbitration proceeding, and grievances which do not arise out of a common fact pattern will be heard in separate arbitration proceedings."

Will you kindly sign one copy of this letter acknowledging your agreement with this understanding, and return it to me for our records.

Sincerely,

Donald E. Riga
Manager of Personnel

DER/

_____
Edward W. Collins, Jr., Business Manager
Local 455 IBEW (AFL-CIO)

cc: C. A. Caffrey
R. E. Torrey
R. F. Webler

June 10, 1975

Mr. Edward W. Collins, Jr.
Business Manager, Local 455
Intl. Brotherhood of Elec. Workers
145 State Street, Room 416
Springfield, MA 01103

Dear Mr. Collins:

It is agreed by the undersigned that if welding is required on gas turbines the Company will use qualified and available WMECO bargaining unit employees before using nonbargaining unit persons.

If the manufacturer of the turbine, for purposes of warranty or guaranty, requires its own employees, or other experts supplied by them, to perform welding the parties hereto agree that such persons shall be allowed to perform the welding.

In determining who is qualified the Company will consider production department welders and employees who demonstrate an ability to perform such welding following a testing procedure to be agreed upon by the Company and the Union.

The Company will give the Union reasonable notice within the context of the work to be performed of such welding.

Very truly yours,

WESTERN MASS. ELECTRIC COMPANY

By: _____

IBEW, Local 455

By: _____

July 17, 1975

Mr. Edward W. Collins, Jr.
Local Union 455
International Brotherhood of
Electrical Workers
145 State Street
Springfie1d, MA 01103

Dear Mr. Collins:

During our negotiations just concluded, it was stipulated and agreed by the Employer and the Union that certain employee Relations Policies were not part of the collective bargaining agreement and therefore are not subject to grievance and arbitration. While not all inclusive, specific reference was made to the employee Purchase Plan, Christmas Bonus, Educational Aid, Appliance Service for employees, Service Awards, Matching Gifts and recreational activities.

Will you kindly sign one copy of this letter acknowledging the Union's agreement with the written understanding and return it to me for our records.

Very truly yours,

WESTERN MASSACHUSETTS ELECTRIC COMPANY

Donald E. Riga
Manager of Personnel

_____
Edward W. Collins, Jr.
Business Manager
Local Union 455, IBEW

_____
Date

May 10, 1983

Mr. Edward W. Collins, Jr.
Business Manager, IBEW Local 455
655 Page Boulevard, Room 213
Springfield, MA 01104

Dear Mr. Collins:

Re: Switching Assignments at Northfield Station

The following is proposed with respect to switching assignments within the Northfield 16R Switching Station:

1. For Planned/Scheduled maintenance work requiring manual operation of switching devices within the confines of the Switching Station's ring bus, the Greenfield Area Maintenance Operators will perform the required switching.

2. For Planned/Scheduled maintenance work requiring operation of switches 1X1-4 and 1X1-9 and switches 3X1-4 and 3X1-9 to isolate the Northfield 1X1 or 3X1 345-kV pipe type cable, Northfield Mountain Electrical Maintenance personnel will perform the required switching.

If this proposal meets with your approval, please sign one copy of this letter and return it to me.

Sincerely,

Donald E. Riga
Regional Personnel Manager

Approved:

_____
Business Manager, IBEW Local 455

June 23, 1986

Mr. Edward W. Collins, Jr.
Business Manager/Financial Secretary
International Brotherhood of Electrical Workers
Local 455
655 Page Boulevard, Room 213
Springfield, MA 01104

Dear Mr. Collins:

In regard to indemnification of employees, the same protection extended to Union employees in Connecticut will apply to Union employees in our Massachusetts subsidiaries.

Sincerely,

Vincent F. Villano
Regional Personnel Manager

March 22, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local 455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Time Merit Progression (TMP)

Dear Mr. O'Rourke:

This letter is to confirm the agreement between the Company and the Union concerning the administration of the Time Merit Progression (TMP) Program for the Western Mass. Region. This agreement is applicable to all TMP classifications listed in the HWPCO and WMECO agreements.

Acceleration

The Company will notify the Union prior to acceleration of employee in any of the TMP classifications.

A TMP Committee consisting of three (3) representatives from the Company and two (2) representatives from the Union will meet to review qualified candidates for possible acceleration within the steps of the TMP classifications. The Chairperson of this committee will be a Regional Personnel Representative.

The committee will be made up as follows:

Three (3) representatives from the Company

1. A representative from Regional Personnel (Chairperson of Committee).

2. The Superintendent, Manager, or their designee, from the work location in which the employee being considered for acceleration is located.

3. A supervisor from the department in which the employee being considered for acceleration is located.

Two (2) representatives from the Union

1. The Business Manager or Assistant Business Manager from the work locations involved.

2. The second Union representative will be a journeyman from the job classification in which acceleration is being considered.

The Company or the Union may request the TMP Committee to review an employee for acceleration. Acceleration must be based upon equivalent experience or education. The

requesting party shall be responsible for providing the necessary documentation to support an objective evaluation of the employee.

Pre-requisite: An employee will be considered eligible for acceleration only after an appropriate evaluation period in the TMP Program.

Examples of documentation showing equivalent experience or education required to support such an evaluation are:

1. The employee shall satisfactorily demonstrate ability to perform at the level of technical competence required for the requested acceleration step.

While not limited to the following, examples of other formal documentation to demonstrate equivalent experience or education:

A. References - verifiable satisfactory past work experience comparable to the work experience requirements to the applicable TMP Program

B. Certificates - formal documentation of training courses and schools attended and successfully completed, which are comparable to the work experience or classroom training requirements of the applicable TMP Program.

If consensus has not been reached after the Committee has reviewed the request for acceleration, a majority vote of the five (5) member committee will determine if acceleration is to take place and to which step an employee will be accelerated.

An employee may be accelerated only one time within a job classification.

An employee who is denied acceleration may be subsequently resubmitted to the TMP Committee for review after six (6) months from the date of denial and then only if there is new objective-demonstrable information of experience gained prior to entry in the TMP Program to support such reconsideration.

Job Postings TMP Classifications

Employees with one or more years of Company seniority who are selected to fill a posted job opening will be transferred into the new position at the second rate step. If the employee has 18 months or more of Company seniority, they will start at the third rate step. Transfers into the second or third rate step as described in this paragraph are for compensation purposes only.

Notwithstanding TMP language to the contrary, the Company reserves the right to maintain such transferred employees in their respective transfer rate steps until such time as their training corresponds with their rate step up to the length of time the employee received transfer credit for, i.e., one (1) year or eighteen (18) months. The employee is expected to satisfactorily complete the first three (3) steps.

Any employee currently in TMP job classification who applies for a job in a classification having training requirements similar to the employee's current TMP classification (i.e., Electrician - Station Electrician) will be placed in an appropriate step after review by the TMP Committee. Appendix A - hereof (Company and Union)

Employees who are helpers in the TMP classification are not eligible to apply for posted journeyman positions that are posted within their classifications. When an employee in a TMP classification is a successful applicant for a position within the same classification in another location, the employee will transfer in the same step of the TMP classification that the employee presently holds.

Upgrading

It is not intended by the Company to have employees performing the duties of a higher job classification. No upgrading will be permitted within the TMP steps either from step-to-step or from a trainee to a journeyman level. Helpers in TMP are trainees and have not received the full qualifications required for them to perform all duties in a higher classification. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained or while demonstrating skills proficiency under the direction, supervision and observation of a qualified individual.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

Signed:

_____
William H. O'Rourke
Business Manager
I.B.E.W., Local 455

Revision 10/01/2004: With the merger of Field Technicians and GIS Technicians into the Gray book, the following transfer step/rates will apply. Employees with 18 months or more within the Union will transfer into Field Technician positions at the C-1 rate; level of training to be determined. Employees with 12 months or more within the Union will transfer into Field Technician positions at the C-2 rate; level of training to be determined. For GIS Technicians – employees with 12 months or more within the Union will transfer in at the C-1 rate and employees with 18 months or more within the Union will transfer in at the B-3 rate. In both cases, level of training to be determined.

July 10, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local 455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Access

Dear Mr. O'Rourke:

The company and the Union agree the procedures listed below will be followed to address the situation of a Union-selected qualified industrial hygienist having access to Western Massachusetts Electric Company facilities:

1. Prior to making a request for such access, the Union will exhaust all other reasonable alternatives to obtain the industrial hygiene information including the right of the Company to perform or conduct such tests or surveys requested by the Union and thereafter to provide the test or survey results to the Union. The Company will endeavor to provide such relevant test data to the Union within four weeks of the test or survey insofar as is practical.

2. If requested by the Company, the Union will meet with the Company to discuss the relevancy of the information sought and the necessity of access. It is the Company's position that the Union has the burden to investigate reasonable alternatives to access by a hygienist before requesting such access.

3. If the reasonable alternatives are not able to produce the information or resolve the Union's questions, a union-selected qualified industrial hygienist shall be granted access to the test area or location where there remains a question. A mutually agreed time and date will be established in a timely manner. It is understood that whenever access is granted it shall be for a specific and reasonable period and shall not interfere with Company operations. The Union will make available to the Company the results of the analysis within four weeks of the test or survey insofar as practical.

4. The Company shall have the right to accompany the Union's representatives which shall not exceed three in number including one qualified industrial hygienist.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

August 1, 1989

Mr. William O'Rourke
Business Manager
I.B.E.W., Local #455
655 Page Blvd., Room 213
Springfield, MA 01104

SUBJECT: Long-Term Care

Dear Mr. O'Rourke:

At the 1989 negotiations the following item concerning Long-Term Care was agreed upon by the Company and the Union.

Effective January 1, 1990, the Company will implement coverage for Long-Term Care. Plan provisions include:

Eligibility:	Active bargaining unit employees eligible for coverage under the terms of this Agreement.
Benefit:	Long-term care is an insurance coverage that provides for out-of-pocket expenses not covered under traditional health insurance plans for illnesses or disabilities that tend to require custodial, long-term care.
Costs:	The employee will have payroll deductions to cover the premium for this insurance. employees will pay the full premium for this insurance. The Company will not be making any contribution towards this coverage. However, Northeast will assume administrative costs for this Plan and provide the advantage and availability of this insurance through group coverage.
Conversion Option:	The Plan will have an option to convert to individual coverage with the carrier. In addition, depending upon the participant's age when entering the Plan and length of participation, the coverage may be paid up at retirement.

Note: The selection of carrier and all details of coverage are not yet finalized. Until the final selection takes place, full details cannot be provided.

Very truly yours,

Paul W. Barr
Regional Personnel Manager

PWB:cc

May 25, 2001

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Dispatcher Rate/Rotating Shift Differential

Dear Mr. O'Rourke:

The Company and the Union have reached agreement on the above-noted subject. All monies associated with this agreement will be retroactive to April 15, 2001 and will remain in effect for the duration of the current Agreement.

Dispatcher Rate (Hourly)	(Effective 10/1/00)	(Effective 4/15/01)
Dispatcher	$29.57	$31.00

Dispatcher Rotating Shift Differential

When a Dispatcher is assigned to work on a rotating shift schedule of normal work coverage, a premium of two dollars ($2.00) per hour will be added to their basic straight-time rate for all hours worked within that schedule. For the purpose of this shift premium provision, rotating schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 7:00 a.m., or following 7:00 p.m..

If you are in agreement with above, please sign below where indicated and return to me.

Sincerely,

James G. Connolly
Sr. H.R. Consultant - Labor Relations

JGC/cc
cc: R. Coates
R. Lizotte
R. Pawloski
M. Smith
B. Young

Agreed to by the Union:

William H. O'Rourke - Local 455 Date

April 19, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Dear Mr. O'Rourke:

This letter replaces my letter to you dated April 4, 2000 and is an effort to clarify my letter dated March 2, 2000 regarding Response Time/Furlough. The intent of the two bullet items that reference "10/1/2001" is that any current WMECO employee (as of 4/19/00) who bids or is transferred into one of these positions where the issue of response time to call-outs is applicable **before** 10/1/2001, would be considered "grandfathered".

I hope this clears up any questions you have.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

JC/cc
cc: J. Connolly
R. Kiddy
M. Smith
B. Young

March 2, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Letter of Agreement - Response Time/Furlough

Dear Mr. O'Rourke:

The Company and Union agree that employees hired after January 1, 2000 to a job with requirements that include emergency overtime work outside of normal scheduled hours, will be required to make themselves available at their reporting base within approximately one-half hour.

It is further agreed, unless negotiated differently at the conclusion of the October 1, 2001 negotiations:

- Employees transferred after 10/01/2001 to a job with requirements that include emergency overtime work outside of normal scheduled hours, will be required to make themselves available at their reporting base within approximately one-half hour.

- Section VII - Call-Out Pay, paragraph (b) will be modified to read, "*employees transferred after October 1, 2001 whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour*."

- Section XIV - Furlough of employees, paragraph (g), will be added to read, "*The Company will not contract out work regularly performed by employees covered under this Agreement if it would result in the layoff or demotion of its regular employees*."

These modifications will be in the October 1, 2001 Summary of the new Agreement and appropriate sections of the new Agreement.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

Agreed to by the Union:

_____ _____
William H. O'Rourke, Local 455 Date
Business Manager/Financial Secretary

March 2, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Three Year Manpower Plan

Dear Mr. O'Rourke:

With the on-going deployment of Automatic Meter Reader (AMR) technology throughout Western Massachusetts Electric Company which will reduce costs, improve metering services and provide flexible customer/supplier choices and in an effort to minimize the impact this will have within the Western Massachusetts Region, the Company would propose the following:

Commitment

The commitment as outlined below would allocate a position for every Meter Reader (employed as of 1/1/2000) provided they successfully pass the appropriate pre-selection test.

To help facilitate employees' ability to successfully test and bid into the above positions, the Company would offer after hour educational classroom instruction and this would include access to self-study material.

As Meter Readers are selected for posted job classifications, we would backfill these Meter Reader positions, where appropriate, with Long-term Temporary employees at a rate of $13.10/hour. (This rate would change each year in accordance with Schedule "A" rates that are negotiated by the Company and Union.) The long-term temporary employees, while filling these positions until the conclusion of the AMR installations, would be eligible for medical benefits. These medical benefits would be applicable only to the Long-Term Temporary Meter Reader employees hired as a result of the installation of the AMR's. The Company anticipates the AMR installation will be completed by July 1, 2003.

As the AMR process evolves, the need for long-term temporary (LTT) employees will dissipate thus resulting in the furlough of the LTT employees and the "benchmark" number would be reduced respectively pursuant to the 1997 Massachusetts Restructuring Act, Chapter 164, Section 1E, Paragraph (b), of Massachusetts General Laws.

Over the next three years the Company anticipates openings in the following classifications to accommodate this commitment:

- Linemen Helper S-1
- Splicer Helper S-1
- Distribution Construction Worker
- Stockhandler Helper S-1
- Meter Service Installer Helper S-1
- Electrician Helper S-1

Year 2000 Employment Opportunities

The Company would propose the following job posting opportunities during the year 2000. This proposal would require the Union's sign-off on the attached Letter of Agreement regarding Response Time/Furlough dated March 2, 2000.

- Three (3) Meter/Service Installer Helper S-1 positions
- Six (6) S-1 positions (from the following classifications: Line/Splicer/Electrician)
- One (1) Stockhandler Helper S-1 position

The Company and Union further agree to meet and discuss expanded duties for the Distribution Construction Workers (DCW) classification which will result in two additional DCW employees. An AMR Installation Committee will be formed to address attaining the three-year installation requirements.

Finally, the Company and Union agree that upon medical clearance by the Berlin Health Unit, David Burniske will be offered a Regular Meter Reader position in the Pittsfield Work Center and will be considered eligible for the commitments in this Agreement.

If you are in agreement with the above, please sign below and return to me.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

Agreed to by the Union:

_____ _____
William H. O'Rourke Date
Business Manager/Financial Secretary
Local 455 - I.B.E.W.

JC/cc
cc: J. Connolly
D. Hanks
R. Kiddy
K. Kuhlman
K. Millerd
R. Pawloski
M. Smith
B. Young

October 30, 2000

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Expanded Duties for Distribution Construction Mechanic - Time Merit Progression Program

Dear Mr. O'Rourke:

The Company and Union have reached agreement on the above-noted subject. Detailed below are the expanded duties and associated rates for the Distribution Construction Worker classification as well as a Time Merit Progression rate schedule. For occupational group seniority, these classifications would be included in D-12 of Appendix "C", List of Occupational Groups, Springfield District, Distribution Department.

The program would be a two year (2) Time Merit Progression as outlined below.

Distribution Construction Helper (f) Steps S-1, S-2, S-3 Rate: $16.40 - $19.87

Duties: Includes all current duties

Distribution Construction Worker Step S-4 Rate: $20.35

Expanded Duties: Includes duties of operating the backhoe, minor maintenance such as molding repairs, guy repairs, stenciling poles.

Distribution Construction Mechanic Step S-5 Rate: $22.32

Expanded Duties: (1) Set up to 20 foot streetlight poles and heads, connect and maintain them. *In underground fed areas, the Distribution Construction department and Splicers will be able to install up to 35 foot dedicated streetlight poles and heads, connect and maintain them.*"

(2) Service disconnects and reconnects
(3) Install residential service where no present service exists, including upgrading of service, and remove both meter and service where service is to be terminated.
(4) Stenciling padmounts

OVERTIME

Call-outs: The current practice of calling in Cable Splicers for all electrical-related trouble will continue.

Planned Overtime: The current practice of utilizing Cable Splicers on planned overtime for electrical-related job assignments will continue.

Extended Day: If a job assignment continues beyond the normal workday and involves job duties as

listed in items #1, #2 and #3 above, a Cable Splicer will be utilized until there are qualified Distribution Construction Mechanics.

Specialized Mobile Equipment Operator George Poehlman will be included in the Distribution Construction Overtime List and receive overtime assignments in the same manner as all employees of the department. He will be allowed to enter the Distribution Construction Mechanic T.M.P. program if he so desires.

The Company agrees to grandfather present Distribution Construction Worker employees at their current rate if they choose not to progress in the classification and will be considered "red-circled" and will remain in a furlough classification. It is further agreed, incumbents who enter the Program will be allowed to do so at their current rate of pay. The two incumbents who presently hold a backhoe license will enter the Program at the S-4 rate and must successfully complete all steps of the T.M.P. program within 30 months, at which time they will be eligible for the Distribution Construction Mechanic level. All incumbent employees will have until December 31, 2000 to decide whether to enter the T.M.P. program. This position requires successfully passing the CAST test. Incumbents will be exempted from this requirement.

If you are in agreement with the above-outlined program, please sign where indicated and return to me.

Sincerely,

Jack Curley
Sr. H.R. Consultant - Labor Relations

JC/cc
cc: E. Burke
J. Connolly
R. Kiddy
R. Pawloski
M. Smith

Agreed to by the Union:

_____ _____
William H. O'Rourke - I.B.E.W., Local 455 Date
Business Manager/Financial Secretary

WESTERN MASSACHUSETTS ELECTRIC COMPANY
TIME MERIT PROGRESSION PROGRAM
DISTRIBUTION CONSTRUCTION MECHANIC

RATES EFFECTIVE NOVEMBER 1, 2000

	Title	Rate
Start	Distribution Construction Helper S-1	$16.40
6 Months	Distribution Construction Helper S-2	$18.13
12 Months	Distribution Construction Helper S-3	$19.87
18 Months	Distribution Construction Worker S-4	$20.35
24 Months	Distribution Construction Mechanic	$22.32

May 31, 2001

Mr. William H. O'Rourke
Business Manager/Financial Secretary
I.B.E.W., Local 455
57 Observer Street
Springfield, MA 01104

Subject: Mobile AMR Driver Positions - 1st and 2nd Shifts

Dear Mr. O'Rourke:

The Company and the Union have reached agreement on the above-noted subject. The Mobile AMR Driver positions will be operated out of the Springfield District and will be shift positions. The first shift will operate from 6:00 a.m. to 2:00 p.m., Monday - Friday and the second shift will operate from 1:30 p.m. to 9:30 p.m., Monday - Friday.

The Company will ask for volunteers from our existing Meter Reader work force for re-assignment to these positions. This process will be done by a "Company Notice" bulletin board posting. If there are more employees volunteering than positions, the positions will be filled based on Union seniority.

Employees choosing the first shift will be moved into this position at their current rate of pay. The employees choosing to work the second shift will receive an additional $1.10 shift differential to their current rate of pay and three payments on 7/01/01, 8/01/01 and 9/01/01 consisting of $250.00 per payment for a one time, overall total payment of $750.00.

This agreement will remain in effect until such time the Union ratifies a new Collective Bargaining Agreement with the Company.

If you are in agreement with the above, please sign where indicated and return a copy to me.

Sincerely,

James G. Connolly
Sr. H.R. Consultant - Labor Relations

JGC/cb
cc: D. Hanks
R. Lizotte
K. Millerd
R. Pawloski

Agreed to by the Union:

William H. O'Rourke, Local 455 Date

I.B.E.W. LOCAL UNION 455
Office: 474 Page Boulevard
Springfield, MA 01104
413-733-7398

UNIT 2 GREENFIELD\HADLEY\CABOT
Meets 2nd Wednesday each month - TBD
Smitty's Tavern, Chapman St., Greenfield, MA 01301

UNIT 3 PITTSFIELD
Meets 1st Thursday each month - TBD
American Legion Hall
Pittsfield, MA 01201

UNIT 4 SPRINGFIELD
Meets 3rd Tuesday each month - TBD
I.B.E.W., Local 455
474 Page Boulevard, Springfield, MA. 01104

Always keep in mind the
Company Safety Policy:

NO JOB IS IMPORTANT ENOUGH
TO INVOLVE A SACRIFICE
OF SAFE WORK PRACTICES

AGREEMENT

between

THE YANKEE GAS SERVICES COMPANY

and

LOCALS

420 and 457

of

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AFL - CIO

From

December 1, 2018

to

December 1, 2022

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AGREEMENT entered into as of the 1st day of **December, 2018**, between THE YANKEE GAS SERVICES COMPANY, hereinafter referred to as the COMPANY, and LOCALS NO. 420 and 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment and other conditions of employment. This Agreement shall be binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

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ARTICLE I

RECOGNITION AND UNION MEMBERSHIP

1.(a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

1.(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1.(c) Each Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to Labor Relations.

1.(d) The Company recognizes Local 457 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full time and part-time regular clerical employees, including Billing Services Representatives, Operating Records Clerks, Customer Information Representatives, Secretaries and Senior Meter Management Records Clerks, employed by the Employer at its 56 Cooper Street, Meriden, Connecticut, facility, but excluding all other employees, Field Technicians, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1885 dated April 23, 2001.

The Company recognizes Local 457 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full time and part-time regular clerical employees, including Operating Records Clerks employed by the Employer at its 112 Prospect Hill Road, East Windsor, Connecticut and 179 Cross Road, Waterford, Connecticut facilities, but excluding all other employees, Field Technician, and guards, professional employees and supervisors as defined in the Act.

1.(e) The Company recognizes Local 457 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full time and part time regular Technicians B&A excluding supervisors, professionals and guards as defined by the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC1942 dated February 13, 2002.

1.(f) The Company recognizes Local 457 and Local 420 – IBEW as the sole collective bargaining representatives with respect to wages, hours, and other conditions of employment for all regular Construction Technicians, excluding supervisors, professionals and guards as defined by the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 34-RC-2084 dated June 24, 2004.

1.(g) The Company recognizes Local 457 and Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all regular Corrosion Technicians, excluding supervisors, professionals, and guards as defined by the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-112597 dated September 5, 2013.

1.(h) The Company recognizes Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all regular Field Techs I and II working at the Ansonia, Newtown, Norwalk, Waterbury, Connecticut; but excluding all other

employees, office clerical employee and guards, professional employees and supervisors as defined by in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-108126 dated June 27, 2013.

1.(i) The Company recognizes Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all regular fulltime clerical employees working at the Danbury, Newtown, Norwalk, Shelton, Waterbury, Connecticut; but excluding all other employees, and guards, professional employees and supervisors as defined by in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-112285 dated August 29, 2013.

1.(j) The Company recognizes Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all full-time and regular part-time Liquefied Natural Gas Coordinators, Operators and Maintenance Technicians employed by the employer at its Area Work Centers located in Waterbury, Connecticut; but excluding all other employees, and guards, professional employees and supervisors as defined by in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-199614 dated June 30, 2017.

2. If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

3. The following provisions will apply to employees in job classifications covered by this Agreement:

3.(a) Employees who are members of the Union or its predecessor Union on December 1, 2011, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3.(b) Employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later. Employees hired for temporary summer assignment are excluded from this requirement for an additional sixty-day period in that summer and in any subsequent summers of temporary employment from their date of employment.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

3.(d) Should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, - Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

4.(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A", the Company will make a single deduction for the required initiation fee and in addition will deduct required Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, the employee's authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which the employee transfer is effective.

4(c.) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Unions' COPE fund. Such donations shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

5. It is agreed that neither the Company nor the Union will discriminate against any employee in the application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE II
THE FUNCTIONS OF MANAGEMENT

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE III
GRIEVANCES

Any complaint made by an employee to the employee's immediate Supervisor concerning the employee's wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. Employees will be allowed necessary straight time off without loss of pay to attend scheduled grievance meetings. In addition to the time allowed off above, the Assistant Business Manager or, in the Assistant Business Manager's absence, the Assistant Business Manager's designated representative, will, upon specific request, be allowed necessary straight time off to assemble data for scheduled grievance meetings. Additional reasonable time off without pay will be allowed for a reasonable number of representatives to attend state, regional, and national conventions.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the Supervisor as promptly as possible following the incident which caused it. The Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or the Manager's designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager concerned or the Manager's designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a representative of the Human Resources Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to Labor Relations. The latter shall refer the grievance to a joint committee consisting of:

(a) three representatives appointed by the Company, and

(b) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or the Business Manager's designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the grievance procedure, a "Union Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, the Union may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE IV

ARBITRATION

1. If a grievance is not settled in Step Three of Article III, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, the Union may, within the time limits specified in Article III, Step Three, submit the grievance to the American Arbitration Association for arbitrator selection and hearing conducted under its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company. This Section is subject to the limitations set forth in Sections 2. and 3. of this Article.

2. The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining.

3. It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
SENIORITY

CLERICAL CLASSIFICATIONS

In the application of seniority, one new separate bargaining unit is recognized and all provisions of seniority and related matters apply separately. Union job postings will be posted simultaneously for union and non union employees. Language on the job posting will reflect that union employees will have preference for union positions. Preference for union postings will be with the respective bargaining unit first, secondly the other bargaining unit and thirdly the system (non union).

TECHNICIANS A & B

In the application of seniority, one new separate bargaining unit is recognized and all provisions of seniority and related matters apply separately. Union job postings will be posted simultaneously for union and non union employees. Language on the job posting will reflect that union employees will have preference for union positions. Preference for union postings will be with the respective bargaining unit first, secondly the other bargaining unit and thirdly the system (non union).

CONSTRUCTION TECHNICIANS

In the application of seniority, one new separate bargaining unit covering the Construction Technicians is recognized and all provisions of seniority and related matters shall apply separately. Union job postings will be posted simultaneously for union and non union employees. Language on job postings will reflect that union employees will have preference for union postings. Preference for union postings will be given in the following order: 1) the respective bargaining unit; 2) the other White Book bargaining unit; and 3) all other company employees (non-union and non-White Book).

Seniority which employees accumulate is of two types:

(a) Total length of continuous time served with the Company shall be known as "Company Seniority."

(b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority."

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date. The application of seniority as herein provided shall not be applied so as to conflict with any established seniority relationships existing prior to June 1, 1963.

New employees, other than temporary employees, shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during their probationary period as defined above shall become a regular employee at the end of the probationary period and the employee's seniority shall start from the date of hiring. Employees hired on a temporary basis for special projects that require not more than twelve months to complete shall acquire no seniority status during such employment. If a temporary employee is retained as a regular employee, the employee's Company Seniority shall start from the date of hiring and the employee's Classification Seniority shall start on the date the employee became a regular employee. Temporary employees must comply with Article I, Section 3. A regular employee shall

lose seniority status if the employee resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4. of this Article. Where used in this Article the words "operating area" describe designated areas of Company operations for which the immediate responsibility is directly assigned to an individual Manager, Superintendent or other in charge. Appendix "C" attached hereto shows a list of designated areas of Company operations which define "Local" seniority areas for application of the provisions of this Article.

LNG CLASSIFICATIONS

In the application of seniority, one new separate bargaining unit is recognized and all provisions of seniority and related matters apply separately. Union job postings will be posted simultaneously for union and non-union employees. Language on the job posting will reflect that union employees will have preference for union positions. Preference for union postings will be given in the following order: 1) the respective bargaining unit; 2) the White Book bargaining unit; and 3) all other company employees (non-union and non-White Book).

Promotion

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on an operating area basis. Exceptions to such preference may be made only in (1) temporary situations where assigning a more senior employee would involve short notice change of a normal work schedule or unreasonably interfere with the conduct of a particular job assignment or (2) when a senior employee either has qualified previously for promotion or has demonstrated the inability to do so and has been advised accordingly by the Company **or (3) for LNG employees based on availability and/or seasonality of the processes**.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on an operating area basis. If this employee is qualified as evidenced by skill, efficiency, knowledge, ability and acceptable performance in training, the employee will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on an operating area basis. When no employee on an operating area basis is qualified, Classification Seniority will be applied secondly on a division basis, and thirdly on a Companywide basis.

1.(c) Vacancies in the bargaining unit, other than Helper or equivalent job classifications or classifications covered by the Time- Merit Progression Program which are to be filled by promotion will be filled within two weeks from the date of the vacancy excepting in situations when the employee who is to fill a vacancy is temporarily absent from work or requires additional time to complete necessary training. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

1.(d) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager of each Local Union. Each bulletin board posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will be notified within 15 days following the end of that posting period whether or not their application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(d) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Company Seniority. If reassign-

ment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

1.(d.1) Regular Employees who have been transferred or reassigned prior to June 1, 1979 under Sections 2.(a) or Sections 3, 3.(a) or 3.(b) or rehired under the provisions of 4.(b) of this Article will be considered as having greater Company seniority within the employee's former local seniority area for purposes of Section 1.(d).

If more than one such Employee applies for the same job posting, greater Company seniority will be the determining factor. Such Employee(s) will receive this consideration only if the Employee(s) notes on the job posting application that the employee is applying under this Section of Article V. Further, the Employee(s) affected will be allowed this seniority consideration only until the employee has been selected for one job opening under these provisions. An employee selected for a job posting under this Section 1.(d1) will have the employee's rate established in accordance with Section 2.(d) of this Article V.

Applicants who are selected for job postings to classifications covered by Time Merit Progression Programs under this Section will be considered for reinstatement rights under the provisions of Section 3.(e) or 4.(a) of this Article for a period of up to two (2) years from the date of transfer. The Company will endeavor to reassign the employee as soon as possible but will not hold him/her greater than sixty (60) days. The sixty (60) day hold will be the exception, not the rule.

Reassignment, Layoff and Demotion

2. If at any time Company operations require a reduction of the existing working forces, employees in the operating areas affected will be subject to reassignment in the order of least Company Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of this Section 2.(a), may at the employee's option and to the extent the employee's Company Seniority exceeds that of other employees,

(1) either displace the employee having least Company Seniority in the same job classification within the division, or

(2) displace the employee having least Company Seniority in the same job classification within the Company, or

(3) displace the employee having least Company Seniority in a lower job classification within the employee's normal sequence of job progression within the operating area, or

(4) displace the employee having least Company Seniority within the operating area.

If an employee subject to reassignment has insufficient Company Seniority to exercise provision (1) or (3), then the employee may

(5) displace the employee having least Company Seniority in a lower job classification within the employee's normal sequence of job progression within the Division, or within the Company, or

(6) displace the employee having least Company Seniority within the Division.

If an employee subject to reassignment has insufficient Company Seniority to exercise provisions (1), (2), (3), (4), (5) or (6), then

(7) the employee may displace one of the five employees having least Company Seniority within the Company.

Union representatives shall be the last to be laid off and the first to be rehired in their department (Distribution, or Customer Service, etc.) in their operating area.

2.(b) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2(a) of this Article who has insufficient Company Seniority to entitle the employee to reassignment or in lieu of displacing another employee, may elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Prior to being presented with options, an employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2.(a), of this Article may at the employee's option, after giving the Company at least one weeks' notification, elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

2.(c) In the event an employee subject to reassignment does not have sufficient Company Seniority to entitle the employee to job placement, the employee may be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours' pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies, will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4.(b) of this Article V. Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached age fifty-five may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(d) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Section 2 of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than the employee's present hourly rate a special basic rate of pay will be established for the employee in the following manner:

A. For an employee with less than five years of continuous service:
   (1) If the employee's present rate is greater than the maximum rate of the employee's new classification, the employee will be paid the maximum rate of the new classification.
   (2) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:
   (3) If the employee's present rate is greater than the maximum rate of the employee's new classification, twenty-five percent of the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.
   (4) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:
   (5) If the employee's present rate is greater than the maximum rate of the employee's new classification, fifty percent of the difference between the employee's basic rate immediately

preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(6) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds the employee's special rate.

2.(e) If it is definitely established that a regular employee is physically incapable of performing the duties of the employee's assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Company Seniority of all employees affected, reassign such employee to an available job for which the employee is qualified at a rate which will result in a minimum reduction from the employee's former rate.

2.(f) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at the employee's own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of the employee's assignment, the employee's Classification Seniority for the purposes of promotion will begin on the date of the demotion. An employee who is demoted under item number (4), above, will retain the employee's Classification Seniority in the employee's former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(e) of this Article shall make written request to the Manager or Superintendent concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

Transfer

3. When it is necessary for the Company to transfer an employee from one operating area to another under circumstances other than those outlined in Sections 2., 3.(a) or 3.(b) of this Article, the Company shall offer the transfer to qualified employees in descending order of Classification Seniority in the job classification affected in the operating area from which the transfer is to be made provided first that Section 1.(b) is complied with on operating area basis.

3.(a) If at any time there is an excess number of employees in a job classification which is to be retained in an operating area or division and concurrently there is a vacancy in the same job classification in another operating area the Company may, rather than apply Section 2 of this Article, transfer a qualified employee from the operating area where there is an excess to the operating area where the vacancy exists provided first that Section 1.(b) of this Article is complied with on an operating area basis. Under these circumstances the Company shall offer the transfer to qualified employees in descending order of Company seniority in the job classification affected, from the operating area where the excess number exists to the operating area where the vacancy exists. If no employee accepts the transfer, the least senior of the employees affected, will be subject to provision (2) of Section 2.(a) of this Article except that when the transfer is from one division to another the employee may displace the employee having least Company Seniority in the same job classification within the division where the employee is employed. Any employee displaced from the same job classification may accept transfer to where the vacancy exists or exercise provision (2) of Section 2.(a) or elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article. Any employee displaced by the application of provision (2) of Section 2.(a) will, if qualified, be required either to accept the promotional transfer or to be laid off with recall privileges as outlined under Section 4.(b). If an employee displaced by this procedure is not qualified for promotional transfer the employee will be subject to provision (3) of Section 2.(a).

3.(b) If at any time Company operations require permanent elimination of a job classification or permanent reduction of the number of employees or both in an operating area, under conditions not provided for under Sections 3. or 3.(a) of this Article, and requirement to fill existing or contemplated vacancies elsewhere can reasonably be coordinated with the elimination or reduction, the employees

where the job elimination or reduction is to be made will be offered opportunities, consistent with their respective qualifications and seniority, either to remain in their present operating area in job classifications remaining available there or to be reassigned to fill available vacancies elsewhere. Under these circumstances offers for available jobs will be made in descending order of Company Seniority to (1) accept promotional transfer, or (2) remain in the present operating area, or (3) accept reassignment to a different job classification and operating area, or (4) in lieu of applying provisions (1), (2) or (3) of this Section 3.(b) be laid off with recall privileges as outlined under Section 4.(b) of this Article. If the application of provisions (1), (2) or (3) above would result in less favorable job placement for an employee than reassignment under Section 2.(a), then Section 2.(a) will be applicable for that employee. For the purpose of coordinating the permanent elimination of a job classification or the permanent reduction of the number of employees in an operating area with requirement to fill existing or contemplated vacancies elsewhere the provisions of Sections 1.(b) and 1.(c) of this Article will not be applicable and the Company will give written notice of intent to the Business Manager of the Local Union concerned.

3.(c) If an employee is reassigned under provisions (2) or (3) of Section 3.(b) of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification. When by application of provisions (2) or (3) of Section 3.(b) an employee with five or more years of Company Seniority is reassigned to a job classification with a lower hourly rate of pay than the employee's former hourly rate a special basic rate of pay will be established for the employee by application of the formula set forth in Article VI, Section 3.(a) of this Agreement. Should such an employee subsequently be promoted to a job classification with a higher hourly rate of pay the employee's basic rate will be the starting rate for the higher job classification or the special basic rate as determined under Article VI, Section 3.(a), whichever is higher. When an employee with less than five years of Company Seniority is reassigned to a job classification with a lower hourly rate of pay by application of provision (2) or (3) of Section 3.(b) the employee will be paid the maximum hourly rate for the lower job classification.

3.(d) In situations when the application of the seniority principles of this Article V either involve groups of employees or involve two or more separate operating areas, the Company may, at its discretion, satisfy its obligation to contact affected employees by giving written notice. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the operating areas where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(e) When, for reasons other than the employee's own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) or Sections 3., 3.(a) or 3.(b) the employee will retain the employee's Classification Seniority in the employee's former operating area and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within the employee's normal sequence of progression, the employee's Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another operating area, or is transferred to another operating area for the mutual convenience of the employee and the Company, and no change in job classification is involved, the employee's Classification Seniority in the employee's former and new operating areas will be accumulative.

Employees reassigned since January 1, 1978 to another classification by the application of Section 2.(a) of this Article and who are later reinstated to their former classification, will have their Classification Seniority adjusted for a period up to the employee's recall rights had the employee elected layoff to reflect continuous former Classification Seniority.

3.(f) When an employee is transferred or reassigned from one operating area to another at the employee's own request, the employee's Classification Seniority in the employee's new assignment will begin on the effective date of the transfer and the employee will forfeit the employee's Classification Seniority in all job classifications the employee has held prior to the transfer.

3.(g) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Company Seniority for the purposes of this Article and the employee's Classification Seniority will be determined in accordance with the provisions of this Article. Effective June 1, 1975 Company Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

Reinstatement and Recall

4.(a) Should opportunity for reinstatement to a higher job classification occur after an employee has been transferred or reassigned to a lower job classification for reasons other than the employee's own request or after demotion because of physical inability to perform the duties of the employee's assignment in accordance with provision (4) in Section 2.(f) of this Article, the employee involved will be reinstated in the higher job classification provided the employee is then able and willing to perform its duties. If more than one employee is involved, reinstatement to the higher job classification will be offered in reverse order to the previous reassignments.

4.(b) Employees with three or more years of continuous service who are laid off will be entitled to recall for a period of three years from the date of layoff. Employees laid off with less than three years but more than six months of continuous service will be entitled to recall for a period of one year from date of layoff. Employees with recall rights will be considered as regular bargaining unit employees for purposes of Article V, Section 1(d).

A certified letter to the Employees' last known address with a copy of the job posting and a reassignment application will be considered proper notification for purposes of this section. The completed reassignment application must be returned to the Company by certified mail within (10) calendar days from the date of the Company's mailing of the posting. In the event an employee is recalled the employee must be available, able, qualified to work and return to work within two weeks.

Laid off employees who are re-employed within their recall period will maintain continuous Company and Classification Seniority status during the period of layoff for the purpose of this Article and the starting rate of pay will be established according to the provisions of Section 2.(d) of this Article.

Adjustment of Classification Seniority

5. If a qualified employee is bypassed for a promotion in normal sequence to a higher job classification because of absence due to illness at the time the promotion is made and the employee is subsequently promoted to that higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed. If an employee is bypassed for promotion under these circumstances, the Company will advise the Business Manager of the Local Union concerned.

5.(a) In order to prevent an employee from being bypassed in the employee's normal sequence of promotion on or after June 1, 1972 within the operating area by (1) the lateral transferring of an employee from another seniority area; (2) an employee being accepted for a job posting at other than the starting rate; or (3) by the hiring of an employee at other than the starting rate or starting classification within the promotional sequence; an employee will retain the same Classification Seniority date the employee is assigned at the helper or starting classification within the sequence up through attaining journeyman, but not including Lead or Chief Classifications where applicable. This will also apply to employees presently classified at the starting classification within the promotional sequence on June 1, 1972.

Employees who were classified journeyman prior to June 1, 1972 will have the number "2" immediately preceding their classification seniority date and will show primary seniority.

Employees in Military Service

6. The Company will reinstate without loss of Company Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Company Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Adjustment of Veteran's Seniority

7. If a regular employee is bypassed for a promotion in the employee's normal sequence of job progression because of military leave of absence and the employee is subsequently promoted to the higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed.

Seniority Lists

8. The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on an operating area or division basis.

ARTICLE VI
JOB CLASSIFICATIONS

1. Each employee will be assigned a job classification, the duties of which the employee is competent to perform and which generally reflect the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack or while the employee is being trained to better fit the employee for advancement in grade as vacancies occur.

2.(a) An employee performing the duties of a higher job classification than the employee's own within the bargaining unit shall be paid the maximum rate of the higher job classification for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Temporary upgrades to Chief and Lead will be assigned according to the greater Classification Seniority among employees on duty in the job classification(s) affected. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

2.(b) When it is determined by the Company that an employee in a lower job classification who has been performing the duties of a Chief, Automotive Equipment Mechanic or Area Stockhandler job classification is qualified for promotion, the employee will upon promotion or upgrading be paid at the maximum rate for that classification. When an employee is promoted in accordance with the above, the one year probationary period will apply to the maximum rate.

When determination of qualifications has not been made prior to the promotion, the employee will upon promotion to such classification be credited with the amount of time served at the probationary wage rate of the job classification during the two year period immediately preceding the employee's promotion.

2.(c) If during a Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid 7% of the applicable Chief's rate in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the applicable Chief rate in addition to the 7% of the applicable Chief's rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

2.(d) When crews headed by Chiefs are combined, and in the absence of a Supervisor, a single Chief is assigned to direct the work performance of the crews, the senior Chief will be upgraded to Supervisor, and the employee will be paid 7% of the applicable Chief's rate in addition to the employee's basic straight- time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

2.(e) If during a Storekeeper's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Storekeeper, the employee will be paid 7% of the employee's basic straight-time hourly rate in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

2.(f) If during an Area Stockhandler's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Area Stockhandler, the employee will be paid the maximum rate of the Area Stockhandler classification for all hours so assigned on one day, provided the employee works one or more hours in that classification on that day.

2.(g) Meter readers may be temporarily assigned to perform the duties of a collector, as required. If this assignment exceeds a continuous period of one hour, then the employee is entitled for all hours so assigned on one day to be paid at the top of the rate of the collector's rate progression.

3. If it is definitely established (1) that a regular employee is incapable of performing the duties of the employee's job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of the employee's job classification because of a disability or infirmity arising from natural causes and the employee is assigned to a lower job classification within the employee's ability to perform, a special basic rate of pay will be established for the employee as follows:

3.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which the employee is reassigned by the product of five percent times the employee's years of continuous service and adding the amount so-obtained to the maximum basic rate of the lower rated job classification. For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

3.(b) Should such an employee later qualify for and be promoted to a higher job classification, the employee's basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

3.(c) The above Sections 3.(a) and 3.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 3. on or after June 1, 1973.

4. In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager and the Assistant Business Agent for that specific work group of the Local Union concerned as promptly as possible.

4.(a) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

ARTICLE VII

SCHEDULES, WORKING HOURS, OVERTIME, PREMIUM AND HOLIDAY RATES

1. The Company will prepare and post on bulletin boards schedules of normal work coverage for the employees in various operating areas and divisions of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than eight hours per day or forty hours per week. The workweek shall consist of five consecutive days except for shift or scheduled workers. All hours worked in excess of eight hours per day or the basic forty hours per week, or outside of the employee's normal schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided. The regular rate for purposes of computing overtime compensation shall include only those amounts required to be included under the applicable law.

2.(a) For the purpose of this Agreement, employees are composed of shift, day and scheduled workers. (1) A shift employee is defined as one who works at a seven day operation or service, on a rotating or shift schedule. (2) A day worker is one whose basic workweek is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for 8 hours a day. (3) A scheduled worker is an employee, other than a shift worker or day worker, who works according to a schedule of hours at different times of the day or night and/or on different days of the week including Saturdays and Sundays.

2.(b) The Company may establish a "J" schedule (hours other than between 6 a.m. and 6 p.m.) in each of its operating areas; except that two "J" schedules may be established in the Stamford portion of the Norwalk area.

2.(c) If the Company changes or modifies working schedules in an operating area or division of the Company, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

3. When working conditions permit, regular active employees will be allowed time off at basic straight-time rates on recognized holidays falling on a day within their normal schedule. When a regular employee is required to work on a recognized holiday falling on a day within the employee's normal schedule, in addition to holiday pay at basic straight-time rates, one and one-half straight-time rates will be paid for time worked within the employee's normally scheduled hours and double straight-time rates will be paid for time worked outside the employee's normally scheduled hours.

4.(a) When a recognized holiday falls on a day outside of a regular active employee's normal schedule, the Company at its option will either designate a day off from the employee's normal schedule with basic straight-time pay or pay the employee for the holiday at basic straight-time. When the Company designates a day off from normal schedule, it shall fall within a calendar period of twenty-three days beginning with the second Saturday preceding the calendar week within which the recognized holiday falls. When designating a day off under this provision the Company will endeavor firstly to make such day off be contiguous to another day off or, secondly to occur on a Sunday or, thirdly to occur on a day other than contiguous to another day off or other than on a Sunday. Exceptions to the foregoing sequence may be made to accommodate an employee's request for a designated day off provided the exception does not require a change of normal work schedule for another employee who objects to such schedule change.

4.(b) When a regular employee is required to work on a recognized holiday falling on a day outside the employee's normal schedule, in addition to either the time off or the straight-time pay provision of Section 4.(a), above, one and one-half straight-time rates will be paid for time worked up to eight hours and double straight-time rates will be paid for time worked in excess of eight hours.

5.(a) The schedules of normal work coverage for employees who are assigned as shift or scheduled workers are made to meet the continuous nature of the Company's operations. It is the purpose of the Company to arrange such schedules to conform with the wishes of 60% or more of the employees involved, provided the shifts are adequately covered without unnecessary overtime payments. The job classifications of employees who normally are assigned as shift or scheduled workers are identified by the prefix "S" in the Schedule of Job Classifications and Basic Straight-Time Hourly Rates Appendix "A" of this Agreement.

5.(a.1) A Shift or scheduled worker required to work sixteen consecutive hours that include the eight-hour period immediately preceding the employee's normal schedule and eight hours of the employee's normal schedule will be paid at the applicable premium rate for the sixteen-hour period. Article VII, Section 10(b) will not be applicable for purposes of this Section.

5.(b) Upon request from shift or scheduled workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage within a work week provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 6. of this Article shall not be applicable. No other such exchanges of scheduled hours of normal work coverage will be permitted, except for employees on a Tuesday through Saturday schedule.

5.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of 7% of the employee's basic straight-time rate or $2.00 whichever is greater will be added to the employee's basic straight-time rate for all hours worked within that schedule and including all hours worked contiguous to that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 6:00 p.m. **For LNG employees, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 7:00 p.m. A Garage Mechanic regularly assigned to the second shift shall receive the shift adder for all paid time off.**

5.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift or scheduled workers. This Section 5.(d) will not be applicable to time worked at double straight-time rates under the provisions of Section 13. of this Article.

6.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article VII.

6.(b) When an employee's normal work schedule is changed with less than seventy-two hours' advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and one-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous normal schedule without forty-eight hours' advance notice after serving a relief coverage assignment as described herein.

6.(c) When operating or maintenance requirements make it necessary to change the normal work schedule of a day work employee, (other than a shift or scheduled worker), to an afternoon or night normal schedule, for other than relief assignments to normal schedules of shift or scheduled workers, the employee will be paid at one and one-half times the employee's straight-time hourly rate for all time worked on the afternoon or night normal schedule which was not normal work time on the employee's daytime schedule provided the period of assignment is for three or less consecutive workdays. When the period of assignment is more than three consecutive workdays, the change of normal work schedule will be made in accordance with 6.(b) above. This Section 6.(c) will not be used to change the normal work schedules of day work employees from daytime to afternoon or night normal schedules except when the work to be done is necessitated by operating or maintenance requirements which must be continued on at least a two-shift basis or when it cannot be performed during daytime normal schedule hours. A day work employee may be returned to a daytime normal work schedule without seventy-two hours' advance notice.

6.(d) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

7. When operating conditions make it necessary for employees to work during their normal schedule lunch period, an alternate lunch period of equivalent time will be designated by the Supervisor. The alternate lunch period normally will be designated to begin not more than one hour before or one

hour after the starting time of the normal schedule lunch period and when so-designated, time worked during the normal schedule lunch period will be considered as a part of the normal schedule workday. When the alternate lunch period is designated to begin more than one hour before or after the starting time of the normal schedule lunch period, that time will be paid at straight time rates and time worked during the normal scheduled lunch period will be considered as outside of the normal scheduled work day and will be paid for at the applicable overtime rates.

8. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

8.(a) CLERICAL CLASSIFICATIONS

Overtime work will be equitably distributed among suitably qualified employees who are in the job classification in the department in which the work is being performed.

8.(b) TECHNICIANS A & B

Overtime work will be equitably distributed among suitably qualified employees who are in the job classification in the department in which the work is being performed. Assigned work will be completed by technician without regard to seniority.

8.(c) CONSTRUCTION TECHNICIANS

Overtime work will be equitably distributed among suitably qualified employees who are in the job classification in the department in which the work is being performed. Assigned work will be completed by technician without regard to seniority.

9.(a) Whenever possible at least seventy-two hours' notice will be given to employees who are required to work prearranged overtime. For the purposes of this Section 9., prearranged overtime is defined as that for which four or more hours of advance notice has been given. Employees who are unable to report for overtime work will notify the Company as promptly as possible in order that planned work will not be disrupted.

9.(b) Except when assigned to call duty under the provisions of Article X, an employee who reports for prearranged overtime work on a day outside of the employee's normal work schedule will be paid for a minimum of four hours at applicable overtime rates. If an employee assigned under this Section 9.(b) is required to report on the job two or more times on one day, the employee will be paid a minimum of two hours at applicable overtime rates for each time the employee reports and, in addition, the employee will be paid for two hours at basic straight-time rates. When an employee is advised on less than **fifteen** hours' advance notice not to report for such prearranged overtime work the employee will be paid for two hours at the employee's basic straight-time rate. When an employee is assigned to call under the provisions of Article X the employee will be paid for overtime work in accordance with Article X and the provisions of this Section 9.(b) will not be applicable.

9.(c) When an employee reports for prearranged overtime work on a day within the employee's normal schedule, the employee will be paid for a minimum of two hours' work except that when the prearranged overtime is less than two hours and immediately precedes or follows the employee's normal schedule, the employee will be paid for the actual overtime worked at the rate applicable. When an employee is advised on less than **fifteen** hours' notice not to report for such prearranged overtime, the employee will be paid for two hours at the employee's basic straight-time rate except that when the prearranged overtime immediately precedes or follows the employee's normal schedule hours and would amount to less than two hours, the employee will be paid at the employee's basic straight- time rate for the actual amount of prearranged overtime involved.

10.(a) If an employee is required to work outside of the employee's normal schedule for more than one hour during the eight-hour period immediately preceding the starting time of the employee's next normal daytime schedule, (starting between 6 a.m. and 10 a.m.),the employee will, whenever possible, be allowed rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any **meal** time **taken in accordance with Article XII** during the above eight-hour period, except that eight hours rest time will be provided if an employee is required to work six consecutive hours during the above 8-hour period and is dismissed before the start of the

normal schedule. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates.

If an employee is called out to perform work outside of the employee's normal schedule for more than one hour during the eight-hour period immediately preceding the starting time of a daytime prearranged overtime period, (starting between 6 a.m. and 10 a.m.),the employee will, whenever possible, be allowed rest time during that prearranged overtime period for which the employee will be paid straight-time rates. The rest time shall be equivalent to the sum of the time worked and any **meal** time **taken in accordance with Article XII** during the above eight-hour period. When service requirements will not permit allowing all of the earned rest time off, that part worked will, except for holidays, be paid for at double and one-half straight-time rates.

10.(b) If an employee is required to work beyond sixteen consecutive hours the employee will, whenever possible, be allowed a period of eight hours time off before returning to work. Any part of such time off which extends into the employee's normal work schedule will be paid for at straight-time rates. Time allowed off for meals **(meal time not taken)** will be counted in determining sixteen consecutive hours for the purpose of this Section**, but will not count towards rest time**. When service requirements will not permit allowing as earned rest time off that part which may extend into normal schedule, that part worked during normal schedule will, except for holidays, be paid for at double straight-time rates.

11. If an employee is required to work beyond sixteen consecutive hours, the employee will be paid at double the employee's straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals **(meal time not taken)** will be counted in determining sixteen consecutive hours for the purpose of this Section**, but will not count towards eight consecutive hours off**.

12. When meals are furnished by the Company under the provisions of Article XII, Section 5., time allowed off for meals will be paid for at the applicable overtime rates except for the normal scheduled or designated (midday or midshift) lunch period. If a meal is furnished under this provision following the conclusion of the workday, one-half hour eating time at the applicable overtime rates will be paid.

13.(a) A Shift or scheduled worker will be paid double the straight-time rate for all hours worked on Sunday outside the employee's normal schedule.

13.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

14. When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

ARTICLE VIII
HOLIDAYS

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern. **These two floating holidays must be taken in full eight (8) hour increments.**

ARTICLE IX
VACATIONS

1. Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

1.(c) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

1.(d) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

2. Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Company Seniority on an operating area or departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a), 1(b) above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods, (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each operating area will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacation schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make the employee’s selection within a reasonable period of time, the employee will forfeit the employee’s turn until all other employees involved have made their selections. Should any employee fail to make the employee’s selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with

mutual consent of employees involved and the Company. When choice of vacation period has been granted, it will not be interfered with except in emergencies.

3. When a recognized holiday falls within an employee's vacation period, an additional day of vacation with basic straight-time pay may be scheduled. Whenever possible the additional vacation day will be scheduled to either immediately precede or follow the vacation period during which the recognized holiday occurs or to be consecutive to other scheduled days off. When the Company cannot schedule or the employee does not desire such additional vacation day to be scheduled in the foregoing manner, it may be scheduled for some other available day. If it is determined by the Company that no additional day of vacation can be granted, the employee will be paid an additional day's pay at basic straight-time rate in lieu of the additional vacation day and such day's pay will be included with wages paid for the week during which the recognized holiday occurs.

4. Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee's employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee's total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee's full vacation or pay for that calendar year.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee's total vacation allowance for that calendar year which the employee has not already received. However, in the normal case, such employee will be required to schedule the employee's entire vacation prior to the employee's retirement date. An employee retiring on any February 1 who is entitled to more than four weeks of vacation will schedule such vacation during January of that year and in the latter part of December of the preceding year.

ARTICLE X

CALL TIME

1. Employees whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour.

Such employees shall upon request be excused from "On-Call"/Shift assignment for a period of not less than twelve months provided the employee has reached 45 years of age**,** has greater department/classification seniority, and the granting and/or continued compliance with the request does not subject the remaining employees on call in the operating area and department to a normal schedule call assignment frequency greater than one out of four.

Any employees so excused will be excluded from the provisions of Article VII, Section 8, but the Company will attempt to equalize scheduled overtime to the extent possible without keeping dual overtime records.

Employees who are excused from "On-Call" shall have 2000 hours added to their overtime hours on the overtime list.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purpose of planned overtime, the administrative 2000 hours figure will be disregarded.

2. Employees who are assigned by the Company to take trouble calls outside their normal schedule hours will be paid (1) one and one-half hours at basic straight-time rates for each such 24 hour period assigned - Monday through Friday, (2) three hours at basic straight-time rates for each 24 hour period on a Saturday, Sunday, or recognized holiday so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for

each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

3. Time worked under Section 2 will be computed from the time of receipt of each call out, and unless the time extends into the employee's scheduled work time, until return to place of receipt of the call out.

4. Employees not assigned to take trouble calls outside their normal schedule hours but who are called out to perform other than prearranged overtime work will be paid at a minimum of two hours the rate applicable for each time called out except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. Time worked will be computed as described in Section 3. Travel time will not be considered as time worked for purposes of Article VII, Section 10(a).

ARTICLE XI
SAFETY

1. In job assignments and in assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

2. The Company will issue a copy of its "Accident Prevention Manual" to each employee covered by this Agreement. Any changes in the rules in the "Accident Prevention Manual" shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

3. The Company will furnish suitable protective equipment and take such other precautions in the interest of safety as conditions require.

4. Respirators, fire extinguishers and first-aid kits will be standard equipment on all trucks where conditions require.

5.(a) Protective equipment such as safety belts, rubber gloves with protectors and welder's equipment will be furnished by the Company. The Company will furnish coveralls or shirt and pants for painting of a nature where normal painting practices fail to prevent for all practical purposes destruction of the employee's clothing. Where required on the job the Company also will furnish for the use of employees, boots, raincoats, rainhats, heat-protective gloves, working gloves and other protective items which it has customarily furnished in the past. In addition, plastic raincoats will be furnished to collectors and rubbers to collectors and Meter Readers. Protective equipment furnished by the Company shall not be used by employees for purposes other than Company work. Such equipment shall normally be stored on Company property or in other locations authorized by the Company where it will be readily available for use when required. Each employee to whom the foregoing equipment is issued will be expected to exercise reasonable care in its use and to guard it against unnecessary damage or loss.

The Company shall repair or replace an employee's clothes which have been damaged or destroyed through an unusual incident on the job related to the employee's work except where the employee has failed to use the protective clothing furnished by the Company. The foregoing shall not apply to an employee's clothes which are worn out, damaged or soiled through daily attrition.

5.(b) Each employee shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall provide and own all tools used by a gang or crew such as picks, shovels, crowbars, chain hoists and the like as required. The Company also shall provide and own uncommon and infrequently used equipment and tools such as those of larger size than ordinary hand tools or any special tools required for special purposes, including body belts. In addition, the Company shall provide those hand-tool items which are consumed in use such as files, bits, drills, hacksaw blades and the like.

5.(c) It shall be the responsibility of both the Company and the employees to maintain their respectively owned tools and equipment in good condition at all times and make replacements promptly when required for the safety of employees. The Company shall replace employees' personally owned

hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

6. No employee shall be required to perform any hazardous task, with which the employee is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

7. Except in emergency, no employee shall be required to do outdoor work when weather conditions might make such work unsafe. An emergency, as referred to in this Agreement, is any unforeseen circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operation.

In case of construction or maintenance forces, who are normally engaged in outdoor work, extreme cold shall be considered as contributing to unsafe conditions. Such extreme cold shall be established when temperature is 10° or lower at the work location. However, they will be expected to do essential work to maintain operations such as outdoor switching and fuel handling.

It will be the policy of the Company to give reasonable consideration to limiting the outside work of Meter Readers, when extreme weather conditions exist, providing the nature of the work will permit postponement.

LNG employees, who are normally engaged in outdoor work, will be expected to perform essential functions including but not limited to snow removal, facility walkthroughs and maintenance in order to maintain operations in all weather conditions.

Employees excused from their normal duties due to this section may be assigned to other work as closely applicable to their work as is available, but need not be confined to work applicable to their specific job classifications.

8. Safety is a joint responsibility of supervisors and employees. The primary function of Supervision is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to danger or in other situations of potential hazard and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in manual work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

9.(a) Representatives of the Company and the Union shall meet twice annually at the request of either party to discuss matters pertaining to safety. At such times as are mutually agreeable employee representatives designated by the Union, not to exceed a total of ten (10) union employees, five (5) from each Local, will be allowed time off from normal work schedule without loss of basic wages to meet and confer with designated representatives of the Company concerning matters of safety.

9.(b) In the month of November, Local Union Business Managers or Assistant Business Managers may, in their respective jurisdictional areas, nominate one regular bargaining unit employee for membership on each operating area safety committee. Appointment of nominees will be made by the Company with due consideration for safety- committee-membership rotation and cross-section representation of job classifications on each committee.

9.(b.1.) At the request of either party, meetings will take place on a monthly basis to discuss matters pertaining to safety.

ARTICLE XII
EXPENSE ALLOWANCES

1. When required to work distant from the base area, employees will be paid expense and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1 or Section 3 of this Article is applicable, an employee required to make the employee's own arrangements to report at a job location outside the employee's base area (except AMR satellite locations – Hartford and Waterbury) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; $28.32 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $50.18 per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; $57.39 per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; **$64.82** per day.
When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; $24.34 per day.

Plan F - If the distance one way is over thirty miles; $33.41 per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of the employee's base area on one day the employee will be paid the daily expense allowance provided under the Plan applicable to the job location which is the greatest distance from the employee's base area headquarters. In addition, the employee will be reimbursed at the current NU mileage rate one way for the actual distance traveled between the job locations involved on the day. This Section 2.(c) will not be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

3. An employee authorized to make occasional use of the employee's personally owned vehicle for Company business during working hours and for which the employee is not being paid a travel expense allowance under other provisions of this Article will be reimbursed at the current NU mileage rate.

The current NU mileage rate may be changed by the Company at its sole discretion without notice to, or negotiation with the union. Changes or modifications to the rate will also not be subject to the grievance and arbitration procedure.

4. If an employee is required to work overtime and is thereby put to additional expense to obtain a meal, the employee will, except when Section 5. of this Article is applicable, be paid a meal allowance of **$10.00 for meals between midnight and 3:59 p.m. and $20.00 for meals between 4:00 p.m. and 11:59 p.m.**

4.(a) When required to report for work starting one hour or more before the employee's next normal schedule starting time without having been given twelve or more hours' advance notice.

4.(b) When required with twelve or more hours' advance notice to report for prearranged overtime work an allowance will be paid for one meal if the reporting time is two or more hours: (1) before the employee's normal schedule starting time on a day within the employee's normal schedule; or (2) earlier in the day than the employee's starting time on a normal schedule workday if the work is on a day outside the employee's normal schedule; or (3) before the normal schedule starting time of a shift or scheduled worker.

Exception to the twelve hours' advance notice provisions of Sections 4.(a) and 4.(b) will be made when a shift or scheduled worker is required to report for prearranged overtime work on a shift starting at or between the hours of 12:00 Noon and 6:00 p.m. In such situations four or more hours' advance notice will be applicable. When advance notice to report for prearranged overtime work under the above conditions has not been given an allowance will be paid for a midday (midshift) meal also provided such meal is involved.

4.(c) When required to work one-and-one-half hours or more beyond the employee's normal schedule hours.

4.(d) When working a total of more than 15 minutes during the hour that starts at 7 AM, noon or 5 PM (an additional meal allowance will be provided for each additional five hours of overtime worked after 6 PM and before 7 AM).

4.(e) Under the conditions described in this section an employee will be allowed three quarter hour eating time for **the first meal earned after working one-and-one-half hours beyond the employee's normal scheduled hours or after working one-and-one-half hours beyond eight hours of continuous prearranged overtime work and one-half hour for any other meals earned** which the employee will be paid at the applicable overtime rate except for (1) the normal schedule or designated lunch period and, (2) meals eaten during working time. This eating time does not count toward the five hours required for an additional meal when the employees stop to eat.

5. During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 4. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VII, Section 12., concerning time off for meals furnished under this Section 5.).

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage between the employee's former reporting base and the new reporting base and will be reimbursed at the current NU mileage rate.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides the employee's own transportation to travel to and/or from the employee's new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 6.(a) the Company may either provide the employee with transportation or require the employee to live in the employee's new base area and make arrangements for the employee's meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 6. will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

7. When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred.

8. If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

9. The Company will provide an annual tool upgrade allowance of up to $375.00 per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

Any new or replacement tools required by the Company for performance of any job will be furnished by the Company except that the employee will be responsible for any tools lost or damaged through the employee's own negligence.

New hires and transferees to the Garage Mechanic Classification shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

ARTICLE XIII
NOTICES

1. The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.

2. If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

ARTICLE XIV
STRIKES AND LOCKOUTS

During the term of this Agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article III.

ARTICLE XV
WAGES

Appendix "A" attached hereto and made a part hereof lists the job classifications covered by this Agreement. Appendix "A" is in **four** parts. The first part shows the basic straight time hourly rates of pay applicable to each job classification effective as of **December 1, 2018** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

The second part of Appendix "A" shows the basic straight time hourly rates of pay applicable to the listed job classifications effective on **December 1, 2019.**

The third part of Appendix "A" shows the basic straight time hourly rates of pay applicable to the listed job classifications effective on **December 1, 2020.**

The fourth part of Appendix "A" shows the basic straight time hourly rates of pay

applicable to the listed job classifications effective on December 1, 2021.

ARTICLE XVI

CONTRACT WORK

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XVII

COMPLIANCE WITH LAW

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article III or Article IV.

ARTICLE XVIII

EMPLOYEE BENEFITS

1. It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the plan provisions applicable to a “Yankee Participant” as such term is defined in the NUSCO Retirement Plan for the term of this 2008 Agreement as amended by the documents titled Yankee Gas Health Benefit Program – December 30, 1992, Long-Term Disability (LTD) Plan Change – August 14, 1992, and 401(K) Plan Change – August 14, 1992 and as amended in the 1995, 1997, 2001, 2005 and 2008 Final Offers.

Beginning January 1, 2009, the Company will offer the K-Vantage Benefit to employees hired on or after January 1, 2009. K-Vantage will also be available to employees hired prior to January 1, 2009 who have chosen K-Vantage in lieu of additional service and earnings credits under the NUSCO Retirement Plan.

It is understood and agreed by the Union and Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

2. If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents the employee from doing any work and which is compensable under the Worker's Compensation laws of the State of Connecticut, the employee shall be paid the difference between the employee’s normal basic after-tax wages and Worker's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

ARTICLE XIX

GENERAL

1. During negotiations for the amendment or replacement of this agreement, the Company will pay basic straight time wages to not more than 1 employee representative of the union from each operating area for time lost from their normal work schedules while attending meetings with Company representatives. There will be only 1 representative from each operating area. If any of these Union representatives is a shift or scheduled worker and the employee's schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, the employee will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

2. Upon written request from the Union, the Company will arrange for a leave of absence for up to two employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during the employee's leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such manner as may be mutually agreed upon by the Company and the Union.

3. It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement. When providing emergency assistance to other utility companies not owned or operated by Northeast Utilities during major outages and/or major service restoration Section 2 of Article XII shall not be applicable, and all hours for travel or work time paid under the terms of this Agreement will be paid at double straight-time rates.

ARTICLE XX

DURATION

This Agreement supersedes all previous agreements and shall continue in force from the first day of **December 2018** until **December 1, 2022** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to **December 1, 2022** or December 1st of any year thereafter.

If either party desires to amend this Agreement on the **December 1, 2022** anniversary date or on December 1st of any year thereafter, a list of all proposed changes shall be submitted to the other party in writing prior to September 1st of the year involved. The party receiving the proposed changes shall have until September 10th to submit additional proposed changes to the other party. The Company and the Union agree to meet promptly thereafter in the period between the 90th and 61st day prior to the anniversary date of the Agreement to discuss the proposed changes and endeavor to reach an understanding on them. If all proposed changes are not thus disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or (2) either party prior to November 1st of that year may serve notice of cancellation of the Agreement if such action is deemed desirable. If all proposed changes are disposed of in a mutually satisfactory manner, the amendments mutually agreed upon shall take effect on the following December 1st, unless the parties agree upon a different effective date.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Labor Relations
The Yankee Gas Services Company
107 Selden Street – NU South
Berlin, Connecticut 06037

or

Recording Secretary
Local Union No. 420
550 Wolcott Street
Waterbury, Connecticut 06705

and

Recording Secretary
Local Union No. 457
2590 Berlin Turnpike
Suite 1
Berlin, Connecticut 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

/s/ Joseph A. Malcarne
Joseph A. Malcarne
Business Manager
Local 420

Date: 12-5-19

/s/ Scott M McCoy
Scott McCoy
Business Manager/Financial Secretary
Local 457

Date: 12/5/2019

FOR THE COMPANY:

/s/ Brooke Sherer
Brooke H. Sherer
Manager – Labor Relations

Date: 12/5/19

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/_____
Lonnie R. Stephenson
International President

Date: _____

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
2/14/2020
Lonnie R. Stephenson, Int'l President
This approval does not make the International a party to this agreement

APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2018

				Rate Per Hour	
	Job Classification	**(1) Location**		**Min.**	**Max.**
	Administrative Customer Measurement Support		y	24.65	29.06
	Administrative Operating Records Support A		y	24.65	29.06
	Administrative Operating Records Support B		y	22.24	23.91
	Administrative Order Exception Support		y	24.65	29.06
	Administrative Training Support		#	24.65	29.06
S	AMR Driver		ø	25.81	35.76
I	Area Stockhandler	Shelton	*	41.32	42.14
	Area Stores/Building Services		*	41.57	42.67
S	Automotive Body Mechanic		z	41.32	43.59
S	Automotive Equipment Mechanic		*	43.62	45.92
	Building Maintenance Worker		ø	25.80	42.39
	Chief Distribution Mechanic		y	49.21	49.59
I	Chief Fitter		z	44.01	47.99
S	Chief Garage Mechanic		z	45.84	48.72
	Chief Mechanic		*	48.72	49.90
	Chief Meter Repairer	Meriden	*	46.81	47.99
	Chief Meter Service Mechanic		y	46.45	47.99
	Chief Stockhandler		*	42.32	42.97
	Chief Welder				50.78
	Collector		ø	26.36	38.55
I	Construction Technician A		*	39.37	41.06
I	Construction Technician B		y	29.12	36.40
	Construction Technician A		**	**39.37**	**41.06**
	Construction Technician B		y	**29.12**	**36.40**
	Corrosion Technician			28.98	40.01
I	Distribution Mechanic		y	39.29	45.06
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	39.29	45.06
I	Distribution Mechanic Helper		ø	26.23	33.93
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	26.23	33.93
S	Express Driver		ø	25.80	34.49
	Field Collector		ø	26.36	38.55
	Field Technician A		y	27.11	34.07
	Field Technician B		y	24.25	25.84
I	Fitter		*	37.68	42.53

I	Fitter Helper		ø	25.80	32.29
S	Garage Mechanic		*	41.32	43.59
S	Garage Mechanic Helper		ø	26.73	35.73
S	Guard		ø	25.80	34.03
S	Janitor		ø	25.80	34.03
	Lead Distribution Mechanic				46.05
	Lead Fitter				43.59
	Lead Garage Mechanic				44.66
I	Lead Mechanic				47.54
	Mechanic		*	42.39	47.09
	Mechanic Helper		ø	26.73	38.56
	Meter Reader		ø	25.80	35.73
	Meter Repairer	Meriden	y	37.44	44.30
	Meter Repairer Helper	Meriden	ø	25.80	32.72
S	Meter Service Mechanic		y	37.44	44.79
I	Meter Service Mechanic		y	37.44	44.79
S	Meter Service Mechanic Helper		ø	25.80	32.72
I	Meter Service Mechanic Helper		ø	25.80	32.72
S	Parts Handler - Garage		ø	25.80	41.32
	Parts Handler - Garage		ø	25.80	41.32
	Senior System Administrator				38.40
	Stockhandler		ø	25.80	40.30
	Stores/Utility		ø	26.00	40.58
	System Administrator		#	28.25	33.97
	Utility Worker		ø	25.80	37.37
	Utility Worker A		*	38.55	40.24
	Welder		y	41.32	47.68
S	**LNG Coordinator I**				**39.75**
S	**LNG Coordinator II**				**45.17**
S	**LNG Operator**			**35.75**	**41.53**
	LNG Maintenance Technician		ø	**36.20**	**36.91**
	Damage Prevention Specialist		y	**27.11**	**34.07**

Footnotes:

Service Mechanic -

In locations where service requirements necessitate the scheduling of a Service Mechanic for normal work coverage on Sundays, the provisions of Article VII, Section 2. will not apply provided another Service Mechanic is assigned to call at the same time in the same location.

1 Location is "As Assigned" unless a specific location is designated.

I For incumbents only.

S Shift or Scheduled Workers.

X Monday - Friday: 3:00 PM to 11:30 PM Schedule

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designated with "y" provide for increases at approximately six-month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

ø Rate bands designated by "ø" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

\# Rate bands designated with "#" provide for increases at approximately twelve-month intervals to employees who make satisfactory progress.

****** **Rate bands designated with "**" provide for increases at approximately six-month intervals from Step 1 to Step 2 and twelve-month intervals from Step 2 to Step 3 to employees who make satisfactory progress.**

APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2019

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	25.39	29.94
	Administrative Operating Records Support A		y	25.39	29.94
	Administrative Operating Records Support B		y	22.91	24.63
	Administrative Order Exception Support		y	25.39	29.94
	Administrative Training Support		#	25.39	29.94
S	AMR Driver		ø	26.59	36.83
I	Area Stockhandler	Shelton	*	42.56	43.40
	Area Stores/Building Services		*	42.82	43.95
S	Automotive Body Mechanic		z	42.56	44.90
S	Automotive Equipment Mechanic		*	44.93	47.29
	Building Maintenance Worker		ø	26.58	43.67
	Chief Distribution Mechanic		y	50.69	51.08
I	Chief Fitter		z	45.33	49.43
S	Chief Garage Mechanic		z	47.22	50.19
	Chief Mechanic		*	50.19	51.40
	Chief Meter Repairer	Meriden	*	48.22	49.43
	Chief Meter Service Mechanic		y	47.85	49.43
	Chief Stockhandler		*	43.59	44.26
	Chief Welder				52.30
	Collector		ø	27.15	39.71
I	Construction Technician A		*	40.55	42.29
I	Construction Technician B		y	29.99	37.49
	Construction Technician A		**	**40.55**	**42.29**
	Construction Technician B		y	**29.99**	**37.49**
	Corrosion Technician			29.85	41.21
I	Distribution Mechanic		y	40.47	46.41
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	40.47	46.41
I	Distribution Mechanic Helper		ø	27.01	34.95
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	27.01	34.95
S	Express Driver		ø	26.58	35.52
	Field Collector		ø	27.15	39.71
	Field Technician A		y	27.93	35.09
	Field Technician B		y	24.98	26.62
I	Fitter		*	38.81	43.80

I	Fitter Helper		ø	26.58	33.25
S	Garage Mechanic		*	42.56	44.90
S	Garage Mechanic Helper		ø	27.53	36.81
S	Guard		ø	26.58	35.05
S	Janitor		ø	26.58	35.05
	Lead Distribution Mechanic				47.43
	Lead Fitter				44.90
	Lead Garage Mechanic				46.00
I	Lead Mechanic				48.96
	Mechanic		*	43.67	48.51
	Mechanic Helper		ø	27.53	39.72
	Meter Reader		ø	26.58	36.81
	Meter Repairer	Meriden	y	38.56	45.63
	Meter Repairer Helper	Meriden	ø	26.58	33.70
S	Meter Service Mechanic		y	38.56	46.13
I	Meter Service Mechanic		y	38.56	46.13
S	Meter Service Mechanic Helper		ø	26.58	33.70
I	Meter Service Mechanic Helper		ø	26.58	33.70
S	Parts Handler - Garage		ø	26.58	42.56
	Parts Handler - Garage		ø	26.58	42.56
	Senior System Administrator				39.55
	Stockhandler		ø	26.58	41.51
	Stores/Utility		ø	26.78	41.79
	System Administrator		#	29.10	34.99
	Utility Worker		ø	26.58	38.49
	Utility Worker A		*	39.71	41.44
	Welder		y	42.56	49.11
S	**LNG Coordinator I**				**40.94**
S	**LNG Coordinator II**				**46.53**
S	**LNG Operator**			**36.82**	**42.77**
	LNG Maintenance Technician		ø	**37.29**	**38.02**
	Damage Prevention Specialist		y	**27.93**	**35.09**

Footnotes:

Service Mechanic -
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S Shift or Scheduled Workers.

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* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

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ø Rate bands designated by "ø" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

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APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2020

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	26.15	30.83
	Administrative Operating Records Support A		y	26.15	30.83
	Administrative Operating Records Support B		y	23.59	25.37
	Administrative Order Exception Support		y	26.15	30.83
	Administrative Training Support		#	26.15	30.83
S	AMR Driver		ø	27.38	37.93
I	Area Stockhandler	Shelton	*	43.84	44.70
	Area Stores/Building Services		*	44.10	45.27
S	Automotive Body Mechanic		z	43.84	46.25
S	Automotive Equipment Mechanic		*	46.28	48.71
	Building Maintenance Worker		ø	27.37	44.98
	Chief Distribution Mechanic		y	52.21	52.61
I	Chief Fitter		z	46.69	50.91
S	Chief Garage Mechanic		z	48.63	51.69
	Chief Mechanic		*	51.69	52.94
	Chief Meter Repairer	Meriden	*	49.66	50.91
	Chief Meter Service Mechanic		y	49.28	50.91
	Chief Stockhandler		*	44.90	45.59
	Chief Welder				53.87
	Collector		ø	27.97	40.90
I	Construction Technician A		*	41.77	43.56
I	Construction Technician B		y	30.89	38.61
	Construction Technician A		**	**41.77**	**43.56**
	Construction Technician B		y	**30.89**	**38.61**
	Corrosion Technician			30.75	42.45
I	Distribution Mechanic		y	41.68	47.80
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	41.68	47.80
I	Distribution Mechanic Helper		ø	27.82	35.99
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	27.82	35.99
S	Express Driver		ø	27.37	36.59
	Field Collector		ø	27.97	40.90
	Field Technician A		y	28.76	36.15
	Field Technician B		y	25.73	27.42
I	Fitter		*	39.97	45.12

I	Fitter Helper		ø	27.37	34.25
S	Garage Mechanic		*	43.84	46.25
S	Garage Mechanic Helper		ø	28.36	37.91
S	Guard		ø	27.37	36.10
S	Janitor		ø	27.37	36.10
	Lead Distribution Mechanic				48.85
	Lead Fitter				46.25
	Lead Garage Mechanic				47.38
I	Lead Mechanic				50.43
	Mechanic		*	44.98	49.96
	Mechanic Helper		ø	28.36	40.91
	Meter Reader		ø	27.37	37.91
	Meter Repairer	Meriden	y	39.72	47.00
	Meter Repairer Helper	Meriden	ø	27.37	34.71
S	Meter Service Mechanic		y	39.72	47.52
I	Meter Service Mechanic		y	39.72	47.52
S	Meter Service Mechanic Helper		ø	27.37	34.71
I	Meter Service Mechanic Helper		ø	27.37	34.71
S	Parts Handler - Garage		ø	27.37	43.84
	Parts Handler - Garage		ø	27.37	43.84
	Senior System Administrator				40.74
	Stockhandler		ø	27.37	42.75
	Stores/Utility		ø	27.58	43.05
	System Administrator		#	29.97	36.04
	Utility Worker		ø	27.37	39.64
	Utility Worker A		*	40.90	42.69
	Welder		y	43.84	50.58
S	**LNG Coordinator I**				**42.17**
S	**LNG Coordinator II**				**47.92**
S	**LNG Operator**			**37.92**	**44.06**
	LNG Maintenance Technician		ø	**38.40**	**39.16**
	Damage Prevention Specialist		y	**28.76**	**36.15**

Footnotes:

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z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

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APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2021

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	26.93	31.76
	Administrative Operating Records Support A		y	26.93	31.76
	Administrative Operating Records Support B		y	24.30	26.13
	Administrative Order Exception Support		y	26.93	31.76
	Administrative Training Support		#	26.93	31.76
S	AMR Driver		ø	28.21	39.07
I	Area Stockhandler	Shelton	*	45.15	46.04
	Area Stores/Building Services		*	45.42	46.63
S	Automotive Body Mechanic		z	45.15	47.63
S	Automotive Equipment Mechanic		*	47.67	50.17
	Building Maintenance Worker		ø	28.19	46.33
	Chief Distribution Mechanic		y	53.77	54.19
I	Chief Fitter		z	48.09	52.44
S	Chief Garage Mechanic		z	50.09	53.24
	Chief Mechanic		*	53.24	54.53
	Chief Meter Repairer	Meriden	*	51.15	52.44
	Chief Meter Service Mechanic		y	50.76	52.44
	Chief Stockhandler		*	46.25	46.96
	Chief Welder				55.49
	Collector		ø	28.80	42.13
I	Construction Technician A		*	43.02	44.87
I	Construction Technician B		y	31.82	39.77
	Construction Technician A		**	**43.02**	**44.87**
	Construction Technician B		y	**31.82**	**39.77**
	Corrosion Technician			31.67	43.72
I	Distribution Mechanic		y	42.93	49.24
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	42.93	49.24
I	Distribution Mechanic Helper		ø	28.66	37.07
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	28.66	37.07
S	Express Driver		ø	28.19	37.68
	Field Collector		ø	28.80	42.13
	Field Technician A		y	29.63	37.23
	Field Technician B		y	26.50	28.24
I	Fitter		*	41.17	46.47

I	Fitter Helper		ø	28.19	35.28
S	Garage Mechanic		*	45.15	47.63
S	Garage Mechanic Helper		ø	29.21	39.05
S	Guard		ø	28.19	37.19
S	Janitor		ø	28.19	37.19
	Lead Distribution Mechanic				50.32
	Lead Fitter				47.63
	Lead Garage Mechanic				48.80
I	Lead Mechanic				51.94
	Mechanic		*	46.33	51.46
	Mechanic Helper		ø	29.21	42.14
	Meter Reader		ø	28.19	39.05
	Meter Repairer	Meriden	y	40.91	48.41
	Meter Repairer Helper	Meriden	ø	28.19	35.75
S	Meter Service Mechanic		y	40.91	48.94
I	Meter Service Mechanic		y	40.91	48.94
S	Meter Service Mechanic Helper			28.19	35.75
I	Meter Service Mechanic Helper		ø	28.19	35.75
S	Parts Handler - Garage		ø	28.19	45.15
	Parts Handler - Garage		ø	28.19	45.15
	Senior System Administrator				41.96
	Stockhandler		ø	28.19	44.04
	Stores/Utility		ø	28.41	44.34
	System Administrator		#	30.87	37.12
	Utility Worker		ø	28.19	40.83
	Utility Worker A		*	42.13	43.97
	Welder		y	45.15	52.10
S	**LNG Coordinator I**				**43.44**
S	**LNG Coordinator II**				**49.36**
S	**LNG Operator**			**39.06**	**45.38**
	LNG Maintenance Technician		ø	**39.56**	**40.33**
	Damage Prevention Specialist		y	**29.63**	**37.23**

Footnotes:

Service Mechanic -
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**** Rate bands designated with "**" provide for increases at approximately six-month intervals from Step 1 to Step 2 and twelve-month intervals from Step 2 to Step 3 to employees who make satisfactory progress.**

The hourly rate step increases applicable to the job classifications are as follows:
Rate Progression Steps Effective December 1, 2018

	1	2	3	4	5	6	7	8	9
Administrative Customer Measurement Support	24.65	25.46	26.31	27.33	29.06				
Administrative Operating Records Support A	24.65	25.46	26.31	27.33	29.06				
Administrative Operating Records Support B	22.24	23.08	23.91						
Administrative Order Exception Support	24.65	25.46	26.31	27.33	29.06				
Administrative Training Support	24.65	25.46	26.31	27.33	29.06				
AMR Driver	25.81	28.36	30.09	31.58	33.76	35.76			
Building Maintenance Worker	25.80	29.19	32.53	35.85	40.14	42.39			
Chief Distribution Mechanic	49.21	49.37	49.59						
Chief Meter Service Mechanic	46.45	47.25	47.99						
Collector	26.36	28.99	30.64	32.18	34.44	38.55			
Construction Technician A	**39.37**	**40.22**	**41.06**						
Construction Technician B	29.12	31.92	33.65	34.99	36.40				
Corrosion Technician	28.98	31.89	33.05	36.52	37.68	40.01			
Damage Prevention Specialist	**27.11**	**30.27**	**34.07**						

Distribution Mechanic
39.29 41.71 45.06

Distribution Mechanic Helper
26.23 28.73 30.32 32.10 33.93

Express Driver
25.80 28.34 30.00 31.57 34.49

Field Collector
26.36 28.99 30.64 32.18 34.44 38.55

Field Technician A
27.11 28.14 29.12 30.27 34.07

Field Technician B
24.25 25.04 25.84

Fitter Helper
25.80 27.94 29.33 30.80 32.29

Garage Mechanic Helper
26.73 29.04 30.53 32.09 34.00 35.73

Guard
25.80 28.34 30.08 31.57 34.03

Janitor
25.80 28.34 30.08 31.57 34.03

Mechanic Helper
26.73 29.04 30.53 32.09 34.00 35.73 38.56

Meter Reader
25.80 28.34 30.08 31.57 33.74 35.73

Meter Repairer
37.44 38.44 40.06 40.90 44.30

Meter Repairer Helper
25.80 27.94 29.30 30.80 32.72

Meter Service Mechanic
37.44 38.54 40.06 41.09 44.79

Meter Service Mechanic Helper
25.80 27.94 29.50 30.80 32.72

Parts Handler - Garage

25.80	28.34	30.08	31.57	34.56	36.48	37.58	40.30	41.32

System Administrator

28.25	29.33	30.44	31.65	33.97

Stockhandler

25.80	29.43	33.05	36.71	40.30

Stores/Utility

26.00	28.57	30.31	31.79	34.82	36.72	37.83	40.58

Utility Worker

25.80	28.34	30.08	31.57	34.62	36.27	37.37

Welder

41.32	42.39	44.59	47.68

The hourly rate step increases applicable to the job classifications are as follows:
Rate Progression Steps Effective December 1, 2019

	1	2	3	4	5	6	7	8	9
Administrative Customer Measurement Support	25.39	26.23	27.10	28.15	29.94				
Administrative Operating Records Support A	25.39	26.23	27.10	28.15	29.94				
Administrative Operating Records Support B	22.91	23.77	24.63						
Administrative Order Exception Support	25.39	26.23	27.10	28.15	29.94				
Administrative Training Support	25.39	26.23	27.10	28.15	29.94				
AMR Driver	26.59	29.21	30.99	32.53	34.78	36.83			
Building Maintenance Worker	26.58	30.06	33.51	36.92	41.35	43.67			
Chief Distribution Mechanic	50.69	50.86	51.08						
Chief Meter Service Mechanic	47.85	48.66	49.43						
Collector	27.15	29.86	31.56	33.15	35.48	39.71			
Construction Technician A	**40.55**	**41.43**	**42.29**						
Construction Technician B	29.99	32.88	34.66	36.04	37.49				
Corrosion Technician	29.85	32.85	34.04	37.62	38.81	41.21			
Damage Prevention Specialist	**27.93**	**31.18**	**35.09**						

Distribution Mechanic
40.47 42.96 46.41

Distribution Mechanic Helper
27.01 29.60 31.23 33.06 34.95

Express Driver
26.58 29.19 30.90 32.52 35.52

Field Collector
27.15 29.86 31.56 33.15 35.48 39.71

Field Technician A
27.93 28.98 29.99 31.18 35.09

Field Technician B
24.98 25.79 26.62

Fitter Helper
26.58 28.78 30.21 31.72 33.25

Garage Mechanic Helper
27.53 29.92 31.45 33.05 35.02 36.81

Guard
26.58 29.19 30.98 32.52 35.05

Janitor
26.58 29.19 30.98 32.52 35.05

Mechanic Helper
27.53 29.92 31.45 33.05 35.02 36.81 39.72

Meter Reader
26.58 29.19 30.98 32.52 34.75 36.81

Meter Repairer
38.56 39.59 41.26 42.12 45.63

Meter Repairer Helper
26.58 28.78 30.18 31.72 33.70

Meter Service Mechanic
38.56 39.70 41.26 42.33 46.13

Meter Service Mechanic Helper
26.58 28.78 30.38 31.72 33.70

Parts Handler - Garage								
26.58	29.19	30.98	32.52	35.59	37.57	38.71	41.51	42.56
System Administrator								
29.10	30.21	31.35	32.60	34.99				
Stockhandler								
26.58	30.31	34.04	37.81	41.51				
Stores/Utility								
26.78	29.43	31.22	32.74	35.86	37.82	38.97	41.79	
Utility Worker								
26.58	29.19	30.98	32.52	35.66	37.36	38.49		
Welder								
42.56	43.67	45.93	49.11					

The hourly rate step increases applicable to the job classifications are as follows:
Rate Progression Steps Effective December 1, 2020

	1	2	3	4	5	6	7	8	9
Administrative Customer Measurement Support	26.15	27.01	27.91	28.99	30.83				
Administrative Operating Records Support A	26.15	27.01	27.91	28.99	30.83				
Administrative Operating Records Support B	23.59	24.48	25.37						
Administrative Order Exception Support	26.15	27.01	27.91	28.99	30.83				
Administrative Training Support	26.15	27.01	27.91	28.99	30.83				
AMR Driver	27.38	30.09	31.92	33.51	35.82	37.93			
Building Maintenance Worker	27.37	30.97	34.52	38.03	42.59	44.98			
Chief Distribution Mechanic	52.21	52.38	52.61						
Chief Meter Service Mechanic	49.28	50.12	50.91						
Collector	27.97	30.76	32.51	34.14	36.54	40.90			
Construction Technician A	**41.77**	**42.67**	**43.56**						
Construction Technician B	30.89	33.87	35.70	37.12	38.61				
Corrosion Technician	30.75	33.84	35.06	38.74	39.97	42.45			
Damage Prevention Specialist	**28.76**	**32.12**	**36.15**						

Distribution Mechanic
41.68 44.25 47.80

Distribution Mechanic Helper
27.82 30.48 32.17 34.06 35.99

Express Driver
27.37 30.07 31.83 33.50 36.59

Field Collector
27.97 30.76 32.51 34.14 36.54 40.90

Field Technician A
28.76 29.85 30.89 32.12 36.15

Field Technician B
25.73 26.56 27.42

Fitter Helper
27.37 29.64 31.12 32.68 34.25

Garage Mechanic Helper
28.36 30.81 32.39 34.04 36.07 37.91

Guard
27.37 30.07 31.91 33.50 36.10

Janitor
27.37 30.07 31.91 33.50 36.10

Mechanic Helper
28.36 30.81 32.39 34.04 36.07 37.91 40.91

Meter Reader
27.37 30.07 31.91 33.50 35.80 37.91

Meter Repairer
39.72 40.78 42.50 43.39 47.00

Meter Repairer Helper
27.37 29.64 31.09 32.68 34.71

Meter Service Mechanic
39.72 40.89 42.50 43.60 47.52

Meter Service Mechanic Helper
27.37 29.64 31.29 32.68 34.71

Parts Handler - Garage

27.37	30.07	31.91	33.50	36.66	38.70	39.87	42.75	43.84

System Administrator

29.97	31.12	32.29	33.57	36.04				

Stockhandler

27.37	31.22	35.06	38.94	42.75				

Stores/Utility

27.58	30.31	32.16	33.73	36.94	38.95	40.13	43.05	

Utility Worker

27.37	30.07	31.91	33.50	36.73	38.48	39.64		

Welder

43.84	44.98	47.31	50.58					

The hourly rate step increases applicable to the job classifications are as follows:
Rate Progression Steps Effective December 1, 2021

	1	2	3	4	5	6	7	8	9
Administrative Customer Measurement Support	26.93	27.82	28.75	29.86	31.76				
Administrative Operating Records Support A	26.93	27.82	28.75	29.86	31.76				
Administrative Operating Records Support B	24.30	25.22	26.13						
Administrative Order Exception Support	26.93	27.82	28.75	29.86	31.76				
Administrative Training Support	26.93	27.82	28.75	29.86	31.76				
AMR Driver	28.21	30.99	32.88	34.51	36.89	39.07			
Building Maintenance Worker	28.19	31.90	35.55	39.17	43.87	46.33			
Chief Distribution Mechanic	53.77	53.95	54.19						
Chief Meter Service Mechanic	50.76	51.63	52.44						
Collector	28.80	31.68	33.49	35.17	37.64	42.13			
Construction Technician A	**43.02**	**43.95**	**44.87**						
Construction Technician B	31.82	34.89	36.77	38.24	39.77				
Corrosion Technician	31.67	34.85	36.11	39.91	41.17	43.72			
Damage Prevention Specialist	**29.63**	**33.08**	**37.23**						

Distribution Mechanic
42.93 45.58 49.24

Distribution Mechanic Helper
28.66 31.40 33.14 35.08 37.07

Express Driver
28.19 30.97 32.79 34.50 37.68

Field Collector
28.80 31.68 33.49 35.17 37.64 42.13

Field Technician A
29.63 30.74 31.82 33.08 37.23

Field Technician B
26.50 27.36 28.24

Fitter Helper
28.19 30.53 32.05 33.66 35.28

Garage Mechanic Helper
29.21 31.74 33.36 35.07 37.15 39.05

Guard
28.19 30.97 32.87 34.50 37.19

Janitor
28.19 30.97 32.87 34.50 37.19

Mechanic Helper
29.21 31.74 33.36 35.07 37.15 39.05 42.14

Meter Reader
28.19 30.97 32.87 34.50 36.87 39.05

Meter Repairer
40.91 42.00 43.78 44.69 48.41

Meter Repairer Helper
28.19 30.53 32.02 33.66 35.75

Meter Service Mechanic
40.91 42.12 43.78 44.90 48.94

Meter Service Mechanic Helper
28.19 30.53 32.23 33.66 35.75

Parts Handler - Garage

28.19	30.97	32.87	34.50	37.76	39.86	41.07	44.04	45.15
System Administrator								
30.87	32.05	33.26	34.58	37.12				
Stockhandler								
28.19	32.15	36.11	40.11	44.04				
Stores/Utility								
28.41	31.22	33.13	34.74	38.04	40.12	41.34	44.34	
Utility Worker								
28.19	30.97	32.87	34.50	37.83	39.64	40.83		
Welder								
45.15	46.33	48.73	52.10					

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2018

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$39.75	Vaporization
LNG Coordinator II	3	$45.17	Liquefaction

***Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.**

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$35.75	New Hire
	2	$37.23	Boil Off/Trucking
	3	$38.22	Vaporization
	4	$41.53	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2019

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$40.94	Vaporization
LNG Coordinator II	3	$46.53	Liquefaction

***Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.**

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$36.82	New Hire
	2	$38.35	Boil Off/Trucking
	3	$39.37	Vaporization
	4	$42.77	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2020

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$42.17	Vaporization
LNG Coordinator II	3	$47.92	Liquefaction

***Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.**

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$37.92	New Hire
	2	$39.50	Boil Off/Trucking
	3	$40.55	Vaporization
	4	$44.06	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2021

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$43.44	Vaporization
LNG Coordinator II	3	$49.36	Liquefaction

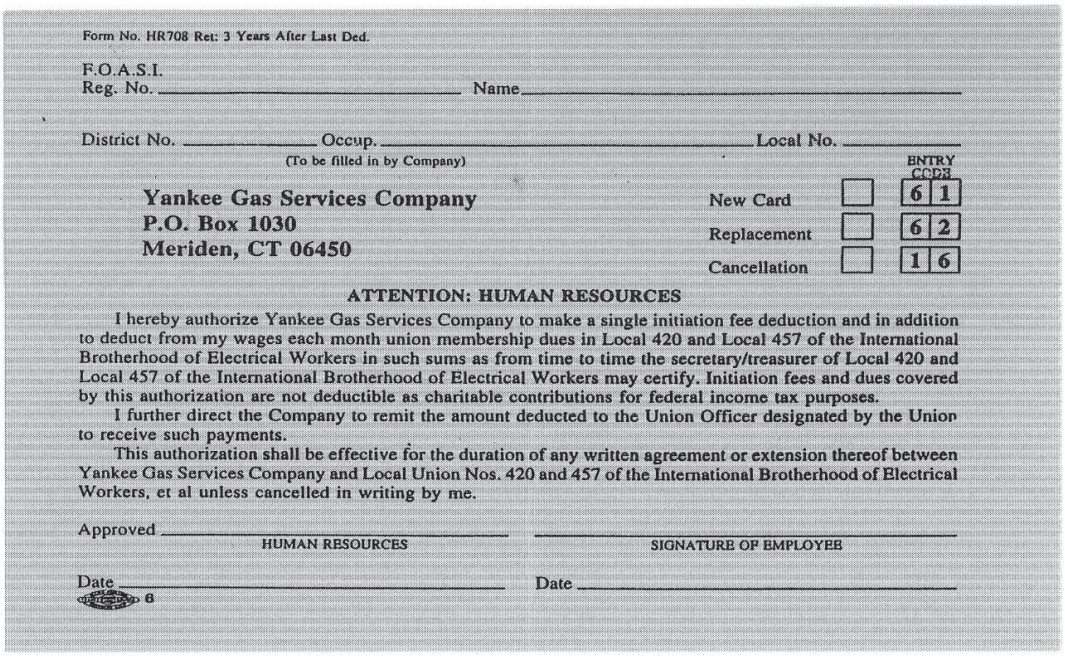
***Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.**

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$39.06	New Hire
	2	$40.68	Boil Off/Trucking
	3	$41.77	Vaporization
	4	$45.38	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

APPENDIX "B"

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a pay period basis. Deductions will be made only when authorized on the forms provided.



Form No. HR708 Ret: 3 Years After Last Ded.

F.O.A.S.I.
Reg. No. _____ Name _____

District No. _____ Occup. _____ Local No. _____
(To be filled in by Company)

ENTRY CODE

Yankee Gas Services Company
P.O. Box 1030
Meriden, CT 06450

New Card ☐ 61
Replacement ☐ 62
Cancellation ☐ 16

ATTENTION: HUMAN RESOURCES

I hereby authorize Yankee Gas Services Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between Yankee Gas Services Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless cancelled in writing by me.

Approved _____ _____
HUMAN RESOURCES SIGNATURE OF EMPLOYEE

Date _____ Date _____

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APPENDIX C

"LOCAL SENIORITY AREAS"

Operating Area

Division	(Local Seniority Areas)
Northern/Eastern	Danielson East Windsor Waterford
Southern	Danbury Norwalk Shelton
Western	Bristol Meriden Torrington Waterbury
Eastern Construction Group	Meriden
Western Construction Group	Shelton

PROVISIONS PERTAINING EXCLUSIVELY TO EMPLOYEES AT THE LNG PLANT

Schedules, Working Hours, Overtime, Premium and Holiday Rates

For the LNG facility, the hours of coverage will be twenty-four (24) hours daily and seven (7) days per week. Article VII, Section 1 shall not apply. All hours worked in excess of forty hours per week, or outside of the employee's normal scheduled shift, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided. The regular rate for purposes of computing overtime compensation shall include only those amounts required to be included under the applicable law.

Call Out

Employees not assigned to take trouble calls outside of their normal scheduled hours but who are called out to perform other than prearranged overtime work will be paid at a minimum of two hours at the applicable rate for each time called out except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. Such pay shall be computed from the time the employee reports to work to the time of completion of the employee's work, to which time shall be added one-half hour for travel to work and one-half hour for travel from work. However, if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid for the call out only for actual time worked and the half hour travel time to work.

Rest Time

LNG employees shall not be entitled to earn eight hours rest time if they are required to work six consecutive hours during the eight hour period immediately preceding the starting time of their next normal schedule.

Holidays

Pursuant to Article VIII, there shall be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, he or she will be paid at the applicable rates pursuant to Article VII. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, at the employee's option and when the employee uses a lieu day during a twelve (12) hour shift, he or she may elect to deduct twelve (12) hours from the balance of lieu time if available, four (4) hours of "no pay" or four (4) hours of vacation pay to equal a twelve (12) hour day.

APPENDIX D

TOPIC: Employee Benefits – Business Travel Accident/Basic Accidental Death Benefit

(A) It is the Company's intention to continue its past practices with respect to employee benefits. Should the Company contemplate any diminution of employee benefits affecting bargaining-unit employees, the matter will be discussed with the Union in advance of the change.

(B) In the event any bargaining-unit employee dies or becomes injured accidentally while traveling on Company business, he/she will receive a benefit equal to five times annual Base Earnings with a maximum coverage of $1,000,000 (subject to possible reduction in the event of a multi-employee accident). This coverage does not require participation in any other Life or Accident insurance program. In addition, if the employee is enrolled in Employee Life, a benefit equal to the Employee Life coverage amount, up to a maximum of $120,000, will be provided automatically.

TOPIC: Leave of Absence for Military Service

The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The Company service record for those who are granted a military leave of absence will continue without interruption.

Short-Term Leave of Absence for National Guard and Active Reserve

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence and must give a copy of the "Ordered Tour of Duty" as soon as possible to his or her supervisor so that arrangements can be made for work assignments in the employee's absence.

Upon receipt of military documentation and the Compensation for Ordered Tour of Duty form, any regular employee will be compensated for the difference between his or her base wages and military pay for a maximum of fifteen working days per Federal fiscal year (October 1 through September 30 of the next calendar year) if the military pay (taxable income on the military pay voucher) is less than the employee's base wages. Payment procedures are as follows:

An employee must complete and submit the Compensation for Ordered Tour of Duty form to the Leave Administration Department. If an employee does not submit the completed form prior to leave, the period of leave will remain unpaid until such time that the employee submits the form.

Requests for leave of absence to attend service schools or tours of duty for other than training will be considered on a case-by-case basis.

Company Benefit Plans will remain in force during short-term military leave of absence. When an employee active in the National Guard or Reserves is called for emergency duties, compensation for such a call will be considered at that time.

Long-Term Leave of Absence for Active Duty

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §§4301-4333. He/she must give a copy of the orders to his or her supervisor immediately. Employees on military leave for active duty may continue their health care benefits under COBRA, and for an additional six-month period subsequent to the 18-month COBRA period. Employees participating in the Retirement Plan will continue participation. Information on benefits will be provided to employees by Human Resources when HR is notified of the leave. Upon return from military service, the employee will be reinstated, to the extent required by law, provided the employee:

- makes application for reinstatement within the required time following release from active duty;
- is still physically qualified or is able to become re-qualified with reasonable efforts; and
- if drafted, produces a certificate of satisfactory completion of training and service. An employee who enlisted must produce documentation of honorable discharge to qualify for reinstatement.
- for temporary employees, is released from military service prior to the end date of his or her temporary assignment or, for bargaining unit employees, prior to being released from the assignment.

In the event the military leave continues for greater than 91 days, the Company will provide a job of like status and pay if an employee's former job is not available.

TOPIC: Grievance Procedure

1. Notifications required when grievances are concluded.

2. Designation of an alternate to act for the International Representative at Step Three grievance meetings.

3. Processing of discharge grievance.

(1) In connection with Article III - Grievances, the Company will furnish written answers to the Union for grievances which are concluded with adjustment in either Step Two or Step Three. When grievances are concluded in either Step Two or Step Three without adjustment, the Union will so-notify the Company in writing.

(2) In connection with Article III, Step Three, joint committee, an International Representative may designate an alternate representative to appear for the employee in Step Three grievance meetings with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

(3) The Company agrees to expedite the processing of grievances involving discharge as rapidly as possible.

TOPIC: Use of Contractors - Operations Managers will advise Union of use of Contractors upon request.

Upon requests made at reasonable intervals by Local Union Business Managers to the Operations Managers, the Company will advise the Union of major plant maintenance, and gas pipeline construction contractors working on the Company's facilities and the estimated duration of such work. The Company will upon request also provide the Local ABA with a copy of the "YGS Construction Daily Work Schedule" provided to the CT PURA.

TOPIC: Understanding Concerning Article V, Section 1.(d)

1. When an employee with one year or more of satisfactory Company service is selected to fill a posted job opening, the employee will be transferred into the new position at the second rate step. If the employee has 18 months or more of satisfactory Company service, the employee will start at the third rate step.

If additional training is required, the employee may remain at the step the employee started the employee's new position at up to one year or eighteen months whichever the case may be.

If prior work experiences were directly related to the new duties, the employee may be accelerated through the pay rate steps.

2. Employees accepted for a job posting back to their former Local Seniority Area under Article V, Section 1(d) who have previously been transferred or reassigned under Sections 2(a), 3, 3(a) or 3(b) of Article V, will have their rates established in accordance with Article V, Section 2(d). Application of Article V, Section 2(d) under this Section 2, will be applied only to the initial job posting for which the employee was accepted back to the employee's former Local Seniority Area and also only to employees who at the time of transfer or reassignment were not offered an option to remain in their Local.

TOPIC: Motor Vehicle Use During Call Assignment

Employees who are assigned by the Company to take trouble calls outside their normal schedule will, whenever practical, be assigned a Company motor vehicle for all hours assigned to call, provided that there are no conflicts with local zoning regulations.

When an employee is assigned to call as a member of a crew, one member of the crew complement will be assigned a motor vehicle under the provisions outlined above.

The Company agrees that it will give consideration to valid reasons of an employee who requests that the employee be excused from taking an assigned Company vehicle home during hours of call.

TOPIC: "Open-Door" Policy - Management will discuss problems or potential problems with Business and Assistant Business Managers.

In a letter to the Local Union the Company stated it has always believed in an "open-door" policy regarding its treatment of employee problems and contemplates no change in that policy. Under such a policy, an employee or an employee's representative in the person of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

TOPIC: – Sick Leave Wage Payment Policy

Effective January 1, 1972, sick leave payments will be based on a calendar year January 1 to December 31 and will not be cumulative.

Continuation of Pay
Incumbent employees as of December 31, 2014 will keep their sick time allotment in accordance with the following:

Continuous Service – Weeks of Full Pay

From 6 months to 5 years - Up to 6 weeks
For 5 years to 10 years – Up to 10 weeks
For 10 years and upward – Up to 1 week for each year of continuous service

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

The Company will notify the Local Union one week prior to the expiration of an employee's sick-leave payments.

Effective September 1, 1963, the Company amended its sick-leave wage payment policy for bargaining-unit employees to suspend the waiting period of one scheduled work day without pay.

In addition, they will have a one-time opportunity (by December 1, 2015; Effective January 1, 2016) to opt into the Sick Leave Wage Payment Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first **twelve** weeks of short term disability will be paid at 100% of base pay
- Up to **thirteen** additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

Incumbent LNG employees as of the contract ratification date have the same sick leave wage payment benefits listed above as employees hired on or after January 1, 2015.

TOPIC: Training of Cadets

Company agrees to periodically meet with union to discuss training of cadets.

TOPIC: Patrolling Rights-of-Way

When necessary to patrol lines on foot through rights-of-way at night or during severe weather conditions, employees will be assigned in pairs.

TOPIC: Upgrading of and to Automotive Equipment Mechanic

When assigned to perform the duties of Chief Mechanic, the Automotive Equipment Mechanic will be upgraded to the maximum pay rate of the Chief Mechanic job classification.

When upgraded to perform the duties of Automotive Equipment Mechanic, a Garage Mechanic will be upgraded to the maximum pay rate of the Automotive Equipment Mechanic job classification.

TOPIC: Illness or Injury Immediately Preceding or During Scheduled Vacation

In the event that an employee becomes incapacitated immediately preceding or during the employee's scheduled vacation, due to illness or injury, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.
In determining whether the employee's vacation should be rescheduled due to illness or injury, occurring immediately preceding or during the employee's scheduled vacation, the Company may request from the employee verification from the attending physician.

In the event that vacation is not taken as scheduled due to accident, illness, or work requirements, and the Company determines that it can not be rescheduled during the remainder of that calendar year, it will be scheduled in the following calendar year.

When a former employee of the Company is re-employed and completes five years of continuous service, such prior service will be included in the employee's total length of service for the purpose of determining the amount of vacation eligibility, provided such prior service had been for a period of six months or more and other than on a temporary basis.

Granting of credit for prior service for vacation eligibility will not change an employee's company or classification seniority date.

TOPIC: Replacement of Employee's tools when stolen.

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

TOPIC: Overtime Lists

Overtime lists will be furnished to the Business Manager on a quarterly basis.

TOPIC: Credit Union

The Company will provide payroll deduction for employees desiring membership in the Dutch Point Credit Union.

TOPIC: Time-Merit Progression Programs in Effect

1. Letter of April 4, 1968
   Pressure Mechanic Helper to Pressure Mechanic (effective April 1, 1968, revised December 29, 2011).

2. Letter of January 2, 1969
   Meter Repairer Helper to Meter Repairer
   - (effective January 5, 1969 and revised March 19, 1986, revised 2003)

3. Stockhandler - (effective January 5, 1969 and revised June 1, 1986, revised April 5, 2010)

4. Letter of January 14, 1970
   Garage Mechanic Helper to Garage Mechanic - (effective January 4, 1970 and revised November 14, 1985)

5. Construction Technician (effective May 25, 2007)

6. Meter & Service Mechanic (effective 2002)

7. Distribution Mechanic (revised December 29, 2011)

8. Construction Technician (revised March 14, 2013)

9. Meter & Service Mechanic (revised December 5, 2013)

10. Meter Repairer (revised January 16, 2014)

11. Corrosion Technician (effective February 2, 2015)

12. **LNG Operator (effective September 5, 2018)**

13. Damage Prevention Specialist (effective April 9, 2019)

NOTE: The Construction Technician, Meter & Service Mechanic and Meter Repairer TMP's are presently being revised with agreement among the parties to have them completed by the end of year 2012.

TOPIC: Executive Instruction No. 18 - Uniforms: Customer Contact Personnel

Once a year the Company will arrange and pay for a complete overhaul and cleaning of all uniforms, at which time any replacements and repairs that may be necessary should be made. This overhaul and cleaning should be arranged for locally and performed without interfering with normal work assignments. In addition, the Company will provide for cleaning every week.

TOPIC: Safety Eyeglasses

The Company will pay the full cost of lenses, frames, side shields and carrying case, of clear and/or tinted prescription safety eyeglasses for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years. Employees who opt for safety glasses with Photochromatic (photogray) lenses will not receive a second pair of clear or tinted safety glasses The Company will pay for the cost of Photochromatic (photogray).

The Company will also provide for the replacement of safety eyeglasses when damaged on the job. The employee will provide the Company with a current (not over two years old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

Employee will pay the cost of any eye examination and/or fitting required.

TOPIC: Establishment of New Schedules

The establishing of any new schedule for scheduled employees shall be discussed with the appropriate Local Business Manager in advance of making such schedule effective.

TOPIC: Jury Duty Wage Payments

The Company will facilitate wage differential payments to employees on jury duty.

TOPIC: Retrogressed Employees

If an employee is retrogressed, the Company will inform the Business Manager of the Local Union having jurisdiction over the location involved.

TOPIC: Employee Progress Reports

In the future Employees will be furnished with a copy of their progress reports.

TOPIC: Safety Shoes

The Company will provide each employee who is required to wear safety footwear an allowance (shown below) for the purchase of one or more pair(s) of heavy soled safety footwear containing a safety-toe box, that is specially designed and manufactured to the requirements of the ANSI standard Z41, or ASTM F2413-05 version, that is endorsed by the Occupational Safety and Health Administration. Additionally all safety shoes must be Electrical Hazard "EH" rated.

Year	Effective Date	Allowed Amount
1	12/1/2018	$250
2	12/1/2019	$250
3	12/1/2020	$250
4	12/1/2021	$250

The employee must furnish a receipt of purchase for reimbursement. This allowance will be limited to the allowed amount per calendar year. Damaged safety shoes can be replaced at applicable reimbursement.

TOPIC: Rate Step For Returning Veteran

A returning veteran will be given credit for time in service plus Company service prior to entering service to determine the employee's rate step. One year of continuous Company and military service will entitle the employee to return at the 2nd rate step and 18 months will entitle the employee to 3rd rate step. Eighteen months is the maximum credit allowed. This does not apply to any veterans returning prior to June 1, 1973.

TOPIC: Summer Employees Working Overtime

The Company will not assign temporary summer employees to prearranged overtime when other employees capable of performing the work are available.

TOPIC: Absence Due to Death in Family

Employees will be allowed time off with basic straight-time wages under the following conditions:

1. When the deceased is a member of an employee's immediate family, the employee will be allowed necessary time off to make arrangements and attend the funeral. Such time off should not exceed three normal schedule workdays falling within the three-day period following the date of death. In addition, the three day period may be increased up to a fourth day with basic straight-time wages due to the employee being called from work on the date of death, or to attend the out-of-state funeral of an immediate family member. The supervisor will work with the employee to accommodate special circumstances.

The immediate family is defined to include the following relatives of the employee or employee's spouse: spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandfather, grandmother, grandchildren, sister, brother, step family, or one who is considered a member of the family and living in the employee's home.

2. When the deceased is an employee's brother-in-law, sister-in-law, aunt or uncle, niece or nephew, necessary time off up to eight hours will be allowed to attend the funeral.

3. If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the following calendar year.

TOPIC: Vacation and Sick Leave Payment Entitlement Upon Recall from Layoff.

Employees who are recalled, for other than temporary assignments, under the provisions of Article V, Section 4(b) shall not have their eligibility interrupted for purposes of vacation and sick leave payment entitlement. The application of this topic will be effective retroactive to August 1, 1975.

TOPIC: Paging Device for Use During Call Assignments

When an employee is assigned to call, they will be provided with a paging device ("beeper"), when practicable, as an alternate means of contact during the normal call schedule. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order as indicated by the testing procedure or to provide other means to be contacted as is presently practiced.

TOPIC: Relative Policy

It is understood and agreed that notwithstanding the provisions of the collective bargaining agreement between the parties, relatives of employees will not be transferred or promoted into situations where the possibility of favoritism or conflicts of interest might exist. Employees will not be promoted or transferred into a position where a relative occupies a position in the supervisory chain of command under which the individual employee would work (no matter how far removed geographically).

Relatives are defined as:

Father	Daughter-in-law
Mother	Brother-in-law
Son	Sister-in-law
Daughter	Uncle
Brother	Aunt
Sister	Nephew
Husband	Niece
Wife	Grandfather
Father-in-law	Grandmother
Mother-in-law	Grandchild
Son-in-law	Step-relatives

TOPIC: Article XVI - Contract Work

The award of arbitrator, Eric J. Schmertz, dated and notarized on October 5, 1981, shall be recognized as the controlling interpretation with respect to Article XVI - Contract Work.

TOPIC: High Risk Locations

If any employee believes that they will be entering a location of high risk to themselves, their property, or the Company's property, they should contact supervision. Area supervision will request local law enforcement agencies to accompany any employees in dangerous locations.

TOPIC: Green Book Seniority

This letter confirms our understanding reached concerning the merging of the Blue and Green Books. Seniority will be Grandfathered separately for the purpose of promotion only. Any vacancy to be filled by promotion from a former Green Book employee leaving will be offered to the senior qualified former Green Book Employee. Any vacancy to be filled by promotion as a result of a former Blue Book employee leaving will be offered to the Senior Qualified Blue Book employee. Any vacancy to be filled by promotion that cannot be identified as a former Blue/Green position will be offered to the senior qualified employee.

The former Green locations are Mystic, the Stamford portion of Norwalk, and the non-Winsted portion of Torrington.

TOPIC: Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs include:

a)endorsements
b)various test fees
c)issuance of permit

In addition, the Company will pay the cost difference between the employee's license fee and the license fee of the job-required CDL.

TOPIC: Out-of-Area Assignment

Yankee Gas management will make out-of-area straight time assignments on a voluntary senior to junior basis (forcing the junior qualified if necessary), except when this method of selection is inconsistent with good business judgment. Senior and junior refer to the relative amount of Departmental Seniority.

TOPIC: Weingarten

Employees have the right to have a union representative present during any investigatory interview/meeting which the employee reasonably believes may result in disciplinary action.

TOPIC: Upgrading – Construction Technician

When a Construction Technician is directly assigned by a Supervisor to perform any of the following tasks, the employee shall be upgraded and will be paid one dollar and fifty cents ($1.50) per hour in addition to their basic straight-time rate for all hours so-assigned.

The definitions of specific tasks which qualify for an upgrade are shown below:

CDOT / Municipal Design:

- Analyze CDOT construction prints for potential conflicts with gas facilities
- Determine if test pits are required
- Re-analyze prints for conflicts based on test pit information
- Determine if designer can eliminate conflicts if possible
- Prepare final gas main and/or service relocation plans and project staging
- Obtain agreements from CDOT for PE, construction and/or revised agreements as needed

Regulator Stations (from inlet valve tie-in location to outlet tie-in):

- Select final location for station
- Determine final design parameters including pipe/regulator sizes
- Develop construction plans including piping layout, vault elevations, tie in details, etc.
- Develop start-up procedure

Bridge Crossing Design:

- Develop construction plans including pipe layout, pipe size, expansion loop locations if needed and type and location of pipe supports

Parking Garages with Extensive Aboveground Piping to Multiple Meter Locations:

- Determine regulator vent sizes when vent length exceeds 10'
- Determine location of supports and complete stress analysis of piping layout

Pressure Uprates:

- Determine areas to be uprated
- Determine general gas facility work scope in accordance with GO-180 Uprating Gas Mains and Services
- Write pressure uprate procedure
- Direct pressure uprate procedure

Meter Sets:

- Size, design and construct meter and regulator set greater than 16M meter

Propane Plants:

- Possible work at propane plants will be discussed as it occurs

TOPIC: Company Allowed Time Off Before Christmas Day.

The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If it is determined that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

TOPIC : 4 /10 hour days as authorized by supervisor

The Company may utilize a four / ten schedule (four /10 hour day) with the following as outlined below:

- The determination as to whether a four ten schedule is offered rests with local supervision based on need and/or ability to support.
- The determination as to what days will be allowed to be worked as ten hour days rests with supervision within the bounds of the contract. Saturday is not intended to be one of the normal work days.
- All days of the work week must have coverage for at least the 8 1/2 hour normal work day.
- If there are not enough volunteers for four ten hour days, supervision shall withdraw the offer.
- The 4/10 work week schedule will be voluntary. Workers may opt out of the 4/10 schedule with appropriate advance notice (e.g., the company will not incur additional costs due to schedule changes).
- Holiday weeks will revert to eight hour days.
- Vacation, sick time and other non productive hours will be charged for the hours not at work (i.e., if someone on a 4/10 schedule is sick they will be charged 10 hours for each work day missed; if they take a vacation day, it will be 10 hours of vacation).
- The current contractual rest time rules remain in effect (i.e., 6 hours worked earn 8 hours rest time).

TOPIC: Holidays

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday proceeding such day shall be recognized as the holiday, except that, for

those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern. **These two floating holidays must be taken in full eight (8) hour increments.**

TOPIC: Agreement – Scheduling Vacation and On-Call

November 3, 2010
LR-10-162

Mr. Frank Cirillo, Assistant Business Manager
Local Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager
Local Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Agreement – Scheduling Vacation and On-Call

Dear Rich & Frank:

This letter documents our August 2, 2010 agreement in principle and my subsequent discussion with Frank Cirillo regarding the company's development, approval and posting of annual vacation and on-call schedules. This agreement applies to the CL&P Blue Book and Green Book union contracts, the Yankee Gas White Book Contract, and the CL&P Technical Contract and as applicable, modifies the language contained in these contracts on this subject and replaces any side agreements or practices currently in existence regarding this topic. This agreement also applies to the Transmission Group as applicable.

It is also agreed that neither the Union or the Company will use this agreement as part of Local 457's grievance 2010-014 (Company No. 2010-10-457), or the arbitration of that grievance.

Purpose: This agreement reflects an effort by the parties to eliminate unnecessary controversy surrounding conflict between the on-call schedule and the employee's vacation submittal. To date, the company has processed these schedules independently – leaving some employees in a position where their vacation preference has conflicted with their on-call schedule. These employees have often had to swap their on-call schedule with another employee or otherwise modify their vacation plans. This agreement is specific to this conflicting schedule issue. All other vacation requests will continue to be processed in accordance with the applicable union contract (Blue Book and Green Book)

This agreement also documents the company's intent to fill on-call schedule vacancies (e.g., for planned medical absences) as soon as they are made aware of such. To fill short notice vacancies (less than 30 days) the company will seek volunteers, and if none will use the overtime list effective the Monday prior to the vacancy. For longer notice vacancies, the company will use the established on-call schedule rotation and will assign the vacancy to one of the scheduled employees provided the employee does not get back to back on-call schedules.

It is understood that the company may decide not to fill vacancies (particularly short notice absences) if it determines that the existing on-call response resources are appropriate for the anticipated trouble call volume.

Company actions for 2010: Effective November 3, 2010, the company will review the existing on-call schedule to determine if there is a conflict between the approved vacation schedule and the on-call schedule. Identified conflicts will be resolved by filling the vacancy through the overtime list of employees – specifically those employees eligible for scheduled on-call assignment. The company is not obligated to take action on any other vacation request.

Concurrent with its actions on resolving the vacation/on-call scheduling conflicts, the company will extend the current on-call schedule rotation until April 24, 2011. Employees requesting vacation during the period of January 1, 2010 through April 24, 2010, will submit their requests in accordance with the applicable contract language.

Company Actions for 2011 [and Future Years]: Effective April 24, 2011, and every year thereafter, the company will post the on-call schedule by the last Sunday in April. The on-call schedule will be prepared using approved vacation schedules to ensure there is no conflict with the employees approved vacation. Company management will process the employee's vacation preference in accordance with Article IX of the Blue book and Article V of the Green book, Article IX White Book, and Article 22 of the Technical Contract as applicable. Once the vacation and on-call schedules are finalized by the Companies the employee (not the company) will be responsible for addressing any swapping or other schedule change, outside of those resulting from illness or disability.

Both parties understand and agree that this agreement will terminate with the expiration of each cited contract and this agreement will be incorporated into the next version of these contracts or will otherwise be dispositioned through the contract negotiations process. Additionally either party may request a revision to this agreement.

Agreed to by the Company: /s/ R. Lizotte

Agreed to by the Union: /s/ R. Sank

Agreed to by the Union: /s/ F. Cirillo

TOPIC: On-Call – Pressure Mechanic

Three Regional call areas will be established for the Pressure Management Department – East (East Windsor, Waterford, Danielson AWC's), Central (Waterbury, Meriden, Torrington AWC's) and West (Norwalk, Newtown, Ansonia AWC's). Each of three regions will operate on a 1 in 4 rotation and will have a single call person assigned, year round. If more workers are required, the regional call list will be utilized. If additional resources are still needed the next closest regional call list will be utilized, until resource needs are satisfied.

If a job requires a crew of three or more employees, the Chief upgrade will be applied to the senior most qualified employee on the crew in that region.

TOPIC: FR Clothing

The Company will increase the FR clothing allowance to **$1300** for first time/new participants to the program, and whose jobs require FR clothing (Distribution Mechanics, **Meter Service Mechanics** and Pressure Management
Mechanics). Thereafter it will be $650.

TOPIC: Establishment of a new Yankee Gas Construction Group

Scope of Work: The YG Construction Group will perform construction projects across Yankee Gas and CL&P Service territories as assigned. Typical work scope involves:

- New Business Services (conversions, new customers)
- New Business main extensions Development and Non-development work
- Service renewals associated with main renewals
- Selected main replacement projects
- Fitting Work, such as:
    - Periodic meter changes (both large and small)
    - Perform meter relocates from inside to out…
    - New Business meter set installations
    - OP1714 (meter set survey form) remediation work
- Other work as assigned by the company

Reporting Location: YG Construction Group with:

o Eastern Construction Group	Meriden
o Western Construction Group	Shelton

- The Company will establish a reporting base location in the Western part of the state and one in the Eastern part of the state.
- To the extent possible (e.g. resignation, open PVR, etc.), the company will attempt to balance the number of employees equally between the two reporting locations.
- Employees will mobilize and perform work anywhere in the Yankee Gas service territory.
- "Physical Worker" vacancies created associated with the new YG Construction Group will be filled in a timely manner. Postings for vacancies associated with the YG Construction Group will be at the helper/journeyman level.

Training & Qualifications: Employees assigned to the YG Construction Group must complete the requisite TMP's and pre-hire testing (new hires only) for their job classifications.

Schedule & Work Hours:

- Employees assigned to the YG Construction Group will be considered day workers and may be required to work 4-10 hour days (Monday through Thursday, or Tuesday through Friday schedule).
- A ½ hour unpaid lunch break for either schedule.
- 8 hour days during weeks with holidays
- Employees may be expected to be at their first work assignment at scheduled start time, and will be provided the appropriate expense plan per Article XII of the Contract, when required.

Work practices: Employees must comply with NU safety requirements, TMP Qualification and Operator Qualification requirements.

- The YG Construction Group will call the local areas in the event they encounter a gas leak during construction activities. The leak repairs will be done by the districts however consistent with the training provided to the workforce, the YG Construction Group will be responsible for "making the area safe."
- Taps and tie-ins normally will be arranged through district, unless scheduling or workforce prohibits. Otherwise the YG Construction Group will do the work.

When asking for volunteers to cover possible "storm duty" for NU system companies, the company will request volunteers from the districts first and then from the YG Construction Group.

Inclement Weather:

The YG construction Group personnel shall follow Article XI, Safety, and section #7 as it pertains to working in inclement weather.

Seniority/Overtime:

The YG Construction Group will have its own seniority and overtime distribution list for the Western part of the state and one in the Eastern part of the state, respectively.

- Overtime participation will be within each location (i.e., Eastern, Western) first and if necessary, then go to the other location within the YG Construction Group. If no volunteers, the Company will use the low overtime distribution process within the YG Construction Group.

Applicability of other contract provisions:

All other aspects of this contract are applicable to the YG Construction Group unless otherwise addressed by the provisions of this Topic.

TOPIC: Global Positioning System (GPS)

LR-12-064
April 20, 2012

Mr. Frank Cirillo, Business Manager
Local Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager
Local Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Global Positioning System (GPS)

The company, as part of the 2011 Yankee Gas Contract Negotiations, announces its intention to expand its use of current and any future GPS technology during the term of the new contract. This expanded use of GPS will in fact change any restrictions on GPS use that the company made or practiced in the past.

GPS technology has made significant strides in the past decade. While Yankee Gas has no intention of implementing a “big brother” environment (watching over the shoulders of employees), we do reserve the right to avail ourselves of all the operational efficiencies that current and new technology will provide, including improvement in employee safety and customer service, establishment of a necessary platform for future work management enhancements, and continued use of GPS for internal investigations.

Accordingly, the company’s previous GPS letters, commitments or practices are superseded by this letter.

Sincerely,

/s/ Edward S. Hammett
Director-Labor and Employee Relations

TOPIC: Adoption Assistance Benefit

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses you actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave
You are eligible for company-paid adoption leave after you complete three months of employment with NU. Your pay during the duration of your adoption leave will be based on your base pay in effect on the day your leave starts.

You must give your supervisor at least three months written notice of the date your leave will start and when you expect to return to work. If you are also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave
Adoption leave begins on the date the child is received into your home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	**Maximum Amount of Leave***
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

Topic: YG Floating Holiday Protocol -

Bargaining unit employees have the ability to choose two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, Company seniority shall govern.

Process

- Employees will make their selection of vacation periods (A,B,C,D....., weeks) by March 1 and vacation schedule will be posted by April 1.
- If an employee wants to use their floating holiday for either – Good Friday and Day after Thanksgiving those days must be selected at the same time as vacation. The total number of bargaining unit employees off for those two days cannot exceed the limits designated by local management. Management will make best effort to be as flexible as possible when designating these local limits.
- On-Call schedule will be prepared using the approved vacation and floating holiday schedules and posted by the last Sunday in April.

Supervisors may require employees to complete a Flexible Holiday Preference form at the start of each year to avoid scheduling conflicts. When taking a flexible holiday, use earnings code 071 when completing time sheets.

Agreed to:

Joseph Picone
Labor Relations Manager

2/23/15

Frank Cirillo
Local 420 Business Manager

2/23/15

John Fernandes
Local 457 Business Manager

Northeast Utilities System

107 Selden Street, Berlin, CT 06037

Northeast Utilities Service Company
P.O. Box 270
Hartford, CT 06141-0270
(860) 665-5000

December 8, 2014
LR-14-156

Mr. Frank E. Cirillo
Business Manager
550 Wolcott Street
Waterbury, CT 06705

Subject: Coverage for the Former Yankee Gas Shelton AWC

Dear Mr. Cirillo:

This is to confirm an agreement reached between Yankee Gas and IBEW Local 420 concerning coverage of the Shelton area and its effect on Meter Service Mechanics and Distribution Mechanics reporting out of the Waterbury area work center:

- The Shelton location will remain in the contract in the Southern division of Appendix C, for the purpose of Article V for Distribution and Meter Service classifications.
- The Company can utilize Distribution and Meter Service personnel covering the Shelton area in Waterbury during regular working hours.
- The Meter Service and Distribution Mechanics covering the Shelton area will have their own overtime list, on-call and vacation schedules.
- The Meter Service Mechanics assigned to Shelton will service the Town of Monroe.
- There will be a minimum of six Distribution Mechanics in the street department and six Meter Service Mechanics in the meter service department covering the Shelton area. The Union understands that there may be times when people will retire or post out. The Company will attempt to backfill employees in a timely manner.
- The displaced employees from the former Shelton AWC in the Meter Service and Distribution Mechanic classifications will have reinstatement rights.

Sincerely,

Joseph C. Picone,
Manager, Labor Relations

Agreed:

Frank Cirillo
Business Mgr., IBEW, Local 420

C: Kevin Kelley
Labor Relations File

Topic: Company to establish a 2nd shift for Distribution Mechanics as follows:
Shift (X)

2nd shift for Distribution Mechanics:

Meriden: **3**
Norwalk: **3**
Waterbury (does not include Derby, Ansonia, and Shelton): **3**

Hours: 3:00PM – 11:30PM
Work week: Monday – Friday

- Crew Size **3**
- **Distribution Mechanics/Helpers who were in the Distribution Department on 12/1/14 are defined as incumbents.**
    - **If incumbents volunteer for shift (X), they will not be designated with an (X).**
    - **Employees in the ES Construction Department on 12/1/14 are not considered incumbents. However, the three Construction employees who previously worked in the Distribution Department prior to 12/1/14 are considered incumbents.**
- All new **hires and voluntary transfers into** the Distribution Department are subject to shift (X) **designation.**
- Shift **(X) positions will be** awarded by order of seniority.
- **If management elects to fill** temporary shift vacancies, **they** will be be **filled first** by **(X)** volunteers, **then by volunteers based on seniority**; absent volunteers, the junior (X) employee will be required to take the shift in their local seniority area.
    - **Junior helper (X) employees will be required to take the shift in their local seniority area for no longer than one (1) month at a time as long as there are two qualified (X) mechanics on shift.**
- Overtime – by area – no change in present practice. **If second shift is collapsed, overtime rules will apply to all.**
- **Upgrade – no change in present practice.**
- **Shift (X) will normally operate with 3 Fully Qualified Individuals.**
- When helper mechanic (X) becomes qualified, a shift Employee can elect to come off shift at that time.
    - **On an annual basis, the second shift positions will be posted by March 1 for volunteers, and the shift will begin on the first full week of April to coincide with current practices spelled out in the White Book contract. Volunteers for shift (X) are required to work the second shift for a minimum of one (1) year or until there is a junior qualified (X) mechanic in the local seniority area to fill the second shift.**
    - **When a helper (X) mechanic reaches minimum qualified journeyman status, and an employee with greater seniority who is required to work the second shift assignment wishes to go back to first shift, that employee can do so at that time, but must provide management with notification in writing 60 days prior to his or her intended reassignment date.**
- If Management elects to fill the shift during a scheduled vacancy such as vacations and other scheduled absences, and if no one volunteers, the opening will be filled by the junior mechanic **or helper** (X) in their local seniority area, **provided that there are two other qualified (X) mechanics assigned to that shift.** If there are no qualified (X) mechanics, **the Company will decide** if the shift will either be collapsed, or it will be run short.
- The shift crew **may** relieve day crews **working on a job that is expected to extend beyond the regular work hours.**
- Shift Crews will not be **required to be** On-Call **unless opting in**.

- **When a helper (X) becomes fully qualified, that individual can opt in to joining in the on-call rotation when he or she volunteers or is assigned to shift (X).**
- **By opting in to the on-call rotation, that employee is subject to Article X. Call Time. The opt in is binding subject to Article X, Section 1.**

- Generally, when Christmas Eve or New Year's Eve occur during the work week, strong consideration will be given to moving the Shift workers to work days to avoid the inherit difficulties of doing work on these evenings. If business needs dictate, adjustments may need to be made.
- **If an employee who normally works the (X) shift is temporarily assigned to the day shift (i.e. training, OQ testing, temporary shift collapse), he or she shall receive the shift differential set forth in Article VII, Section 5.(c) for all hours worked within the day shift.**
- When a job the Shift workers respond to requires a 3rd person, the 1st Call Man from the area would be the 3rd man.

Job Duties:

All current Distribution Mechanic job functions including but not limited to:

1. Leak repairs
2. Leak investigation
3. Leak re-checks
4. CBYD tickets – (Emergency and tickets due to expire in 24 hours **only**)
5. Pre-marks (CBYD)
6. Box repairs
7. Critical valve inspection & repair
8. Paving inspections
9. Distribution shop cleaning
10. Equipment & tool repair
11. Corrosion inspections

Topic: Company to Establish 24 Hour Coverage for Meter Services Department as follows:

Areas initially affected:

- **Meriden**
- **E. Windsor**
- **Waterbury**
- **Norwalk**

- **The Company will determine the required number of employees for each shift.**
- **An incumbent Meter Service Mechanic is one who is in the classification in the Meter Services Department as of the date of contract ratification (November 30, 2018).**
- **Incumbents are unaffected unless they volunteer.**
- **All employees who are hired or transferred into the Meter Services Department following the date of ratification will be designated as "S" employees and are subject to shift.**
- **During the initial startup, shifts will be offered by departmental seniority. The Company will determine when to implement shifts.**

- **Shifts for the initial startup for incumbent volunteers will consist of five (5) consecutive days in accordance with Article VII, Section 2(a).**

- **Shifts may be filled on a rotational basis for a minimum of one (1) month at a time by incumbent volunteers until "S" Meter Service Mechanics are qualified.**

- **An incumbent Meter Service Mechanic who volunteers for 2nd or 3rd shift will be retained for a period of up to two (2) years from the date of transfer.**
- **If a Chief Meter Service Mechanic volunteers to work the second or third shift, he or she shall be reclassified as a Meter Service Mechanic for the term of the voluntary period. If he or she continues to work the second or third shift beyond the voluntary period, the employee shall be permanently reclassified as a Meter Service Mechanic.**

- **"S" Meter Service Mechanics in the affected areas will remain in the position for a minimum of three (3) years from the date of hire or transfer and will not be entitled to apply for posted open positions during this period.**

- **"S" Meter Service Mechanics may be subject to swing shifts.**

- **When the Company implements shifts for 24/7 coverage in a district, incumbent volunteers will be offered the option to return to first shift or be subject to the shift schedule. Such shift schedules may include swing shifts.**

- **Shifts shall be offered and filled by departmental seniority on an annual basis by February 1.**

- **If the Company elects to fill a temporary shift vacancy, it shall be offered to the call person, if available, or by the overtime list if no one is on call. If no one accepts the vacancy, it shall be filled by low overtime with a qualified employee.**

- **If the Company elects to fill a shift during a scheduled vacancy such as vacations or other scheduled absences, it shall be offered to the call person, if available, or by the overtime list if no one is on call. If no one accepts the vacancy, it shall be filled by low overtime with a qualified employee.**

- **Any shift may relieve another shift consistent with current practice.**

- **Meter Service Mechanics may be placed On-Call.**

- **When an "S" Meter Service Mechanic is required to work on a recognized holiday falling on a day within the employee's normal schedule, the employee will receive eight (8) hours of holiday pay at basic straight time rates or a day off in lieu to be used within the calendar year plus time and one-half for all hours worked within the employee's normally scheduled hours and double time for all hours worked outside the employee's normally scheduled hours.**

Topic: Expanded Loading Duties for Stockhandlers

1. **The Company will expand the current practice of loading by the Stockhandlers to include loading material and equipment onto Company vehicles.**

2. **It is not the intent of the Company to remove loading duties from any classification that presently performs these duties, nor is it the intent to give any classification exclusivity to the dutie /s associated with loading and unloading.**

3. **The Company will train Stockhandlers on equipment necessary to perform the expanded loading duties.**

4. **Incumbent Stockhandlers will receive $1.00/hour added to the base wage rate for obtaining and maintaining CDL (B).**

5. **New hires and transfers must be able to obtain and maintain valid CDL (B) within six (6) months of hire or transfer into a Stockhandler position.**

AGREEMENT

between

THE YANKEE GAS SERVICES COMPANY

and

LOCALS

420 and 457

of

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AFL - CIO

From

December 1, 2022

to

December 1, 2026

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AGREEMENT entered into as of the 1st day of **December, 2022**, between THE YANKEE GAS SERVICES COMPANY, hereinafter referred to as the COMPANY, and LOCALS NO. 420 and 457 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as the UNION, with respect to rates of pay, hours of employment and other conditions of employment. This Agreement shall be binding on any and all successors and assigns of the employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successors or assigns shall be bound by the terms of this Agreement.

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ARTICLE I

RECOGNITION AND UNION MEMBERSHIP

1.(a) The Company recognizes the Union as the exclusive bargaining agent for all employees in job classifications listed in Appendix "A" of this Agreement.

1.(b) The Company and Union agree to continue their cooperative efforts to promote safety, efficiency and harmony among all the employees and to promote and advance the welfare of the Company and the service at all times.

The Union agrees that its members, who are employees of the Company, will individually and collectively continue to avoid and discourage waste of materials, time, and manpower, and that they will use their influence and best efforts to protect the property of the Company.

1.(c) Each Local Union shall notify the Company in writing of the identity of its elected and appointed representatives and, in the event of a change of any representative, shall notify the Company of such change promptly. Notices to the Company under this provision shall be directed to Labor Relations.

1.(d) The Company recognizes Local 457 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full time and part-time regular clerical employees, including Billing Services Representatives, Operating Records Clerks, Customer Information Representatives, Secretaries and Senior Meter Management Records Clerks, employed by the Employer at its 56 Cooper Street, Meriden, Connecticut, facility, but excluding all other employees, Field Technicians, and guards, professional employees and supervisors as defined in the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC-1885 dated April 23, 2001.

The Company recognizes Local 457 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full time and part-time regular clerical employees, including Operating Records Clerks employed by the Employer at its 112 Prospect Hill Road, East Windsor, Connecticut and 179 Cross Road, Waterford, Connecticut facilities, but excluding all other employees, Field Technician, and guards, professional employees and supervisors as defined in the Act.

1.(e) The Company recognizes Local 457 – IBEW as the sole collective bargaining representative with respect to wages, hours, and other conditions of employment for all full time and part time regular Technicians B&A excluding supervisors, professionals and guards as defined by the Act. Recognition is granted pursuant to the certification of Representatives of the National Labor Relations Board in case number 34-RC1942 dated February 13, 2002.

1.(f) The Company recognizes Local 457 and Local 420 – IBEW as the sole collective bargaining representatives with respect to wages, hours, and other conditions of employment for all regular Construction Technicians, excluding supervisors, professionals and guards as defined by the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 34-RC-2084 dated June 24, 2004.

1.(g) The Company recognizes Local 457 and Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all regular Corrosion Technicians, excluding supervisors, professionals, and guards as defined by the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-112597 dated September 5, 2013.

1.(h) The Company recognizes Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all regular Field

Techs I and II working at the Ansonia, Newtown, Norwalk, Waterbury, Connecticut; but excluding all other employees, office clerical employee and guards, professional employees and supervisors as defined by in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-108126 dated June 27, 2013.

1.(i) The Company recognizes Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all regular fulltime clerical employees working at the Danbury, Newtown, Norwalk, Shelton, Waterbury, Connecticut; but excluding all other employees, and guards, professional employees and supervisors as defined by in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-112285 dated August 29, 2013.

1.(j) The Company recognizes Local 420-IBEW as the sole collective bargaining representatives with respect to wages, hours and other conditions of employment for all full-time and regular part-time Liquefied Natural Gas Coordinators, Operators and Maintenance Technicians employed by the employer at its Area Work Centers located in Waterbury, Connecticut; but excluding all other employees, and guards, professional employees and supervisors as defined by in the Act. Recognition is granted pursuant to the Certification of Representatives of the National Labor Relations Board in case number 01-RC-199614 dated June 30, 2017.

2. If at any time during the term of this Agreement, or any renewals or extensions hereof, the Company shall recognize the Union as the exclusive bargaining agent of the employees in any job classification in addition to those specified in Section 1.(a) of this Article, all of the provisions of this Agreement shall become applicable to the employees in such job classification as though such job classification had been originally designated herein, except that the rates of pay applicable to such job classification shall be such as may be agreed upon between the Company and the Union.

3. The following provisions will apply to employees in job classifications covered by this Agreement:

3.(a) **Where permitted by applicable law,** employees who are members of the Union or its predecessor Union on December 1, 2011, or who later become members, will as a condition of employment be required to maintain their membership for the duration of this Agreement.

3.(b) **Where permitted by applicable law,** employees hired or transferred into the bargaining unit will be required as a condition of employment to join or make application to join the Union thirty days from their date of employment or transfer or thirty days after the date this Agreement is executed, whichever is later. Employees hired for temporary summer assignment are excluded from this requirement for an additional sixty-day period in that summer and in any subsequent summers of temporary employment from their date of employment.

3.(c) If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reasons other than the failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the provisions of (a) and (b) above. It shall be the responsibility of the Union to solicit the membership of employees who are required to join the Union under Section 3.(b). Should the Union fail to solicit the membership of an employee within the time period prescribed in (b), that employee shall be exempt from the provisions of (b) until the first day of the calendar month within which the employee's membership is first solicited by the Union.

3.(d) **Where permitted by applicable law,** should an employee fail or refuse to join the Union or maintain membership therein as hereinbefore provided, the Union may request the Company to discharge such employee. The request shall be submitted in writing to Labor Relations. Two weeks from the date of receipt of the request, unless the Company has notified the Union that the matter is in dispute, the employee will be discharged, provided that, if during the two week period the employee complies with the Union membership provisions of this Section 3., the Company will not be obliged to discharge the employee.

3.(e) If a dispute arises under Section 3.(d) hereof concerning the discharge of an employee, - Labor Relations and the respective Business Manager of the Union shall ascertain the facts and endeavor to settle the dispute. Pending settlement of the dispute, the Company will not suspend or discharge the employee concerned. If the dispute is not settled within thirty calendar days, (subject to extension by mutual agreement), from date of receipt of the Union's written request for discharge as

provided in Section 3.(d) hereof, either party may, within the next ten calendar days following the thirty calendar day period, submit the dispute to Arbitration for final settlement as provided in Article IV.

4.(a) Each Local Union shall notify the Company in writing of its required amounts of membership initiation fees and monthly dues. In the event such fees or dues are to be changed during the term of this Agreement, the Local Union concerned shall give the Company written notice in advance of such change. Notices to the Company under this provision shall be directed to Labor Relations.

4.(b) Upon receipt of individual written authorization and assignment from employees in job classifications listed in Appendix "A", the Company will make a single deduction for the required initiation fee and in addition will deduct required Union dues from the employees' wages on a pay period basis and remit monthly to the Local Union Officers designated in writing by each Local Union. Authorizations shall be submitted in the form and language shown in Appendix "B" attached hereto and made a part of this Agreement. If an employee is transferred out of the bargaining unit, the employee's authorization for the payroll deduction of Union dues will automatically become void at the end of the calendar month within which the employee transfer is effective.

4(c.) The Company will deduct from the wages of each employee on a pay period basis from whom it receives written authorization, voluntary contributions to the Unions' COPE fund. Such donations shall be remitted to the financial secretary of the Union monthly, along with a list of employees and amounts so deducted.

5. It is agreed that neither the Company nor the Union will discriminate against any employee in the application of any of the terms of this Agreement because of race, color, religion, sex, national origin, age, ancestry, marital status, familial status, sexual orientation, disability/handicap, military status, genetic information, Vietnam era veterans, disabled veterans, and other veterans.

ARTICLE II
THE FUNCTIONS OF MANAGEMENT

In order that the Company may discharge its obligations as a public utility and furnish dependable and satisfactory service to its customers, it is mutually agreed that the Company shall exercise the functions of management, including among other things the determination of the number and the qualifications of the employees required to perform the work, the direction of the working forces, the right to hire, suspend or discharge for just cause, promote, demote, transfer, discipline and lay off employees. In exercising these rights the Company will act in accordance with the provisions of this Agreement.

ARTICLE III
GRIEVANCES

Any complaint made by an employee to the employee's immediate Supervisor concerning the employee's wages, hours or working conditions which is accompanied by a request for an answer will be considered as a grievance for the purpose of this Article. Grievances should be presented as promptly as possible following the incidents that caused them. Employees will be allowed necessary straight time off without loss of pay to attend scheduled grievance meetings. In addition to the time allowed off above, the Assistant Business Manager or, in the Assistant Business Manager's absence, the Assistant Business Manager's designated representative, will, upon specific request, be allowed necessary straight time off to assemble data for scheduled grievance meetings. Additional reasonable time off without pay will be allowed for a reasonable number of representatives to attend state, regional, and national conventions.

In order that any grievance by an employee or group of employees may be promptly and satisfactorily settled, the procedure outlined below shall be followed:

Step One

The aggrieved employee or employees in person, who may be accompanied by a Steward, Business Manager or Assistant Business Manager, shall present the grievance to the Supervisor as promptly as possible following the incident which caused it. The Supervisor will endeavor to settle it by giving an answer as promptly as possible and within seven calendar days of the date of presentation. If an answer is given and accepted in this Step, the grievance is to be considered closed. If an answer is

not given, or is not acceptable, it may be taken to Step Two within fifteen calendar days, (subject to extension by mutual agreement), from date of presentation in this Step.

Step Two

The Business Manager or Assistant Business Manager shall forward the grievance in writing to the Manager concerned stating its nature, specifying the provision(s) of the Agreement on which it is based and giving a brief description of the circumstances causing it. The Manager concerned or the Manager's designated representative will investigate the grievance and answer it as promptly as possible. If a meeting is held in this Step, it shall be attended by the Business Manager or Assistant Business Manager who presented the grievance, the Manager concerned or the Manager's designated representative, other management representatives if concerned and, at the option of either the Company or the Union, the aggrieved employee(s) shall be present. At this Step in the procedure, there also may be present either an International Representative of the Union in an advisory capacity to the Local Union, or a representative of the Human Resources Department of the Company, or both.

In the event a Business Manager has factual and reasonable evidence that the Company has violated a provision(s) of this Agreement and the employee(s) affected fails to present a grievance in Step One, then the Business Manager, having first notified the employee(s) affected, may initiate a grievance in this Step at any time within a period not in excess of thirty calendar days, (subject to extension by mutual agreement), from the date of the claimed violation.

If a grievance is not settled within ten calendar days from date of receipt in this step, it may be taken to Step Three within twenty-five calendar days, (subject to extension by mutual agreement), from date of such receipt.

Step Three

The Business Manager shall forward a copy of the written grievance identified as being in Step Three, to Labor Relations. The latter shall refer the grievance to a joint committee consisting of:

(a) three representatives appointed by the Company, and

(b) three representatives appointed by the Union, one shall be the Business Manager of the Local Union concerned, and/or the Business Manager's designated representatives. In addition an International Representative may be present in this Step in an advisory capacity to the Local Union.

The Joint Committee shall endeavor to meet within fifteen calendar days from the date the grievance is received by Labor Relations. It shall be the duty of the Joint Committee to investigate all of the circumstances surrounding the grievance and endeavor to settle it on a factual basis, including the method and manner of complying with decision.

At this Step in the grievance procedure, a "Union Grievance" may be initiated. Such a grievance shall consist of a claim or charge by the Union in writing, that a specified provision of this Agreement, involving the status, rights, privileges, or duties of the Union as an organization has been violated. If a "Union Grievance" is presented, it shall be forwarded in the manner specified in the first paragraph of this Step.

If the grievance is not settled within thirty calendar days from the date of receipt in this Step, the Union may take it to arbitration in accordance with and subject to the provisions of Article IV hereof within forty calendar days, (subject to extension by mutual agreement), from the date of receipt in this Step.

ARTICLE IV

ARBITRATION

1. If a grievance is not settled in Step Three of Article III, and provided the grievance is a dispute involving the interpretation, application or compliance with any provision of this Agreement, the Union may, within the time limits specified in Article III, Step Three, submit the grievance to the American Arbitration Association for arbitrator selection and hearing conducted under its rules then prevailing. The decision of the arbitrator shall be final and binding on both the Union and the Company for the duration of

the Agreement. The expenses of the arbitrator shall be borne equally by the Union and the Company. This Section is subject to the limitations set forth in Sections 2. and 3. of this Article.

2. The parties recognize the proper role of the arbitrator as one of deciding issues submitted by the parties under this Article, after a full and fair hearing, and not as being invested with any authority to participate in matters of collective bargaining.

3. It is understood and agreed that proposals to add to or change this Agreement shall not be arbitrable and that no proposal to amend or terminate this Agreement may be referred to arbitration under this Article.

ARTICLE V
SENIORITY

CLERICAL CLASSIFICATIONS

In the application of seniority, one new separate bargaining unit is recognized and all provisions of seniority and related matters apply separately. Union job postings will be posted simultaneously for union and non union employees. Language on the job posting will reflect that union employees will have preference for union positions. Preference for union postings will be with the respective bargaining unit first, secondly the other bargaining unit and thirdly the system (non union).

TECHNICIANS A & B

In the application of seniority, one new separate bargaining unit is recognized and all provisions of seniority and related matters apply separately. Union job postings will be posted simultaneously for union and non union employees. Language on the job posting will reflect that union employees will have preference for union positions. Preference for union postings will be with the respective bargaining unit first, secondly the other bargaining unit and thirdly the system (non union).

CONSTRUCTION TECHNICIANS

In the application of seniority, one new separate bargaining unit covering the Construction Technicians is recognized and all provisions of seniority and related matters shall apply separately. Union job postings will be posted simultaneously for union and non union employees. Language on job postings will reflect that union employees will have preference for union postings. Preference for union postings will be given in the following order: 1) the respective bargaining unit; 2) the other White Book bargaining unit; and 3) all other company employees (non-union and non-White Book).

Seniority which employees accumulate is of two types:

(a) Total length of continuous time served with the Company shall be known as "Company Seniority."

(b) Except as modified elsewhere in this Agreement, total length of time served within a job classification shall be known as "Classification Seniority."

In the application of seniority, as defined in paragraphs (a) and (b) above, to employees having equivalent Classification Seniority, greater Company Seniority shall prevail and when both Classification Seniority and Company Seniority are equivalent, greater seniority shall prevail for the employee having the earlier birth date. The application of seniority as herein provided shall not be applied so as to conflict with any established seniority relationships existing prior to June 1, 1963.

New employees, other than temporary employees, shall be regarded as probationary until they have worked continuously for six months during which period they shall have no seniority status. Any employee who has been continuously employed during their probationary period as defined above shall become a regular employee at the end of the probationary period and the employee’s seniority shall start from the date of hiring. Employees hired on a temporary basis for special projects that require not more

than twelve months to complete shall acquire no seniority status during such employment. If a temporary employee is retained as a regular employee, the employee's Company Seniority shall start from the date of hiring and the employee's Classification Seniority shall start on the date the employee became a regular employee. Temporary employees must comply with Article I, Section 3. A regular employee shall lose seniority status if the employee resigns voluntarily or is discharged for just cause or is laid off for periods in excess of those specified in Section 4. of this Article. Where used in this Article the words "operating area" describe designated areas of Company operations for which the immediate responsibility is directly assigned to an individual Manager, Superintendent or other in charge. Appendix "C" attached hereto shows a list of designated areas of Company operations which define "Local" seniority areas for application of the provisions of this Article.

LNG CLASSIFICATIONS

In the application of seniority, one new separate bargaining unit is recognized and all provisions of seniority and related matters apply separately. Union job postings will be posted simultaneously for union and non-union employees. Language on the job posting will reflect that union employees will have preference for union positions. Preference for union postings will be given in the following order: 1) the respective bargaining unit; 2) the White Book bargaining unit; and 3) all other company employees (non-union and non-White Book).

Promotion

1.(a) Employees will be given preference for training to qualify for promotion within the bargaining unit in descending order of Classification Seniority within normal sequences of promotion on an operating area basis. Exceptions to such preference may be made only in (1) temporary situations where assigning a more senior employee would involve short notice change of a normal work schedule or unreasonably interfere with the conduct of a particular job assignment or (2) when a senior employee either has qualified previously for promotion or has demonstrated the inability to do so and has been advised accordingly by the Company or (3) for LNG employees based on availability and/or seasonality of the processes.

1.(b) When promoting an employee to fill a vacancy in a higher job classification within the bargaining unit, the Company will give first consideration to the qualifications of the employee having greatest Classification Seniority in the normal sequence of promotion on an operating area basis. If this employee is qualified as evidenced by skill, efficiency, knowledge, ability and acceptable performance in training, the employee will be given the promotion. If the employee having greatest Classification Seniority is not qualified, the remaining employees will likewise be considered for the promotion in the order of greatest Classification Seniority on an operating area basis. When no employee on an operating area basis is qualified, Classification Seniority will be applied secondly on a division basis, and thirdly on a Companywide basis.

1.(c) Vacancies in the bargaining unit, other than Helper or equivalent job classifications or classifications covered by the Time- Merit Progression Program which are to be filled by promotion will be filled within two weeks from the date of the vacancy excepting in situations when the employee who is to fill a vacancy is temporarily absent from work or requires additional time to complete necessary training. If it is determined that no vacancy exists, the Company will advise the Business Manager of the Local Union concerned in writing.

1.(d) The Company will give preference to its regular bargaining unit employees over hiring new employees when making placements in job openings within the bargaining unit. Notices of available job openings, other than those to be filled by application of any other provision(s) of this Agreement, will be posted on bulletin boards throughout the Company, and a copy will be sent to the Business Manager of each Local Union. Each bulletin board posting will be for a period of not less than seven (7) calendar days during which period interested employees may apply in writing for reassignment to the posted job opening by use of a reassignment application form provided by the Company. The Business Manager, Assistant Business Manager or Steward may submit a reassignment application in the above manner on behalf of an employee who is absent during the seven-day period by reason of vacation, short-term illness or short-term excused absence. Promptly following the end of a posting period each applicant will

be notified within 15 days following the end of that posting period whether or not their application has been accepted, and if rejected, the reason therefore. The Company's determinations of the qualifications of employees applying for reassignment under this Section 1.(d) will be made on the same basis as for hiring new employees. In the event two or more employees with basically equal qualifications apply for one job opening, preference for placement will be determined by greater Company Seniority. If reassignment is postponed following notification of acceptance, the employee's classification seniority will be adjusted upon reassignment to the starting date of the first full week following the date of the acceptance notice.

1.(d.1) Regular Employees who have been transferred or reassigned prior to June 1, 1979 under Sections 2.(a) or Sections 3, 3.(a) or 3.(b) or rehired under the provisions of 4.(b) of this Article will be considered as having greater Company seniority within the employee's former local seniority area for purposes of Section 1.(d).

If more than one such Employee applies for the same job posting, greater Company seniority will be the determining factor. Such Employee(s) will receive this consideration only if the Employee(s) notes on the job posting application that the employee is applying under this Section of Article V. Further, the Employee(s) affected will be allowed this seniority consideration only until the employee has been selected for one job opening under these provisions. An employee selected for a job posting under this Section 1.(d1) will have the employee's rate established in accordance with Section 2.(d) of this Article V.

Applicants who are selected for job postings to classifications covered by Time Merit Progression Programs under this Section will be considered for reinstatement rights under the provisions of Section 3.(e) or 4.(a) of this Article for a period of up to two (2) years from the date of transfer. The Company will endeavor to reassign the employee as soon as possible but will not hold him/her greater than sixty (60) days. The sixty (60) day hold will be the exception, not the rule.

1.(e) Damage Prevention Specialists will remain in the position for a minimum of three (3) years from the date of hire or transfer into the department and will not be entitled to apply for posted open positions outside of the Damage Prevention department during this period.

Reassignment, Layoff and Demotion

2. If at any time Company operations require a reduction of the existing working forces, employees in the operating areas affected will be subject to reassignment in the order of least Company Seniority and in reverse sequence of job progression within the job classifications affected. The Company will reassign employees entitled to reassignment to job classifications for which they are qualified and in accordance with the procedure outlined below:

2.(a) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of this Section 2.(a), may at the employee's option and to the extent the employee's Company Seniority exceeds that of other employees,

(1) either displace the employee having least Company Seniority in the same job classification within the division, or

(2) displace the employee having least Company Seniority in the same job classification within the Company, or

(3) displace the employee having least Company Seniority in a lower job classification within the employee's normal sequence of job progression within the operating area, or

(4) displace the employee having least Company Seniority within the operating area.

If an employee subject to reassignment has insufficient Company Seniority to exercise provision (1) or (3), then the employee may

(5) displace the employee having least Company Seniority in a lower job classification within the employee's normal sequence of job progression within the Division, or within the Company, or

(6) displace the employee having least Company Seniority within the Division.

If an employee subject to reassignment has insufficient Company Seniority to exercise provisions (1), (2), (3), (4), (5) or (6), then

(7) the employee may displace one of the five employees having least Company Seniority within the Company.

Union representatives shall be the last to be laid off and the first to be rehired in their department (Distribution, or Customer Service, etc.) in their operating area.

2.(b) An employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2(a) of this Article who has insufficient Company Seniority to entitle the employee to reassignment or in lieu of displacing another employee, may elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Prior to being presented with options, an employee subject to reassignment under the provisions of Section 2. or displaced by the application of Section 2.(a), of this Article may at the employee's option, after giving the Company at least one weeks' notification, elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article.

2.(c) In the event an employee subject to reassignment does not have sufficient Company Seniority to entitle the employee to job placement, the employee may be laid off with recall privileges as outlined in Section 4.(b) of this Article.

Any employee who has completed one or more years of continuous service and who is laid off because of the permanent elimination of one or more jobs shall be given an allowance of forty hours' pay at the employee's straight-time hourly rate for each full year of continuous service with the Company. For any such employee who is fifty years or more of age, the above-mentioned allowance will, instead of forty hours, be sixty hours if the employee has completed at least fifteen years of continuous service, or eighty hours if the employee has completed at least twenty-five years of continuous service. Any laid off employee or employee identified to be laid off, who obtains employment with any of the system companies, will not be entitled to terminal pay. Any such employee who accepts terminal pay will thereby relinquish all other rights under this Agreement and will not be eligible for recall under Section 4.(b) of this Article V. Any employee who accepts any position or who is offered a position similar to the position the employee held with the Company prior to the sale or lease, or in which the employee has had experience, the wages and benefits for which are reasonably comparable to those earned prior to such sale or lease, with this Company or with the purchaser or lessor, shall not be eligible for severance pay. An employee so affected who has reached age fifty-five may, in addition to severance pay, make arrangements for applicable annuity benefits under the then existing Annuity Plan.

2.(d) When Company operations require other than a temporary transfer or reassignment of employees under the provisions of Section 2 of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification.

An employee who is reassigned to a job classification with a lower hourly starting rate of pay than the employee's present hourly rate a special basic rate of pay will be established for the employee in the following manner:

A. For an employee with less than five years of continuous service:

(1) If the employee's present rate is greater than the maximum rate of the employee's new classification, the employee will be paid the maximum rate of the new classification.

(2) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

B. For an employee with five years but less than fifteen years of continuous service:

(3) If the employee's present rate is greater than the maximum rate of the employee's new classification, twenty-five percent of the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job

classification to which the employee is reassigned will be added to the rate for the lower job classification.

(4) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

C. For an employee with fifteen or more years of continuous service:

(5) If the employee's present rate is greater than the maximum rate of the employee's new classification, fifty percent of the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate of the lower job classification to which the employee is reassigned will be added to the rate for the lower job classification.

(6) If the employee's present rate is less than the maximum rate of the employee's new classification, the employee will retain the employee's present rate in the new classification until the employee is qualified for advancement.

Any special rate established under the terms of subsection (3) or (5) of this provision will thereafter not be subject to any rate or general wage adjustments until such time as the maximum rate for the lower job classification equals or exceeds the employee's special rate.

2.(e) If it is definitely established that a regular employee is physically incapable of performing the duties of the employee's assignment, the Company will, in accordance with its past practice, whenever possible and with due consideration given to the Company Seniority of all employees affected, reassign such employee to an available job for which the employee is qualified at a rate which will result in a minimum reduction from the employee's former rate.

2.(f) If an employee is demoted or assigned to a lower job classification or hourly rate of pay (1) at the employee's own request, (2) for disciplinary reasons, (3) for incompetence or (4) because of physical inability to perform the duties of the employee's assignment, the employee's Classification Seniority for the purposes of promotion will begin on the date of the demotion. An employee who is demoted under item number (4), above, will retain the employee's Classification Seniority in the employee's former classification for the purpose of reinstatement as set forth in Section 4.(a) of this Article. Any employee desiring assignment to a lower job classification or hourly rate of pay for a purpose other than covered by Section 1.(e) of this Article shall make written request to the Manager or Superintendent concerned, with duplicate copy to the Business Manager of the Local Union having jurisdiction over the location involved. Such written request shall state that the employee understands the Classification Seniority provisions of this Agreement.

Transfer

3. When it is necessary for the Company to transfer an employee from one operating area to another under circumstances other than those outlined in Sections 2., 3.(a) or 3.(b) of this Article, the Company shall offer the transfer to qualified employees in descending order of Classification Seniority in the job classification affected in the operating area from which the transfer is to be made provided first that Section 1.(b) is complied with on operating area basis.

3.(a) If at any time there is an excess number of employees in a job classification which is to be retained in an operating area or division and concurrently there is a vacancy in the same job classification in another operating area the Company may, rather than apply Section 2 of this Article, transfer a qualified employee from the operating area where there is an excess to the operating area where the vacancy exists provided first that Section 1.(b) of this Article is complied with on an operating area basis. Under these circumstances the Company shall offer the transfer to qualified employees in descending order of Company seniority in the job classification affected, from the operating area where the excess number exists to the operating area where the vacancy exists. If no employee accepts the transfer, the least senior of the employees affected, will be subject to provision (2) of Section 2.(a) of this Article except that when the transfer is from one division to another the employee may displace the employee having least Company Seniority in the same job classification within the division where the employee is employed. Any employee displaced from the same job classification may accept transfer to where the

vacancy exists or exercise provision (2) of Section 2.(a) or elect to be laid off with recall privileges as outlined in Section 4.(b) of this Article. Any employee displaced by the application of provision (2) of Section 2.(a) will, if qualified, be required either to accept the promotional transfer or to be laid off with recall privileges as outlined under Section 4.(b). If an employee displaced by this procedure is not qualified for promotional transfer the employee will be subject to provision (3) of Section 2.(a).

3.(b) If at any time Company operations require permanent elimination of a job classification or permanent reduction of the number of employees or both in an operating area, under conditions not provided for under Sections 3. or 3.(a) of this Article, and requirement to fill existing or contemplated vacancies elsewhere can reasonably be coordinated with the elimination or reduction, the employees where the job elimination or reduction is to be made will be offered opportunities, consistent with their respective qualifications and seniority, either to remain in their present operating area in job classifications remaining available there or to be reassigned to fill available vacancies elsewhere. Under these circumstances offers for available jobs will be made in descending order of Company Seniority to (1) accept promotional transfer, or (2) remain in the present operating area, or (3) accept reassignment to a different job classification and operating area, or (4) in lieu of applying provisions (1), (2) or (3) of this Section 3.(b) be laid off with recall privileges as outlined under Section 4.(b) of this Article. If the application of provisions (1), (2) or (3) above would result in less favorable job placement for an employee than reassignment under Section 2.(a), then Section 2.(a) will be applicable for that employee. For the purpose of coordinating the permanent elimination of a job classification or the permanent reduction of the number of employees in an operating area with requirement to fill existing or contemplated vacancies elsewhere the provisions of Sections 1.(b) and 1.(c) of this Article will not be applicable and the Company will give written notice of intent to the Business Manager of the Local Union concerned.

3.(c) If an employee is reassigned under provisions (2) or (3) of Section 3.(b) of this Article to a job classification in which the employee is unskilled or inexperienced, the employee will be given training on the job and allowed a reasonable period of time to develop sufficient skill and ability to perform satisfactorily in the employee's new job classification. When by application of provisions (2) or (3) of Section 3.(b) an employee with five or more years of Company Seniority is reassigned to a job classification with a lower hourly rate of pay than the employee's former hourly rate a special basic rate of pay will be established for the employee by application of the formula set forth in Article VI, Section 3.(a) of this Agreement. Should such an employee subsequently be promoted to a job classification with a higher hourly rate of pay the employee's basic rate will be the starting rate for the higher job classification or the special basic rate as determined under Article VI, Section 3.(a), whichever is higher. When an employee with less than five years of Company Seniority is reassigned to a job classification with a lower hourly rate of pay by application of provision (2) or (3) of Section 3.(b) the employee will be paid the maximum hourly rate for the lower job classification.

3.(d) In situations when the application of the seniority principles of this Article V either involve groups of employees or involve two or more separate operating areas, the Company may, at its discretion, satisfy its obligation to contact affected employees by giving written notice. Such written notice shall contain information pertinent to the situation at hand and be posted on bulletin boards in the operating areas where the employees concerned are based. It shall remain posted for a period of not less than one calendar week before the Company takes action affecting the status of employees having direct and reasonable interest in the stated situation. A copy of any written notice under this Section 3.(d) will be forwarded to the Business Manager(s) of the Local(s) concerned and, when it appears desirable to the Company to insure adequate communication, copies may be forwarded to each employee having direct and reasonable interest in a stated situation.

3.(e) When, for reasons other than the employee's own request, an employee is transferred or reassigned under Sections 2.(a) or 2.(b) or Sections 3., 3.(a) or 3.(b) the employee will retain the employee's Classification Seniority in the employee's former operating area and job classification for purposes of reinstatement and promotion and, if reassigned to a lower job classification within the employee's normal sequence of progression, the employee's Classification Seniority in the lower job classification will be established in reverse sequence of normal progression. When an employee is required by the Company to transfer to another operating area, or is transferred to another operating area for the mutual convenience of the employee and the Company, and no change in job classification is

involved, the employee's Classification Seniority in the employee's former and new operating areas will be accumulative.

Employees reassigned since January 1, 1978 to another classification by the application of Section 2.(a) of this Article and who are later reinstated to their former classification, will have their Classification Seniority adjusted for a period up to the employee's recall rights had the employee elected layoff to reflect continuous former Classification Seniority.

3.(f) When an employee is transferred or reassigned from one operating area to another at the employee's own request, the employee's Classification Seniority in the employee's new assignment will begin on the effective date of the transfer and the employee will forfeit the employee's Classification Seniority in all job classifications the employee has held prior to the transfer.

3.(g) An employee who is transferred out of the bargaining unit and who is later transferred back into the bargaining unit will maintain continuous Company Seniority for the purposes of this Article and the employee's Classification Seniority will be determined in accordance with the provisions of this Article. Effective June 1, 1975 Company Seniority for purposes of layoff and transfer only will be the total length of time the employee has served in bargaining unit classifications.

Reinstatement and Recall

4.(a) Should opportunity for reinstatement to a higher job classification occur after an employee has been transferred or reassigned to a lower job classification for reasons other than the employee's own request or after demotion because of physical inability to perform the duties of the employee's assignment in accordance with provision (4) in Section 2.(f) of this Article, the employee involved will be reinstated in the higher job classification provided the employee is then able and willing to perform its duties. If more than one employee is involved, reinstatement to the higher job classification will be offered in reverse order to the previous reassignments.

4.(b) Employees with three or more years of continuous service who are laid off will be entitled to recall for a period of three years from the date of layoff. Employees laid off with less than three years but more than six months of continuous service will be entitled to recall for a period of one year from date of layoff. Employees with recall rights will be considered as regular bargaining unit employees for purposes of Article V, Section 1(d).

A certified letter to the Employees' last known address with a copy of the job posting and a reassignment application will be considered proper notification for purposes of this section. The completed reassignment application must be returned to the Company by certified mail within (10) calendar days from the date of the Company's mailing of the posting. In the event an employee is recalled the employee must be available, able, qualified to work and return to work within two weeks.

Laid off employees who are re-employed within their recall period will maintain continuous Company and Classification Seniority status during the period of layoff for the purpose of this Article and the starting rate of pay will be established according to the provisions of Section 2.(d) of this Article.

Adjustment of Classification Seniority

5. If a qualified employee is bypassed for a promotion in normal sequence to a higher job classification because of absence due to illness at the time the promotion is made and the employee is subsequently promoted to that higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed. If an employee is bypassed for promotion under these circumstances, the Company will advise the Business Manager of the Local Union concerned.

5.(a) In order to prevent an employee from being bypassed in the employee's normal sequence of promotion on or after June 1, 1972 within the operating area by (1) the lateral transferring of an employee from another seniority area; (2) an employee being accepted for a job posting at other than the starting rate; or (3) by the hiring of an employee at other than the starting rate or starting classification within the promotional sequence; an employee will retain the same Classification Seniority date the employee is assigned at the helper or starting classification within the sequence up through attaining

journeyman, but not including Lead or Chief Classifications where applicable. This will also apply to employees presently classified at the starting classification within the promotional sequence on June 1, 1972.

Employees who were classified journeyman prior to June 1, 1972 will have the number "2" immediately preceding their classification seniority date and will show primary seniority.

Employees in Military Service

6. The Company will reinstate without loss of Company Seniority employees, other than temporary, who have been granted leaves of absence for military service in accordance with federal statutes applicable thereto. In order to effect reinstatement it may be necessary to reassign, transfer or lay off other employees.

Probationary employees, who are reinstated, shall have their Company Seniority adjusted to the hiring date upon completion of their six-month probationary period. Service immediately preceding and immediately following the leave of absence shall be credited to the six-month probationary requirement.

Adjustment of Veteran's Seniority

7. If a regular employee is bypassed for a promotion in the employee's normal sequence of job progression because of military leave of absence and the employee is subsequently promoted to the higher job classification, the employee's Classification Seniority will be adjusted to place the employee in the relative status the employee would have attained in the higher job classification had the employee not been bypassed.

Seniority Lists

8. The Company will prepare and post on bulletin boards seniority lists showing the employee's name, job classification, date employed, Classification Seniority date and date classified. The seniority lists will show the relative Classification Seniority of employees in each job classification on an operating area or division basis.

ARTICLE VI
JOB CLASSIFICATIONS

1. Each employee will be assigned a job classification, the duties of which the employee is competent to perform and which generally reflect the employee's normal work. Such job classification shall not preclude assignment of the employee for limited periods on work other than that reflected by the employee's job classification in emergencies, for sickness or vacation relief, to meet the Company's service requirements, when the employee's normal work is slack or while the employee is being trained to better fit the employee for advancement in grade as vacancies occur.

2.(a) An employee performing the duties of a higher job classification than the employee's own within the bargaining unit shall be paid the maximum rate of the higher job classification for all hours so-assigned on one day, provided the employee works one or more hours in the higher job classification on that day. Temporary upgrades to Chief and Lead will be assigned according to the greater Classification Seniority among employees on duty in the job classification(s) affected. This provision will not apply to an employee who is performing the duties of a higher job classification while being trained under the direction of a qualified employee. Employees who are assigned to perform the duties of a higher job classification under this provision shall not acquire Classification Seniority in the higher job classification while so-assigned.

2.(b) When it is determined by the Company that an employee in a lower job classification who has been performing the duties of a Chief, Automotive Equipment Mechanic or Area Stockhandler job classification is qualified for promotion, the employee will upon promotion or upgrading be paid at the maximum rate for that classification. When an employee is promoted in accordance with the above, the one year probationary period will apply to the maximum rate.

When determination of qualifications has not been made prior to the promotion, the employee will upon promotion to such classification be credited with the amount of time served at the probationary wage rate of the job classification during the two year period immediately preceding the employee's promotion.

2.(c) If during a Supervisor's absence from work an employee in a Chief job classification is temporarily assigned to direct work forces normally directed by a Supervisor, the employee will be paid 7% of the applicable Chief's rate in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day. If a classification other than Chief is assigned, the employee will be paid the applicable Chief rate in addition to the 7% of the applicable Chief's rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

2.(d) When crews headed by Chiefs are combined, and in the absence of a Supervisor, a single Chief is assigned to direct the work performance of the crews, the senior Chief will be upgraded to Supervisor, and the employee will be paid 7% of the applicable Chief's rate in addition to the employee's basic straight- time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

2.(e) If during a Storekeeper's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Storekeeper, the employee will be paid 7% of the employee's basic straight-time hourly rate in addition to the employee's basic straight-time hourly rate for all hours so-assigned on one day provided the assignment is for one or more hours on that day.

2.(f) If during an Area Stockhandler's absence from work a Stockhandler at the maximum rate is temporarily assigned to conduct the work normally conducted by the Area Stockhandler, the employee will be paid the maximum rate of the Area Stockhandler classification for all hours so assigned on one day, provided the employee works one or more hours in that classification on that day.

2.(g) Meter readers may be temporarily assigned to perform the duties of a collector, as required. If this assignment exceeds a continuous period of one hour, then the employee is entitled for all hours so assigned on one day to be paid at the top of the rate of the collector's rate progression.

3. If it is definitely established (1) that a regular employee is incapable of performing the duties of the employee's job classification because of an injury sustained in the employ of the Company, or (2) that a regular employee having five or more years of continuous service is incapable of performing the duties of the employee's job classification because of a disability or infirmity arising from natural causes and the employee is assigned to a lower job classification within the employee's ability to perform, a special basic rate of pay will be established for the employee as follows:

3.(a) For an employee with less than twenty years of continuous service at the time of reassignment, the special basic rate will be determined by multiplying the difference between the employee's basic rate immediately preceding reassignment and the maximum basic rate for the lower job classification to which the employee is reassigned by the product of five percent times the employee's years of continuous service and adding the amount so-obtained to the maximum basic rate of the lower rated job classification. For an employee with twenty or more years of continuous service there will be no reduction in basic rate when reassigned to a lower rated job classification under this provision. Any special basic rate established under the terms of this provision will thereafter be subject to general wage adjustments made during the term of this Agreement.

3.(b) Should such an employee later qualify for and be promoted to a higher job classification, the employee's basic rate will be the starting rate for the higher job classification or the special rate as determined above, whichever is greater.

3.(c) The above Sections 3.(a) and 3.(b) apply to employees who may be reassigned to a lower rated job classification for reasons stated in Section 3. on or after June 1, 1973.

4. In order that the Union may maintain its records of bargaining unit employees the Company will periodically notify the Union of job classification changes. Such notification will provide the name, job classification and location for each bargaining unit employee hired, reclassified, transferred or separated from the Company. The information will be directed to the Business Manager of the Local Union having

jurisdiction over the location involved. If an employee within the bargaining unit is discharged, the Company will notify the Business Manager and the Assistant Business Agent for that specific work group of the Local Union concerned as promptly as possible.

4.(a) If a regular bargaining unit employee is suspended or discharged the local management of the Company will notify the Local Union representative on the same day of occurrence. If requested by the Union, the matter shall be discussed on that day by management representatives and the Local Union in the area concerned.

ARTICLE VII

SCHEDULES, WORKING HOURS, OVERTIME, PREMIUM AND HOLIDAY RATES

1. The Company will prepare and post on bulletin boards schedules of normal work coverage for the employees in various operating areas and divisions of the Company. The purpose of the schedules is to inform the employee of the employee's normal hours of work which shall consist of not more than eight hours per day or forty hours per week. The workweek shall consist of five consecutive days except for shift or scheduled workers. All hours worked in excess of eight hours per day or the basic forty hours per week, or outside of the employee's normal schedule, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided. The regular rate for purposes of computing overtime compensation shall include only those amounts required to be included under the applicable law.

2.(a) For the purpose of this Agreement, employees are composed of shift, day and scheduled workers. (1) A shift employee is defined as one who works at a seven day operation or service, on a rotating or shift schedule. (2) A day worker is one whose basic workweek is Monday through Friday, or Tuesday through Saturday between the hours of 6 a.m. and 6 p.m. for 8 hours a day. (3) A scheduled worker is an employee, other than a shift worker or day worker, who works according to a schedule of hours at different times of the day or night and/or on different days of the week including Saturdays and Sundays.

2.(b) The Company may establish a "J" schedule (hours other than between 6 a.m. and 6 p.m.) in each of its operating areas; except that two "J" schedules may be established in the Stamford portion of the Norwalk area.

2.(c) If the Company changes or modifies working schedules in an operating area or division of the Company, in a manner which the Union considers arbitrary or unnecessary, the new schedule shall be worked subject to adjustment through the grievance procedure up to and including arbitration.

3. When working conditions permit, regular active employees will be allowed time off at basic straight-time rates on recognized holidays falling on a day within their normal schedule. When a regular employee is required to work on a recognized holiday falling on a day within the employee's normal schedule, in addition to holiday pay at basic straight-time rates, one and one-half straight-time rates will be paid for time worked within the employee's normally scheduled hours and double straight-time rates will be paid for time worked outside the employee's normally scheduled hours.

4.(a) When a recognized holiday falls on a day outside of a regular active employee's normal schedule, the Company at its option will either designate a day off from the employee's normal schedule with basic straight-time pay or pay the employee for the holiday at basic straight-time. When the Company designates a day off from normal schedule, it shall fall within a calendar period of twenty-three days beginning with the second Saturday preceding the calendar week within which the recognized holiday falls. When designating a day off under this provision the Company will endeavor firstly to make such day off be contiguous to another day off or, secondly to occur on a Sunday or, thirdly to occur on a day other than contiguous to another day off or other than on a Sunday. Exceptions to the foregoing sequence may be made to accommodate an employee's request for a designated day off provided the

exception does not require a change of normal work schedule for another employee who objects to such schedule change.

4.(b) When a regular employee is required to work on a recognized holiday falling on a day outside the employee's normal schedule, in addition to either the time off or the straight-time pay provision of Section 4.(a), above, one and one-half straight-time rates will be paid for time worked up to eight hours and double straight-time rates will be paid for time worked in excess of eight hours.

5.(a) The schedules of normal work coverage for employees who are assigned as shift or scheduled workers are made to meet the continuous nature of the Company's operations. **The Company and Union shall meet and discuss any permanent schedule change for shift or scheduled workers prior to implementation. During the course of discussions with the Company, the Union may seek input and poll the membership regarding any schedule change.** The job classifications of employees who normally are assigned as shift or scheduled workers are identified by the prefix "S" in the Schedule of Job Classifications and Basic Straight-Time Hourly Rates Appendix "A" of this Agreement.

5.(a.1) A Shift or scheduled worker required to work sixteen consecutive hours that include the eight-hour period immediately preceding the employee's normal schedule and eight hours of the employee's normal schedule will be paid at the applicable premium rate for the sixteen-hour period. Article VII, Section 10(b) will not be applicable for purposes of this Section.

5.(b) Upon request from shift or scheduled workers, the Company may, at its discretion with respect to extended hours of work and the numbers of simultaneous requests or extended periods of exchange, permit such employees to exchange their scheduled hours of normal work coverage within a work week provided the shifts are adequately covered without involving payment of overtime or upgraded rates. When such exchanges of scheduled work hours are permitted, the advance notice requirements of Section 6. of this Article shall not be applicable. No other such exchanges of scheduled hours of normal work coverage will be permitted, except for employees on a Tuesday through Saturday schedule.

5.(c) When an employee in any job classification is assigned to work on an afternoon or night schedule of normal work coverage, a premium of 7% of the employee's basic straight-time rate or $2.00 whichever is greater will be added to the employee's basic straight-time rate for all hours worked within that schedule and including all hours worked contiguous to that schedule. For the purpose of this shift premium provision, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 6:00 p.m. For LNG employees, afternoon and night schedules of normal work coverage are defined as those which include normal schedule hours of work preceding 6:00 a.m., or following 7:00 p.m. A Garage Mechanic regularly assigned to the second shift shall receive the shift adder for all paid time off.

5.(d) A premium of twenty-five percent of the basic straight-time rate per hour will be added to the basic straight-time rates for time worked on Sundays on a normal schedule by shift or scheduled workers. This Section 5.(d) will not be applicable to time worked at double straight-time rates under the provisions of Section 13. of this Article.

6.(a) When possible, employees will be given not less than seventy-two hours advance notice of changes in their normal work schedules. In any case of a change of normal work schedule, the employee(s) affected must be advised of the change in advance of the starting time of the new normal work schedule for the purposes of the premium rate and rest time provisions of this Article VII.

6.(b) When an employee's normal work schedule is changed with less than seventy-two hours' advance notice, any time worked within the new normal schedule which was not normal work time under the old schedule will be paid for at one and one-half straight-time rates until the advance-notice period has expired, except when other rates are applicable, and excepted further that when an employee's normal work schedule is changed to provide relief coverage because of sickness or other unexpected absences of employees, forty-eight hours shall be the advance-notice period for application of greater than straight-time rates. An employee may be returned to the employee's previous normal schedule without forty-eight hours' advance notice after serving a relief coverage assignment as described herein.

6.(c) When operating or maintenance requirements make it necessary to change the normal work schedule of a day work employee, (other than a shift or scheduled worker), to an afternoon or night normal schedule, for other than relief assignments to normal schedules of shift or scheduled workers, the

employee will be paid at one and one-half times the employee's straight-time hourly rate for all time worked on the afternoon or night normal schedule which was not normal work time on the employee's daytime schedule provided the period of assignment is for three or less consecutive workdays. When the period of assignment is more than three consecutive workdays, the change of normal work schedule will be made in accordance with 6.(b) above. This Section 6.(c) will not be used to change the normal work schedules of day work employees from daytime to afternoon or night normal schedules except when the work to be done is necessitated by operating or maintenance requirements which must be continued on at least a two-shift basis or when it cannot be performed during daytime normal schedule hours. A day work employee may be returned to a daytime normal work schedule without seventy-two hours' advance notice.

6.(d) Whenever possible, employees will request permission for planned absence at least seventy-two hours in advance of such absence.

7. When operating conditions make it necessary for employees to work during their normal schedule lunch period, an alternate lunch period of equivalent time will be designated by the Supervisor. The alternate lunch period normally will be designated to begin not more than one hour before or one hour after the starting time of the normal schedule lunch period and when so-designated, time worked during the normal schedule lunch period will be considered as a part of the normal schedule workday. When the alternate lunch period is designated to begin more than one hour before or after the starting time of the normal schedule lunch period, that time will be paid at straight time rates and time worked during the normal scheduled lunch period will be considered as outside of the normal scheduled work day and will be paid for at the applicable overtime rates.

8. Insofar as practicable overtime work will be equitably distributed among suitably qualified employees who are in the job classifications in the area in which the work is to be performed. Records of distribution of overtime work will be made available to designated Union representatives upon their request and also posted on a weekly basis.

8.(a) CLERICAL CLASSIFICATIONS

Overtime work will be equitably distributed among suitably qualified employees who are in the job classification in the department in which the work is being performed.

8.(b) TECHNICIANS A & B

Overtime work will be equitably distributed among suitably qualified employees who are in the job classification in the department in which the work is being performed. Assigned work will be completed by technician without regard to seniority.

8.(c) CONSTRUCTION TECHNICIANS

Overtime work will be equitably distributed among suitably qualified employees who are in the job classification in the department in which the work is being performed. Assigned work will be completed by technician without regard to seniority.

9.(a) Whenever possible at least seventy-two hours' notice will be given to employees who are required to work prearranged overtime. For the purposes of this Section 9., prearranged overtime is defined as that for which four or more hours of advance notice has been given. Employees who are unable to report for overtime work will notify the Company as promptly as possible in order that planned work will not be disrupted.

9.(b) Except when assigned to call duty under the provisions of Article X, an employee who reports for prearranged overtime work on a day outside of the employee's normal work schedule will be paid for a minimum of four hours at applicable overtime rates. If an employee assigned under this Section 9.(b) is required to report on the job two or more times on one day, the employee will be paid a minimum of two hours at applicable overtime rates for each time the employee reports and, in addition, the employee will be paid for two hours at basic straight-time rates. When an employee is advised on less than **fifteen** hours' advance notice not to report for such prearranged overtime work the employee will be paid for two hours at the employee's basic straight-time rate. When an employee is assigned to call under the provisions of Article X the employee will be paid for overtime work in accordance with Article X and the provisions of this Section 9.(b) will not be applicable.

9.(c) When an employee reports for prearranged overtime work on a day within the employee's normal schedule, the employee will be paid for a minimum of two hours' work except that when the prearranged overtime is less than two hours and immediately precedes or follows the employee's normal schedule, the employee will be paid for the actual overtime worked at the rate applicable. When an employee is advised on less than **fifteen** hours' notice not to report for such prearranged overtime, the employee will be paid for two hours at the employee's basic straight-time rate except that when the prearranged overtime immediately precedes or follows the employee's normal schedule hours and would amount to less than two hours, the employee will be paid at the employee's basic straight- time rate for the actual amount of prearranged overtime involved.

10.(a) If an employee is required to work outside of the employee's normal schedule for more than one hour during the eight-hour period immediately preceding the starting time of the employee's next normal daytime schedule, (starting between 6 a.m. and 10 a.m.), the employee will, whenever possible, be allowed rest time during that normal schedule without loss of normal wages. The rest time shall be equivalent to the sum of the time worked and any **meal** time taken in accordance with Article XII during the above eight-hour period, except that eight hours rest time will be provided if an employee is required to work six consecutive hours during the above 8-hour period and is dismissed before the start of the normal schedule. When service requirements will not permit allowing all of the earned rest time off during normal schedule, that part worked will, except for holidays, be paid for at double straight-time rates.

If an employee is called out to perform work outside of the employee's normal schedule for more than one hour during the eight-hour period immediately preceding the starting time of a daytime prearranged overtime period, (starting between 6 a.m. and 10 a.m.),the employee will, whenever possible, be allowed rest time during that prearranged overtime period for which the employee will be paid straight-time rates. The rest time shall be equivalent to the sum of the time worked and any meal time taken in accordance with Article XII during the above eight-hour period. When service requirements will not permit allowing all of the earned rest time off, that part worked will, except for holidays, be paid for at double and one-half straight-time rates.

10.(b) If an employee is required to work beyond sixteen consecutive hours the employee will, whenever possible, be allowed a period of eight hours time off before returning to work. Any part of such time off which extends into the employee's normal work schedule will be paid for at straight-time rates. Time allowed off for meals (meal time not taken) will be counted in determining sixteen consecutive hours for the purpose of this Section, but will not count towards rest time. When service requirements will not permit allowing as earned rest time off that part which may extend into normal schedule, that part worked during normal schedule will, except for holidays, be paid for at double straight-time rates.

11. If an employee is required to work beyond sixteen consecutive hours, the employee will be paid at double the employee's straight-time rate for those hours worked beyond sixteen, until the employee is allowed eight consecutive hours off. Time allowed off for meals (meal time not taken) will be counted in determining sixteen consecutive hours for the purpose of this Section, but will not count towards eight consecutive hours off.

12. When meals are furnished by the Company under the provisions of Article XII, Section 5., time allowed off for meals will be paid for at the applicable overtime rates except for the normal scheduled or designated (midday or midshift) lunch period. If a meal is furnished under this provision following the conclusion of the workday, one-half hour eating time at the applicable overtime rates will be paid.

13.(a) A Shift or scheduled worker will be paid double the straight-time rate for all hours worked on Sunday outside the employee's normal schedule.

13.(b) Employees with Sunday as a normal scheduled day off in any calendar week shall be paid double time for work on that Sunday, and at time and one-half for work on the other normal scheduled day off in that calendar week. Employees required to work on a Sunday within their normal schedule in any calendar week shall receive time and one-half for work on the first normal scheduled day off and double time for work on the second normal scheduled day off in that calendar week.

14. When two or more rates may be applicable, the higher rate shall be applied. There shall be no duplication in the application of regular, overtime or premium rates of pay for the same hours worked.

ARTICLE VIII

HOLIDAYS

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday preceding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern. These two floating holidays must be taken in full eight (8) hour increments.

ARTICLE IX

VACATIONS

1. Vacation Allowance: Regular employees will be allowed the following vacation periods annually with basic straight-time pay:

(a)(1) For employees with less than one year of service and hired between January 1 and March 31 of the current calendar year will be allowed three weeks of vacation.

(a)(2) For employees with less than one year of service and hired between April 1 and June 30 of the current calendar year will be allowed two weeks of vacation.

(a)(3) For employees with less than one year of service and hired between July 1 and September 30 of the current calendar year will be allowed one week of vacation.

(a)(4) For employees with less than one year of service and hired between October 1 and December 31 of the current calendar year will not be granted vacation for that period.

1.(b) Employees who are expected to complete at least one year of continuous service by December 31 of a calendar year will be allowed three weeks' vacation in that and each succeeding calendar year until eligible for four weeks' vacation under 1.(c) below.

1.(c) Employees who are expected to complete 10 years of continuous service by December 31 of a calendar year will be allowed four weeks' vacation in that and each succeeding calendar year until eligible for five weeks' vacation under 1.(d) below.

1.(d) Employees who are expected to complete 20 or more years of continuous service by December 31 of a calendar year will be allowed five weeks' vacation in that and each succeeding calendar year.

Less than one year of service	Start date January 1 through March 31 – 15 days
	Start date April 1 through June 30 – 10 days
	Start date July 1 through September 1 – 5 days
	Start date October 1 or later – no vacation accrued.

One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

2. Consistent with the Company's service obligations, vacation periods will be scheduled to meet and suit the convenience of employees. Insofar as practicable, employees will be granted preference in selecting vacation periods in descending order of Company Seniority on an operating area or departmental basis as involved. Such preference for selection will be granted in the following order: (1) for all vacation periods under 1(a), 1(b) above, (2) for all third week vacation periods, (3) for all fourth week vacation periods, (4) for all fifth week vacation periods, (5) for any additional vacation days granted because of recognized holidays falling within vacation periods. Each operating area will, not later than April 1st, prepare and post on appropriate bulletin boards schedules showing the time of vacation periods granted. In order that the Company will be able to prepare and post vacation schedules by April 1st, it will be necessary for employees to make their selections of vacation periods promptly. In the event an employee fails to make the employee's selection within a reasonable period of time, the employee will forfeit the employee's turn until all other employees involved have made their selections. Should any employee fail to make the employee's selection(s) by March 1st, the Company, at its discretion, may schedule that employee's vacation period. Changes in any scheduled vacation period may be made with mutual consent of employees involved and the Company. When choice of vacation period has been granted, it will not be interfered with except in emergencies.

3. When a recognized holiday falls within an employee's vacation period, an additional day of vacation with basic straight-time pay may be scheduled. Whenever possible the additional vacation day will be scheduled to either immediately precede or follow the vacation period during which the recognized holiday occurs or to be consecutive to other scheduled days off. When the Company cannot schedule or the employee does not desire such additional vacation day to be scheduled in the foregoing manner, it may be scheduled for some other available day. If it is determined by the Company that no additional day of vacation can be granted, the employee will be paid an additional day's pay at basic straight-time rate in lieu of the additional vacation day and such day's pay will be included with wages paid for the week during which the recognized holiday occurs.

4. Any employee with more than one year of continuous service who resigns and has given the Company at least two weeks' notice, or who is discharged by the Company, shall, at the time of the termination of the employee's employment, be credited with any vacation pay which the employee has earned but not received, prorated at one-fifth of the employee's total vacation allowance for each full month of full-time, active employment completed between January 1 and June 1 of that year. Any such employee who leaves after June 1 will be entitled to the employee's full vacation or pay for that calendar year.

Any employee who retires after January 1 of any calendar year will be credited with vacation time for any portion of the employee's total vacation allowance for that calendar year which the employee has not already received. However, in the normal case, such employee will be required to schedule the employee's entire vacation prior to the employee's retirement date. An employee retiring on any February 1 who is entitled to more than four weeks of vacation will schedule such vacation during January of that year and in the latter part of December of the preceding year.

ARTICLE X
CALL TIME

1. Employees whose job requirements include assignment to take trouble calls outside of normal scheduled hours will be required, during periods of such assignment, to make themselves available at their reporting base within approximately one-half hour.

Such employees shall upon request be excused from “On-Call”/Shift assignment for a period of not less than twelve months provided the employee has reached 45 years of age**,** has greater department/classification seniority, and the granting and/or continued compliance with the request does not subject the remaining employees on call in the operating area and department to a normal schedule call assignment frequency greater than one out of four.

Any employees so excused will be excluded from the provisions of Article VII, Section 8, but the Company will attempt to equalize scheduled overtime to the extent possible without keeping dual overtime records.

Employees who are excused from “On-Call” shall have 2000 hours added to their overtime hours on the overtime list.

For the purpose of unplanned overtime, the overtime list will be followed as per normal practice.

For the purpose of planned overtime, the administrative 2000 hours figure will be disregarded.

2. Employees who are assigned by the Company to take trouble calls outside their normal schedule hours will be paid (1) one and one-half hours at basic straight-time rates for each such 24 hour period assigned - Monday through Friday, (2) three hours at basic straight-time rates for each 24 hour period on a Saturday, Sunday, or recognized holiday so-assigned. If called upon to perform work, in addition to the call-time pay they will be paid for the time worked at the rate applicable but not less than two hours for each time called out, except they will be paid not less than three hours at the applicable rate for each time called out between 12:00 midnight and 6:00 a.m.

3. Time worked under Section 2 will be computed from the time of receipt of each call out, and unless the time extends into the employee’s scheduled work time, until return to place of receipt of the call out.

4. Employees not assigned to take trouble calls outside their normal schedule hours but who are called out to perform other than prearranged overtime work will be paid at a minimum of two hours the rate applicable for each time called out except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. Time worked will be computed as described in Section 3. Travel time will not be considered as time worked for purposes of Article VII, Section 10(a).

ARTICLE XI
SAFETY

1. In job assignments and in assignments to do specific pieces of work only such employees shall be assigned as have the necessary judgment, skill and ability, as generally reflected by their job classifications and normal assignments, to safely perform the work to be done.

2. The Company will issue a copy of its "Accident Prevention Manual" to each employee covered by this Agreement. Any changes in the rules in the "Accident Prevention Manual" shall be a matter of discussion between the Parties before becoming effective. Once the Company has made a decision on any such change in a safety regulation the grievance procedure up to and including arbitration may be initiated to determine if the Company acted reasonably in making such change.

3. The Company will furnish suitable protective equipment and take such other precautions in the interest of safety as conditions require.

4. Respirators, fire extinguishers and first-aid kits will be standard equipment on all trucks where conditions require.

5.(a) Protective equipment such as safety belts, rubber gloves with protectors and welder's equipment will be furnished by the Company. The Company will furnish coveralls or shirt and pants for painting of a nature where normal painting practices fail to prevent for all practical purposes destruction of the employee's clothing. Where required on the job the Company also will furnish for the use of employees, boots, raincoats, rainhats, heat-protective gloves, working gloves and other protective items which it has customarily furnished in the past. In addition, plastic raincoats will be furnished to collectors and rubbers to collectors and Meter Readers. Protective equipment furnished by the Company shall not be used by employees for purposes other than Company work. Such equipment shall normally be stored

on Company property or in other locations authorized by the Company where it will be readily available for use when required. Each employee to whom the foregoing equipment is issued will be expected to exercise reasonable care in its use and to guard it against unnecessary damage or loss.

The Company shall repair or replace an employee's clothes which have been damaged or destroyed through an unusual incident on the job related to the employee's work except where the employee has failed to use the protective clothing furnished by the Company. The foregoing shall not apply to an employee's clothes which are worn out, damaged or soiled through daily attrition.

5.(b) Each employee shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall provide and own all tools used by a gang or crew such as picks, shovels, crowbars, chain hoists and the like as required. The Company also shall provide and own uncommon and infrequently used equipment and tools such as those of larger size than ordinary hand tools or any special tools required for special purposes, including body belts. In addition, the Company shall provide those hand-tool items which are consumed in use such as files, bits, drills, hacksaw blades and the like.

5.(c) It shall be the responsibility of both the Company and the employees to maintain their respectively owned tools and equipment in good condition at all times and make replacements promptly when required for the safety of employees. The Company shall replace employees' personally owned hand tools if worn out or broken in normal use on the job. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

6. No employee shall be required to perform any hazardous task, with which the employee is not familiar, without proper instruction and close supervision. When working on emergency service restoration, employees shall call the appropriate Company office or person designated by the Company to receive such calls for any assistance that may be required for compliance with safe work practices.

7. Except in emergency, no employee shall be required to do outdoor work when weather conditions might make such work unsafe. An emergency, as referred to in this Agreement, is any unforeseen circumstance which involves the safety of any person, loss of or damage to any property, or interruption of or interference with service or operation.

In case of construction or maintenance forces, who are normally engaged in outdoor work, extreme cold shall be considered as contributing to unsafe conditions. Such extreme cold shall be established when temperature is 10° or lower at the work location. However, they will be expected to do essential work to maintain operations such as outdoor switching and fuel handling.

It will be the policy of the Company to give reasonable consideration to limiting the outside work of Meter Readers, when extreme weather conditions exist, providing the nature of the work will permit postponement.

LNG employees, who are normally engaged in outdoor work, will be expected to perform essential functions including but not limited to snow removal, facility walkthroughs and maintenance in order to maintain operations in all weather conditions.

Employees excused from their normal duties due to this section may be assigned to other work as closely applicable to their work as is available, but need not be confined to work applicable to their specific job classifications.

8. Safety is a joint responsibility of supervisors and employees. The primary function of Supervision is to direct work in a safe manner at all times. Supervisors will endeavor to see that employees observe necessary safety precautions to protect against exposure to danger or in other situations of potential hazard and will direct operations in such a manner that safety precautions are observed. Supervisors will refrain from engaging in manual work when such engagement prevents them from giving adequate attention to their responsibilities as outlined in this Section.

9.(a) Representatives of the Company and the Union shall meet twice annually at the request of either party to discuss matters pertaining to safety. At such times as are mutually agreeable employee representatives designated by the Union, not to exceed a total of ten (10) union employees, five (5) from each Local, will be allowed time off from normal work schedule without loss of basic wages to meet and confer with designated representatives of the Company concerning matters of safety.

9.(b) In the month of November, Local Union Business Managers or Assistant Business Managers may, in their respective jurisdictional areas, nominate one regular bargaining unit employee for membership on each operating area safety committee. Appointment of nominees will be made by the Company with due consideration for safety- committee-membership rotation and cross-section representation of job classifications on each committee.

9.(b.1.) At the request of either party, meetings will take place on a monthly basis to discuss matters pertaining to safety.

ARTICLE XII
EXPENSE ALLOWANCES

1. When required to work distant from the base area, employees will be paid expense and travel allowances as follows:

1.(a) When the Company supplies transportation between the base and work, employees will be allowed travel time at the rate applicable and equal to the time spent en route.

1.(b) When requested to travel by means of specific public transportation, employees will receive the actual fare paid and will be allowed travel time at the rate applicable and equal to the time spent en route.

2. Except when Section 1 or Section 3 of this Article is applicable, an employee required to make the employee's own arrangements to report at a job location outside the employee's base area (except AMR satellite locations – Hartford and Waterbury) will be paid a daily expense allowance as provided under one of the following Plans:

Plan A - If the distance one way is twenty-five miles or less; $28.32 per day.

Plan B - If the distance one way is over twenty-five miles but not over forty miles; $50.18 per day.

Plan C - If the distance one way is over forty miles but not over sixty miles; $57.39 per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; $64.82 per day.
When the distance is beyond ninety miles, the employee will be paid mileage at the current NU mileage rate for each mile beyond ninety miles.

(a) If on any one day an employee travels one way to or returns one way from a job location under the provisions of Section 1. of this Article, the employee will be paid an expense allowance on that day under one of the following Plans:

Plan E - If the distance one way is thirty miles or less; $24.34 per day.

Plan F - If the distance one way is over thirty miles; $33.41 per day.

2.(b) For the purposes of the above Plans, distances shall be measured over highways which are reasonably passable and which provide the shortest routes between the employee's base area headquarters and the job locations involved.

2.(c) If an employee is required to report at two or more job locations outside of the employee's base area on one day the employee will be paid the daily expense allowance provided under the Plan

applicable to the job location which is the greatest distance from the employee's base area headquarters. In addition, the employee will be reimbursed at the current NU mileage rate one way for the actual distance traveled between the job locations involved on the day. This Section 2.(c) will not be applied to require an employee to report at two or more job locations on one day involving Plans B, C, D, or F except when it is necessary to do so to provide a full day's work or when emergency work is required. Whenever possible, employees will be advised not later than the day preceding requirement to report at a different job location.

3. An employee authorized to make occasional use of the employee's personally owned vehicle for Company business during working hours and for which the employee is not being paid a travel expense allowance under other provisions of this Article will be reimbursed at the current NU mileage rate.

The current NU mileage rate may be changed by the Company at its sole discretion without notice to, or negotiation with the union. Changes or modifications to the rate will also not be subject to the grievance and arbitration procedure.

4. If an employee is required to work overtime and is thereby put to additional expense to obtain a meal, the employee will, except when Section 5. of this Article is applicable, be paid a meal allowance of $10.00 for meals between midnight and 3:59 p.m. and $20.00 for meals between 4:00 p.m. and 11:59 p.m.

4.(a) When required to report for work starting one hour or more before the employee's next normal schedule starting time without having been given twelve or more hours' advance notice.

4.(b) When required with twelve or more hours' advance notice to report for prearranged overtime work an allowance will be paid for one meal if the reporting time is two or more hours: (1) before the employee's normal schedule starting time on a day within the employee's normal schedule; or (2) earlier in the day than the employee's starting time on a normal schedule workday if the work is on a day outside the employee's normal schedule; or (3) before the normal schedule starting time of a shift or scheduled worker.

Exception to the twelve hours' advance notice provisions of Sections 4.(a) and 4.(b) will be made when a shift or scheduled worker is required to report for prearranged overtime work on a shift starting at or between the hours of 12:00 Noon and 6:00 p.m. In such situations four or more hours' advance notice will be applicable. When advance notice to report for prearranged overtime work under the above conditions has not been given an allowance will be paid for a midday (midshift) meal also provided such meal is involved.

4.(c) When required to work one-and-one-half hours or more beyond the employee's normal schedule hours.

4.(d) When working a total of more than 15 minutes during the hour that starts at 7 AM, noon or 5 PM (an additional meal allowance will be provided for each additional five hours of overtime worked after 6 PM and before 7 AM).

4.(e) Under the conditions described in this section an employee will be allowed three quarter hour eating time for the first meal earned after working one-and-one-half hours beyond the employee's normal scheduled hours or after working one-and-one-half hours beyond eight hours of continuous prearranged overtime work and one-half hour for any other meals earned which the employee will be paid at the applicable overtime rate except for (1) the normal schedule or designated lunch period and, (2) meals eaten during working time. This eating time does not count toward the five hours required for an additional meal when the employees stop to eat.

5. During times of emergency when employees cannot be released long enough to make arrangements for their meals or lodgings, the Company at its expense will make suitable arrangements for same. Under such conditions the provisions of Section 4. of this Article shall not apply. For the purpose of this Section meals will be furnished at five-hour intervals unless a majority of the employees concerned in a work group agree to extend the five-hour interval. (See Article VII, Section 12., concerning time off for meals furnished under this Section 5.).

6.(a) When at the Company's request an employee is reassigned or transferred under the provisions of Article V and a change of residence is required, the employee will be reimbursed for mileage

between the employee's former reporting base and the new reporting base and will be reimbursed at the current NU mileage rate.

The following conditions apply to above temporary expense allowance:

(1) The expense allowance will be applied for each day the employee provides the employee's own transportation to travel to and/or from the employee's new reporting base.

(2) The amount of expense allowance will be based upon the actual distance in miles between the former and new reporting bases as measured over streets and highways that are reasonably passable and provide the most direct route.

6.(b) In lieu of the expense allowance outlined in Section 6.(a) the Company may either provide the employee with transportation or require the employee to live in the employee's new base area and make arrangements for the employee's meals and lodgings at Company expense.

6.(c) Payment of the expense allowance or provision of transportation or meals and lodging under this Section 6. will be limited to the first thirteen weeks from the effective date of assignment at the new reporting base or until the effective date of the employee's change of residence, whichever occurs earlier.

7. When in the judgment of the Company the expense allowances provided in this Article are insufficient to cover reasonable expenses it may, upon review of any particular case, make an additional allowance to cover expenses actually incurred.

8. If, during the term of this Agreement, the Company contemplates changing a current practice or privilege, not specifically covered in this Agreement, which, if changed, would result in a significant increase in employees' personal expenses, the Business Manager or an Assistant Business Manager of the Local Union concerned will be advised in advance of the change as soon as practicable. Upon request of either party, Union and Company representatives will meet for discussion of such change.

9. The Company will provide an annual tool upgrade allowance of up to **$800.00** per year for Garage Mechanics. The employee must furnish a receipt of purchase for reimbursement documenting the purchase of job specific tools.

Any Testing Equipment, Diagnostic Tools, Torque Wrenches, Specialty Tools or Socket Sets over ½ inch drive required by the Company for performance of any job will be **supplied by the Company as shop tools.** The employee will be responsible for any tools lost or damaged through the employee's own negligence.

Any repair and/or replacement of a cordless/battery operated tool, including batteries, shall be the responsibility of the employee.

New hires and transferees to the Garage Mechanic Classification shall provide and own all ordinary hand tools commonly required in the employee's regular assignment. The Company shall replace employees' personally owned hand tools **used on Company assigned work** if worn out or broken in normal use on the job **provided the tools are not covered under warranty at the time they are worn out or broken**. Worn out and broken tools replaced in accordance with this provision shall be turned over to and become the property of the Company.

If an employee's tools are stolen, **not lost, while they are on Company property,** they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

ARTICLE XIII
NOTICES

1. The Company will furnish suitably identified bulletin boards for use by the Union in such numbers and locations as mutually agreed upon. The purpose of these bulletin boards will be for the posting of notices pertaining to the Union and its members. All Union notices must be signed by an official of the Union and such notices shall contain nothing political, controversial or reflecting upon the Company, Union or any employees. Either the Union or the Company may remove from these bulletin boards any notices posted thereon which do not comply with this Section 1.

2. If a general notice to employees or the public is issued pertaining to a change made in this Agreement it shall be signed jointly by representatives of the Company and the Union.

ARTICLE XIV

STRIKES AND LOCKOUTS

During the term of this Agreement, the Company will not engage in any lockout and the Union will not take part in or cause, nor will its members take part in any strike, slowdown or stoppage of the Company's operations. All grievances arising under this Agreement shall be settled in the manner provided for in Article III.

ARTICLE XV

WAGES

Appendix “A” attached hereto and made a part hereof lists the job classifications covered by this Agreement. Appendix “A” is in **four** parts. The first part shows the basic straight time hourly rates of pay applicable to each job classification effective as of **December 1, 2022** for employees who are employed in the listed job classifications on the date this Agreement is signed by authorized representatives.

The second part of Appendix “A” shows the basic straight time hourly rates of pay applicable to the listed job classifications effective on **December 1, 2023.**

The third part of Appendix “A” shows the basic straight time hourly rates of pay applicable to the listed job classifications effective on **December 1, 2024.**

The fourth part of Appendix “A” shows the basic straight time hourly rates of pay applicable to the listed job classifications effective on **December 1, 2025.**

ARTICLE XVI

CONTRACT WORK

Work regularly performed by employees covered by this Agreement will not be contracted out if it would result in loss of continuity of employment or opportunities for permanent promotions to job classifications covered by this Agreement.

ARTICLE XVII

COMPLIANCE WITH LAW

No provision in this Agreement shall be deemed to require the Company or the Union to disregard existing or future laws affecting the relations of the Company, the Union and employees. All provisions of this Agreement are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory bodies having jurisdiction. If any such laws, regulations, rulings or orders shall conflict with any provision of this Agreement, the Company and the Union shall confer to negotiate a lawful modification. The lawful invalidating of any provision shall not affect the remaining provisions of this Agreement and it shall not constitute a grievance for the purposes of Article III or Article IV.

ARTICLE XVIII

EMPLOYEE BENEFITS

1. It is the intention of the Company to continue its present practices with respect to benefits provided under group insurance plans and the plan provisions applicable to a “Yankee Participant” as such term is defined in the NUSCO Retirement Plan for the term of this 2008 Agreement as amended by the documents titled Yankee Gas Health Benefit Program – December 30, 1992, Long-Term Disability (LTD)

Plan Change – August 14, 1992, and 401(K) Plan Change – August 14, 1992 and as amended in the 1995, 1997, 2001, 2005 and 2008 Final Offers.

Beginning January 1, 2009, the Company will offer the K-Vantage Benefit to employees hired on or after January 1, 2009. K-Vantage will also be available to employees hired prior to January 1, 2009 who have chosen K-Vantage in lieu of additional service and earnings credits under the NUSCO Retirement Plan.

It is understood and agreed by the Union and Company that continuance of benefits provided under group insurance plans will, of necessity, be contingent upon the rules and regulations applicable thereto as established and administered by the insurance companies involved. It is further understood and agreed that application of these employee benefits shall not be subject to grievance procedure or arbitration.

2. If during the term of this Agreement a regular employee sustains an injury on a Company job which results in total incapacity and which prevents the employee from doing any work and which is compensable under the Worker's Compensation laws of the State of Connecticut, the employee shall be paid the difference between the employee's normal basic after-tax wages and Worker's Compensation benefits for the period of total incapacity not in excess of one year from the date of the injury. If it is established that the injury is caused by the negligence of a third party and that third party makes settlement with the injured employee, the Company shall be reimbursed for all wage payments made to the injured employee to the extent that such settlement covers the Company's payments made under the terms of this provision.

ARTICLE XIX
GENERAL

1. During negotiations for the amendment or replacement of this agreement, the Company will pay basic straight time wages to not more than 1 employee representative of the union from each operating area for time lost from their normal work schedules while attending meetings with Company representatives. There will be only 1 representative from each operating area. If any of these Union representatives is a shift or scheduled worker and the employee's schedule of normal work coverage includes shifts directly preceding and directly following the time during which a negotiation meeting with the Company takes place, the employee will be allowed time off with basic straight-time wages from either the shift directly preceding or the shift directly following, but not both, provided that the period of time elapsing between the end of the shift directly preceding and the beginning of the shift directly following does not exceed sixteen hours.

2. Upon written request from the Union, the Company will arrange for a leave of absence for up to two employees who are elected or appointed to the office of full-time Union representative for the Local Unions participating in this Agreement. Such arrangement will include a provision for the Local Union to pay all costs required to maintain the employee's benefits during the employee's leave of absence. The arrangement will also include provisions governing the seniority status of the full-time Union representative in such manner as may be mutually agreed upon by the Company and the Union.

3. It is recognized that the Company may occasionally assign employees covered by this Agreement to work in locations and upon facilities other than those owned or operated by the Company. On such occasions the employees involved, the Union and the Company shall be bound by the provisions of this Agreement. When providing emergency assistance to other utility companies not owned or operated by Northeast Utilities during major outages and/or major service restoration Section 2 of Article XII shall not be applicable, and all hours for travel or work time paid under the terms of this Agreement will be paid at double straight-time rates.

ARTICLE XX

DURATION

This Agreement supersedes all previous agreements and shall continue in force from the first day of **December 2022** until **December 1, 2026** and thereafter for periods of one year unless canceled by advance notice in writing by either party to the other, the advance notice to be given at any time during a thirty-day period, the beginning of which period is ninety days prior to **December 1, 2026** or December 1st of any year thereafter.

If either party desires to amend this Agreement on the **December 1, 2026** anniversary date or on December 1st of any year thereafter, a list of all proposed changes shall be submitted to the other party in writing prior to September 1st of the year involved. The party receiving the proposed changes shall have until September 10th to submit additional proposed changes to the other party. The Company and the Union agree to meet promptly thereafter in the period between the 90th and 61st day prior to the anniversary date of the Agreement to discuss the proposed changes and endeavor to reach an understanding on them. If all proposed changes are not thus disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or (2) either party prior to November 1st of that year may serve notice of cancellation of the Agreement if such action is deemed desirable. If all proposed changes are disposed of in a mutually satisfactory manner, the amendments mutually agreed upon shall take effect on the following December 1st, unless the parties agree upon a different effective date.

If notice is given as provided for above it shall be by registered mail addressed to, respectively:

Labor Relations
The Yankee Gas Services Company
107 Selden Street – NU South
Berlin, Connecticut 06037

or

Recording Secretary
Local Union No. 420
550 Wolcott Street
Waterbury, Connecticut 06705

and

Recording Secretary
Local Union No. 457
2590 Berlin Turnpike
Suite 1
Berlin, Connecticut 06037

This Agreement shall become effective when signed by the authorized representatives of the parties.

In witness whereof we have attached our hand and seal.

FOR THE UNION:

/s/ Joseph A Malcarne Date: 3/1/23
Joseph A. Malcarne
Business Manager
Local 420

/s/ Scott M. McCoy Date: 3/7/2023
Scott McCoy
Business Manager/Financial Secretary
Local 457

FOR THE COMPANY:

/s/ Brooke H Sherer Date: 3/1/23
Brooke H. Sherer
Director – Labor Relations

APPROVED FOR THE INTERNATIONAL OFFICE OF THE UNION:

/s/ _____ Date: _____
Kenneth Cooper
International President

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
4/14/2023
Kenneth Cooper,
International President
This approval does not make the International a party to this agreement.

APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2022

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	27.74	32.71
	Administrative Operating Records Support A		y	27.74	32.71
	Administrative Operating Records Support B		y	25.03	26.91
	Administrative Order Exception Support		y	27.74	32.71
	Administrative Training Support		#	27.74	32.71
S	AMR Driver		ø	29.06	40.24
I	Area Stockhandler	Shelton	*	46.50	47.42
	Area Stores/Building Services		*	46.78	48.03
	Associate Construction Technician		y	32.77	40.96
S	Automotive Body Mechanic		z	46.50	49.06
S	Automotive Equipment Mechanic		*	49.10	51.68
	Building Maintenance Worker		ø	29.04	47.72
	Chief Distribution Mechanic		y	55.38	55.82
I	Chief Fitter		z	49.53	54.01
S	Chief Garage Mechanic		z	51.59	54.84
	Chief Mechanic		*	54.84	56.17
	Chief Meter Repairer	Meriden	*	52.68	54.01
	Chief Meter Service Mechanic		y	52.28	54.01
	Chief Stockhandler		*	47.64	48.37
	Chief Welder				57.15
	Collector		ø	26.36	38.55
I	**Construction Technician**		*	44.31	46.22
	Construction Technician		**	44.31	46.22
	Corrosion Technician			32.62	45.03
I	Distribution Mechanic		y	44.22	50.72
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	44.22	50.72
I	Distribution Mechanic Helper		ø	29.52	38.18
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	29.52	38.18
S	Express Driver		ø	29.04	38.81
	Field Collector		ø	29.66	43.39
	Field Technician A		y	30.52	38.35
	Field Technician B		y	27.30	29.09

I	Fitter		*	42.41	47.86
I	Fitter Helper		ø	29.04	36.34
S	Garage Mechanic		*	46.50	49.06
S	Garage Mechanic Helper		ø	30.09	40.22
S	Guard		ø	29.04	38.31
S	Janitor		ø	29.04	38.31
	Lead Distribution Mechanic				51.83
	Lead Fitter				49.06
	Lead Garage Mechanic				50.26
I	Lead Mechanic				53.50
	Mechanic		*	47.72	53.00
	Mechanic Helper		ø	30.09	43.40
	Meter Reader		ø	29.04	40.22
	Meter Repairer	Meriden	y	42.14	49.86
	Meter Repairer Helper	Meriden	ø	29.04	36.82
S	Meter Service Mechanic		y	42.14	50.41
I	Meter Service Mechanic		y	42.14	50.41
S	Meter Service Mechanic Helper		ø	29.04	36.82
I	Meter Service Mechanic Helper		ø	29.04	36.82
S	Parts Handler - Garage		ø	29.04	46.50
	Parts Handler - Garage		ø	29.04	46.50
	Senior System Administrator				43.22
	Stockhandler		ø	29.04	45.36
	Stores/Utility		ø	29.26	45.67
	System Administrator		#	31.80	38.23
	Utility Worker		ø	29.04	42.05
	Utility Worker A		*	43.39	45.29
	Welder		y	46.50	53.66
S	LNG Coordinator I				44.74
S	LNG Coordinator II				50.84
S	LNG Maintenance Technician		ø	40.75	41.54
	LNG Operator			40.23	46.74
	Damage Prevention Specialist		y	30.52	39.38

Footnotes:

Service Mechanic -

In locations where service requirements necessitate the scheduling of a Service Mechanic for normal work coverage on Sundays, the provisions of Article VII, Section 2. will not apply provided another Service Mechanic is assigned to call at the same time in the same location.

1 Location is "As Assigned" unless a specific location is designated.

I For incumbents only.

S Shift or Scheduled Workers.

X Monday - Friday: 3:00 PM to 11:30 PM Schedule

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designated with "y" provide for increases at approximately six-month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

ø Rate bands designated by "ø" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

\# Rate bands designated with "#" provide for increases at approximately twelve-month intervals to employees who make satisfactory progress.

** Rate bands designated with "**" provide for increases at approximately six-month intervals from Step 1 to Step 2 and twelve-month intervals from Step 2 to Step 3 to employees who make satisfactory progress.

APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2023

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	28.57	33.69
	Administrative Operating Records Support A		y	28.57	33.69
	Administrative Operating Records Support B		y	25.78	27.72
	Administrative Order Exception Support		y	28.57	33.69
	Administrative Training Support		#	28.57	33.69
S	AMR Driver		ø	29.93	41.45
I	Area Stockhandler	Shelton	*	47.90	48.84
	Area Stores/Building Services		*	48.19	49.47
	Associate Construction Technician		y	33.76	42.19
S	Automotive Body Mechanic		z	47.90	50.53
S	Automotive Equipment Mechanic		*	50.57	53.23
	Building Maintenance Worker		ø	29.91	49.15
	Chief Distribution Mechanic		y	57.04	57.49
I	Chief Fitter		z	51.02	55.63
S	Chief Garage Mechanic		z	53.14	56.48
	Chief Mechanic		*	56.48	57.85
	Chief Meter Repairer	Meriden	*	54.26	55.63
	Chief Meter Service Mechanic		y	53.85	55.63
	Chief Stockhandler		*	49.07	49.82
	Chief Welder				58.87
	Collector		ø	30.55	44.70
I	**Construction Technician**		*	45.64	47.60
	Construction Technician		**	45.64	47.60
	Corrosion Technician			33.60	46.38
I	Distribution Mechanic		y	45.54	52.24
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	45.54	52.24
I	Distribution Mechanic Helper		ø	30.41	39.33
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	30.41	39.33
S	Express Driver		ø	29.91	39.97
	Field Collector		ø	30.55	44.70
	Field Technician A		y	31.43	39.50
	Field Technician B		y	28.11	29.96
I	Fitter		*	43.68	49.30

I	Fitter Helper		ø	29.91	37.43
S	Garage Mechanic		*	47.90	50.53
S	Garage Mechanic Helper		ø	30.99	41.43
S	Guard		ø	29.91	39.45
S	Janitor		ø	29.91	39.45
	Lead Distribution Mechanic				53.38
	Lead Fitter				50.53
	Lead Garage Mechanic				51.77
I	Lead Mechanic				55.10
	Mechanic		*	49.15	54.59
	Mechanic Helper		ø	30.99	44.71
	Meter Reader		ø	29.91	41.43
	Meter Repairer	Meriden	y	43.40	51.36
	Meter Repairer Helper	Meriden	ø	29.91	37.93
S	Meter Service Mechanic		y	43.40	51.92
I	Meter Service Mechanic		y	43.40	51.92
S	Meter Service Mechanic Helper		ø	29.91	37.93
I	Meter Service Mechanic Helper		ø	29.91	37.93
S	Parts Handler - Garage		ø	29.91	47.90
	Parts Handler - Garage		ø	29.91	47.90
	Senior System Administrator				44.52
	Stockhandler		ø	29.91	46.72
	Stores/Utility		ø	30.14	47.04
	System Administrator		#	32.75	39.38
	Utility Worker		ø	29.91	43.32
	Utility Worker A		*	44.70	46.65
	Welder		y	47.90	55.27
S	LNG Coordinator I				46.09
S	LNG Coordinator II				52.37
S	LNG Maintenance Technician		ø	41.97	42.79
	LNG Operator			41.44	48.14
	Damage Prevention Specialist		y	31.43	40.56

Footnotes:

Service Mechanic -

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1 Location is "As Assigned" unless a specific location is designated.

I For incumbents only.

S Shift or Scheduled Workers.

X Monday - Friday: 3:00 PM to 11:30 PM Schedule

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designated with "y" provide for increases at approximately six-month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

ø Rate bands designated by "ø" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

\# Rate bands designated with "#" provide for increases at approximately twelve-month intervals to employees who make satisfactory progress.

** Rate bands designated with “**” provide for increases at approximately six-month intervals from Step 1 to Step 2 and twelve-month intervals from Step 2 to Step 3 to employees who make satisfactory progress.

APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2024

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	29.43	34.71
	Administrative Operating Records Support A		y	29.43	34.71
	Administrative Operating Records Support B		y	26.55	28.55
	Administrative Order Exception Support		y	29.43	34.71
	Administrative Training Support		#	29.43	34.71
S	AMR Driver		ø	30.83	42.69
I	Area Stockhandler	Shelton	*	49.34	50.31
	Area Stores/Building Services		*	49.63	50.95
	Associate Construction Technician		y	34.77	43.46
S	Automotive Body Mechanic		z	49.34	52.05
S	Automotive Equipment Mechanic		*	52.09	54.82
	Building Maintenance Worker		ø	30.80	50.63
	Chief Distribution Mechanic		y	58.75	59.21
I	Chief Fitter		z	52.55	57.30
S	Chief Garage Mechanic		z	54.73	58.18
	Chief Mechanic		*	58.18	59.59
	Chief Meter Repairer	Meriden	*	55.89	57.30
	Chief Meter Service Mechanic		y	55.47	57.30
	Chief Stockhandler		*	50.54	51.31
	Chief Welder				60.64
	Collector		ø	31.47	46.04
I	**Construction Technician**		*	47.01	49.03
	Construction Technician		**	47.01	49.03
	Corrosion Technician			34.61	47.77
I	Distribution Mechanic		y	46.91	53.81
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	46.91	53.81
I	Distribution Mechanic Helper		ø	31.32	40.51
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	31.32	40.51
S	Express Driver		ø	30.80	41.17
	Field Collector		ø	31.47	46.04
	Field Technician A		y	32.38	40.68
	Field Technician B		y	28.96	30.86
I	Fitter		*	44.99	50.78

I	Fitter Helper		ø	30.80	38.55
S	Garage Mechanic		*	49.34	52.05
S	Garage Mechanic Helper		ø	31.92	42.67
S	Guard		ø	30.80	40.64
S	Janitor		ø	30.80	40.64
	Lead Distribution Mechanic				54.99
	Lead Fitter				52.05
	Lead Garage Mechanic				53.33
I	Lead Mechanic				56.76
	Mechanic		*	50.63	56.23
	Mechanic Helper		ø	31.92	46.05
	Meter Reader		ø	30.80	42.67
	Meter Repairer	Meriden	y	44.70	52.90
	Meter Repairer Helper	Meriden	ø	30.80	39.06
S	Meter Service Mechanic		y	44.70	53.48
I	Meter Service Mechanic		y	44.70	53.48
S	Meter Service Mechanic Helper		ø	30.80	39.06
I	Meter Service Mechanic Helper		ø	30.80	39.06
S	Parts Handler - Garage		ø	30.80	49.34
	Parts Handler - Garage		ø	30.80	49.34
	Senior System Administrator				45.85
	Stockhandler		ø	30.80	48.12
	Stores/Utility		ø	31.04	48.45
	System Administrator		#	33.73	40.56
	Utility Worker		ø	30.80	44.62
	Utility Worker A		*	46.04	48.05
	Welder		y	49.34	56.93
S	LNG Coordinator I				47.47
S	LNG Coordinator II				53.94
S	LNG Maintenance Technician		ø	43.23	44.07
	LNG Operator			42.68	49.59
	Damage Prevention Specialist		y	32.38	41.77

Footnotes:

Service Mechanic -

In locations where service requirements necessitate the scheduling of a Service Mechanic for normal work coverage on Sundays, the provisions of Article VII, Section 2. will not apply provided another Service Mechanic is assigned to call at the same time in the same location.

1 Location is "As Assigned" unless a specific location is designated.

I For incumbents only.

S Shift or Scheduled Workers.

X Monday - Friday: 3:00 PM to 11:30 PM Schedule

* Rate bands designated with "*" provide minimum rates which are probationary for one year and maximum rates which are paid after the probationary period to qualified workers who regularly perform the grade of work specified for the rate band.

y Rate bands designated with "y" provide for increases at approximately six-month intervals to employees who make satisfactory progress.

z Rate bands designated with "z" provide minimum and maximum rates and intermediate rates which will be based upon an employee's relative skill, efficiency and ability to perform the work assigned. After one year of satisfactory performance of the grade of work required for the job classification, employees will be paid the maximum rate of the band applicable to the job classification.

ø Rate bands designated by "ø" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

\# Rate bands designated with "#" provide for increases at approximately twelve-month intervals to employees who make satisfactory progress.

** Rate bands designated with "**" provide for increases at approximately six-month intervals from Step 1 to Step 2 and twelve-month intervals from Step 2 to Step 3 to employees who make satisfactory progress.

APPENDIX "A"

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2025

	Job Classification	(1) Location		Rate Per Hour Min.	Max.
	Administrative Customer Measurement Support		y	30.31	35.75
	Administrative Operating Records Support A		y	30.31	35.75
	Administrative Operating Records Support B		y	27.35	29.41
	Administrative Order Exception Support		y	30.31	35.75
	Administrative Training Support		#	30.31	35.75
S	AMR Driver		ø	31.75	43.97
I	Area Stockhandler	Shelton	*	50.82	51.82
	Area Stores/Building Services		*	51.12	52.48
	Associate Construction Technician		y	35.81	44.76
S	Automotive Body Mechanic		z	50.82	53.61
S	Automotive Equipment Mechanic		*	53.65	56.47
	Building Maintenance Worker		ø	31.73	52.14
	Chief Distribution Mechanic		y	60.51	60.99
I	Chief Fitter		z	54.12	59.02
S	Chief Garage Mechanic		z	56.37	59.92
	Chief Mechanic		*	59.92	61.37
	Chief Meter Repairer	Meriden	*	57.56	59.02
	Chief Meter Service Mechanic		y	57.13	59.02
	Chief Stockhandler		*	52.06	52.85
	Chief Welder				62.45
	Collector		ø	32.41	47.42
I	**Construction Technician**		*	48.42	50.50
	Construction Technician		**	48.42	50.50
	Corrosion Technician			35.64	49.21
I	Distribution Mechanic		y	48.32	55.42
X	Distribution Mechanic	Meriden, Nrwlk, Wtby	y	48.32	55.42
I	Distribution Mechanic Helper		ø	32.26	41.72
X	Distribution Mechanic Helper	Meriden, Nrwlk, Wtby	ø	32.26	41.72
S	Express Driver		ø	31.73	42.41
	Field Collector		ø	32.41	47.42
	Field Technician A		y	33.35	41.90
	Field Technician B		y	29.83	31.78
I	Fitter		*	46.34	52.30

I	Fitter Helper		ø	31.73	39.71
S	Garage Mechanic		*	50.82	53.61
S	Garage Mechanic Helper		ø	32.88	43.95
S	Guard		ø	31.73	41.86
S	Janitor		ø	31.73	41.86
	Lead Distribution Mechanic				56.64
	Lead Fitter				53.61
	Lead Garage Mechanic				54.92
I	Lead Mechanic				58.46
	Mechanic		*	52.14	57.92
	Mechanic Helper		ø	32.88	47.43
	Meter Reader		ø	31.73	43.95
	Meter Repairer	Meriden	y	46.04	54.49
	Meter Repairer Helper	Meriden	ø	31.73	40.24
S	Meter Service Mechanic		y	46.04	55.08
I	Meter Service Mechanic		y	46.04	55.08
S	Meter Service Mechanic Helper			31.73	40.24
I	Meter Service Mechanic Helper		ø	31.73	40.24
S	Parts Handler - Garage		ø	31.73	50.82
	Parts Handler - Garage		ø	31.73	50.82
	Senior System Administrator				47.23
	Stockhandler		ø	31.73	49.57
	Stores/Utility		ø	31.98	49.91
	System Administrator		#	34.74	41.78
	Utility Worker		ø	31.73	45.95
	Utility Worker A		*	47.42	49.49
	Welder		y	50.82	58.64
S	LNG Coordinator I				48.89
S	LNG Coordinator II				55.56
S	LNG Maintenance Technician		ø	44.53	45.39
	LNG Operator			43.96	51.08
	Damage Prevention Specialist		y	33.35	43.03

Footnotes:

Service Mechanic -

In locations where service requirements necessitate the scheduling of a Service Mechanic for normal work coverage on Sundays, the provisions of Article VII, Section 2. will not apply provided another Service Mechanic is assigned to call at the same time in the same location.

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ø Rate bands designated by "ø" cover the range starting with the new employee or beginner and finishing with an experienced and fully qualified worker or helper in the respective job classifications. Increases within these bands are made at approximately six-month intervals to employees who make satisfactory progress. The hourly rate step increases applicable to the job classifications are as follows:

\# Rate bands designated with "#" provide for increases at approximately twelve-month intervals to employees who make satisfactory progress.

** Rate bands designated with "**" provide for increases at approximately six-month intervals from Step 1 to Step 2 and twelve-month intervals from Step 2 to Step 3 to employees who make satisfactory progress.

The hourly rate step increases applicable to the job classifications are as follows:

	Rate Progression Steps Effective December 1, 2022								
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**
Administrative Customer Measurement Support	27.74	28.65	29.61	30.76	32.71				
Administrative Operating Records Support A	27.74	28.65	29.61	30.76	32.71				
Administrative Operating Records Support B	25.03	25.98	26.91						
Administrative Order Exception Support	27.74	28.65	29.61	30.76	32.71				
Administrative Training Support	27.74	28.65	29.61	30.76	32.71				
AMR Driver	29.06	31.92	33.87	35.55	38.00	40.24			
Associate Construction Technician	32.77	35.94	37.87	39.39	40.96				
Building Maintenance Worker	29.04	32.86	36.62	40.35	45.19	47.72			
Chief Distribution Mechanic	55.38	55.57	55.82						
Chief Meter Service Mechanic	52.28	53.18	54.01						
Collector	29.66	32.63	34.49	36.23	38.77	43.39			
Construction Technician	44.31	45.27	46.22						
Corrosion Technician	32.62	35.90	37.19	41.11	42.41	45.03			
Damage Prevention Specialist	30.52	34.07	39.38						
Distribution Mechanic	44.22	46.95	50.72						
Distribution Mechanic Helper	29.52	32.34	34.13	36.13	38.18				
Express Driver	29.04	31.90	33.77	35.54	38.81				
Field Collector	29.66	32.63	34.49	36.23	38.77	43.39			

Field Technician A	30.52	31.66	32.77	34.07	38.35				
Field Technician B	27.30	28.18	29.09						
Fitter Helper	29.04	31.45	33.01	34.67	36.34				
Garage Mechanic Helper	30.09	32.69	34.36	36.12	38.26	40.22			
Guard	29.04	31.90	33.86	35.54	38.31				
Janitor	29.04	31.90	33.86	35.54	38.31				
Mechanic Helper	30.09	32.69	34.36	36.12	38.26	40.22	43.40		
Meter Reader	29.04	31.90	33.86	35.54	37.98	40.22			
Meter Repairer	42.14	43.26	45.09	46.03	49.86				
Meter Repairer Helper	29.04	31.45	32.98	34.67	36.82				
Meter Service Mechanic	42.14	43.38	45.09	46.25	50.41				
Meter Service Mechanic Helper	29.04	31.45	33.20	34.67	36.82				
Parts Handler - Garage	29.04	31.90	33.86	35.54	38.89	41.06	42.30	45.36	46.50
Stockhandler	29.04	33.11	37.19	41.31	45.36				
Stores/Utility	29.26	32.16	34.12	35.78	39.18	41.32	42.58	45.67	
System Administrator	31.80	33.01	34.26	35.62	38.23				
Utility Worker	29.04	31.90	33.86	35.54	38.96	40.83	42.05		
Welder	46.50	47.72	50.19	53.66					

The hourly rate step increases applicable to the job classifications are as follows:

	Rate Progression Steps Effective December 1, 2023								
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**
Administrative Customer Measurement Support	28.57	29.51	30.50	31.68	33.69				
Administrative Operating Records Support A	28.57	29.51	30.50	31.68	33.69				
Administrative Operating Records Support B	25.78	26.76	27.72						
Administrative Order Exception Support	28.57	29.51	30.50	31.68	33.69				
Administrative Training Support	28.57	29.51	30.50	31.68	33.69				
AMR Driver	29.93	32.88	34.88	36.61	39.14	41.45			
Associate Construction Technician	33.76	37.01	39.01	40.57	42.19				
Building Maintenance Worker	29.91	33.84	37.71	41.56	46.54	49.15			
Chief Distribution Mechanic	57.04	57.23	57.49						
Chief Meter Service Mechanic	53.85	54.77	55.63						
Collector	30.55	33.61	35.53	37.31	39.93	44.70			
Construction Technician	45.64	46.63	47.60						
Corrosion Technician	33.60	36.97	38.31	42.34	43.68	46.38			
Damage Prevention Specialist	31.43	35.09	40.56						
Distribution Mechanic	45.54	48.36	52.24						
Distribution Mechanic Helper	30.41	33.31	35.16	37.22	39.33				
Express Driver	29.91	32.86	34.79	36.60	39.97				
Field Collector	30.55	33.61	35.53	37.31	39.93	44.70			

Field Technician A	31.43	32.61	33.76	35.09	39.50				
Field Technician B	28.11	29.03	29.96						
Fitter Helper	29.91	32.39	34.00	35.71	37.43				
Garage Mechanic Helper	30.99	33.67	35.39	37.21	39.41	41.43			
Guard	29.91	32.86	34.87	36.60	39.45				
Janitor	29.91	32.86	34.87	36.60	39.45				
Mechanic Helper	30.99	33.67	35.39	37.21	39.41	41.43	44.71		
Meter Reader	29.91	32.86	34.87	36.60	39.12	41.43			
Meter Repairer	43.40	44.56	46.45	47.41	51.36				
Meter Repairer Helper	29.91	32.39	33.97	35.71	37.93				
Meter Service Mechanic	43.40	44.69	46.45	47.63	51.92				
Meter Service Mechanic Helper	29.91	32.39	34.19	35.71	37.93				
Parts Handler - Garage	29.91	32.86	34.87	36.60	40.06	42.29	43.57	46.72	47.90
Stockhandler	29.91	34.11	38.31	42.55	46.72				
Stores/Utility	30.14	33.12	35.15	36.86	40.36	42.56	43.86	47.04	
System Administrator	32.75	34.00	35.29	36.69	39.38				
Utility Worker	29.91	32.86	34.87	36.60	40.13	42.05	43.32		
Welder	47.90	49.15	51.70	55.27					

The hourly step increases applicable to the job classifications are as follows:

	Rate Progression Steps Effective December 1, 2024								
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**
Administrative Customer Measurement Support	29.43	30.40	31.42	32.63	34.71				
Administrative Operating Records Support A	29.43	30.40	31.42	32.63	34.71				
Administrative Operating Records Support B	26.55	27.56	28.55						
Administrative Order Exception Support	29.43	30.40	31.42	32.63	34.71				
Administrative Training Support	29.43	30.40	31.42	32.63	34.71				
AMR Driver	30.83	33.86	35.93	37.71	40.31	42.69			
Associate Construction Technician	34.77	38.13	40.18	41.79	43.46				
Building Maintenance Worker	30.80	34.86	38.85	42.80	47.94	50.63			
Chief Distribution Mechanic	58.75	58.95	59.21						
Chief Meter Service Mechanic	55.47	56.41	57.30						
Collector	31.47	34.62	36.60	38.43	41.13	46.04			
Construction Technician	47.01	48.03	49.03						
Corrosion Technician	34.61	38.08	39.46	43.61	44.99	47.77			
Damage Prevention Specialist	32.38	36.15	41.77						
Distribution Mechanic	46.91	49.81	53.81						
Distribution Mechanic Helper	31.32	34.31	36.21	38.33	40.51				
Express Driver	30.80	33.84	35.83	37.70	41.17				
Field Collector	31.47	34.62	36.60	38.43	41.13	46.04			

Field Technician A	32.38	33.59	34.77	36.15	40.68				
Field Technician B	28.96	29.90	30.86						
Fitter Helper	30.80	33.36	35.02	36.78	38.55				
Garage Mechanic Helper	31.92	34.68	36.45	38.32	40.59	42.67			
Guard	30.80	33.84	35.92	37.70	40.64				
Janitor	30.80	33.84	35.92	37.70	40.64				
Mechanic Helper	31.92	34.68	36.45	38.32	40.59	42.67	46.05		
Meter Reader	30.80	33.84	35.92	37.70	40.29	42.67			
Meter Repairer	44.70	45.89	47.84	48.83	52.90				
Meter Repairer Helper	30.80	33.36	34.99	36.78	39.06				
Meter Service Mechanic	44.70	46.03	47.84	49.06	53.48				
Meter Service Mechanic Helper	30.80	33.36	35.22	36.78	39.06				
Parts Handler - Garage	30.80	33.84	35.92	37.70	41.26	43.56	44.88	48.12	49.34
Stockhandler	30.80	35.13	39.46	43.83	48.12				
Stores/Utility	31.04	34.11	36.20	37.96	41.57	43.84	45.17	48.45	
System Administrator	33.73	35.02	36.34	37.79	40.56				
Utility Worker	30.80	33.84	35.92	37.70	41.34	43.32	44.62		
Welder	49.34	50.63	53.25	56.93					

The hourly rate step increase applicable to the job classification are as follows:

	Rate Progression Steps Effective December 1, 2025								
Job Profile Name	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**
Administrative Customer Measurement Support	30.31	31.31	32.36	33.61	35.75				
Administrative Operating Records Support A	30.31	31.31	32.36	33.61	35.75				
Administrative Operating Records Support B	27.35	28.39	29.41						
Administrative Order Exception Support	30.31	31.31	32.36	33.61	35.75				
Administrative Training Support	30.31	31.31	32.36	33.61	35.75				
AMR Driver	31.75	34.88	37.01	38.84	41.52	43.97			
Associate Construction Technician	35.81	39.27	41.38	43.04	44.76				
Building Maintenance Worker	31.73	35.90	40.01	44.09	49.38	52.14			
Chief Distribution Mechanic	60.51	60.72	60.99						
Chief Meter Service Mechanic	57.13	58.10	59.02						
Collector	32.41	35.66	37.69	39.58	42.36	47.42			
Construction Technician	48.42	49.47	50.50						
Corrosion Technician	35.64	39.22	40.64	44.92	46.34	49.21			
Damage Prevention Specialist	33.35	37.23	43.03						
Distribution Mechanic	48.32	51.30	55.42						
Distribution Mechanic Helper	32.26	35.34	37.30	39.48	41.72				
Express Driver	31.73	34.86	36.91	38.83	42.41				
Field Collector	32.41	35.66	37.69	39.58	42.36	47.42			

Field Technician A	33.35	34.60	35.81	37.23	41.90				
Field Technician B	29.83	30.79	31.78						
Fitter Helper	31.73	34.36	36.07	37.88	39.71				
Garage Mechanic Helper	32.88	35.72	37.55	39.47	41.81	43.95			
Guard	31.73	34.86	37.00	38.83	41.86				
Janitor	31.73	34.86	37.00	38.83	41.86				
Mechanic Helper	32.88	35.72	37.55	39.47	41.81	43.95	47.43		
Meter Reader	31.73	34.86	37.00	38.83	41.50	43.95			
Meter Repairer	46.04	47.27	49.27	50.30	54.49				
Meter Repairer Helper	31.73	34.36	36.04	37.88	40.24				
Meter Service Mechanic	46.04	47.41	49.27	50.54	55.08				
Meter Service Mechanic Helper	31.73	34.36	36.28	37.88	40.24				
Parts Handler - Garage	31.73	34.86	37.00	38.83	42.50	44.86	46.22	49.57	50.82
Stockhandler	31.73	36.19	40.64	45.14	49.57				
Stores/Utility	31.98	35.14	37.29	39.10	42.81	45.16	46.53	49.91	
System Administrator	34.74	36.07	37.43	38.92	41.78				
Utility Worker	31.73	34.86	37.00	38.83	42.58	44.62	45.95		
Welder	50.82	52.14	54.85	58.64					

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2022

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$44.74	Vaporization
LNG Coordinator II	3	$50.84	Liquefaction

*Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$40.23	New Hire
	2	$41.90	Boil Off/Trucking
	3	$43.02	Vaporization
	4	$46.74	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2023

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$46.09	Vaporization
LNG Coordinator II	3	$52.37	Liquefaction

*Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$41.44	New Hire
	2	$43.16	Boil Off/Trucking
	3	$44.31	Vaporization
	4	$48.14	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2024

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$47.47	Vaporization
LNG Coordinator II	3	$53.94	Liquefaction

*Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$42.68	New Hire
	2	$44.45	Boil Off/Trucking
	3	$45.64	Vaporization
	4	$49.59	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

Appendix "A" – LNG Employees

Schedule of Job Classifications and Basic Straight-Time Hourly Rates

Effective December 1, 2025

Title	Step	Hourly Rate	Classification/ Qualification
LNG Coordinator I	1	*	Boil Off/Trucking
	2	$48.89	Vaporization
LNG Coordinator II	3	$55.56	Liquefaction

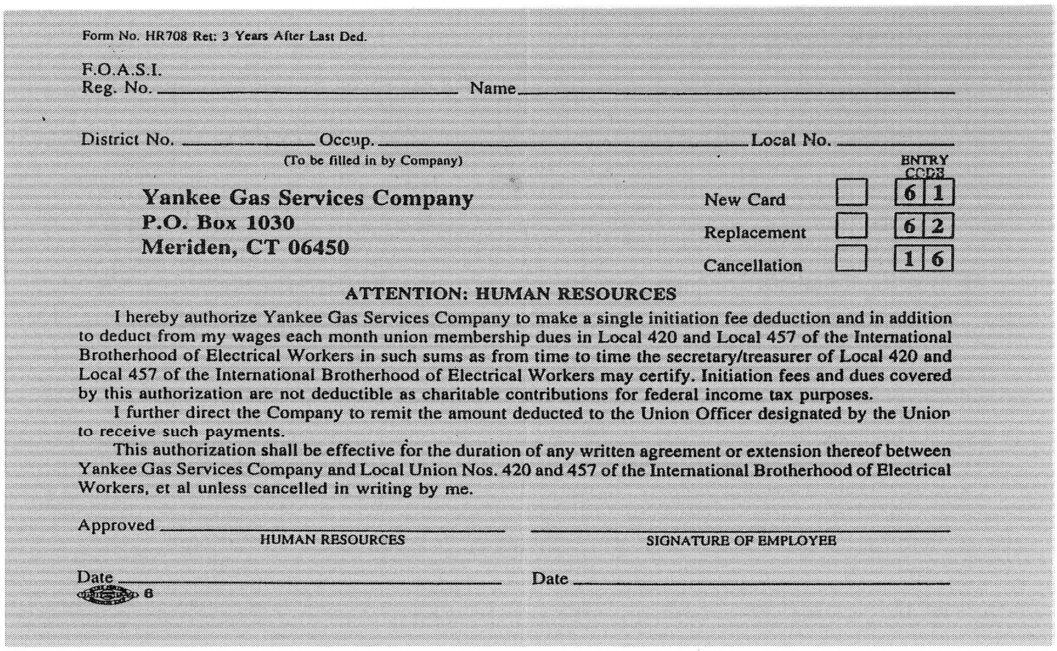
*Employees placed at Step 1 will maintain their current hourly rate until they qualify for vaporization at Step 2.

Title	Step	Hourly Rate	Classification/ Qualification
LNG Operator	1	$43.96	New Hire
	2	$45.79	Boil Off/Trucking
	3	$47.01	Vaporization
	4	$51.08	Liquefaction

Progression steps provide for increases at yearly intervals to employees who make satisfactory progress and are qualified in the above processes in accordance with the TMP. Employees may be accelerated through each of the above steps prior to the completion of one year if they become fully qualified for the respective process as determined by the Company.

APPENDIX "B"

The Company will provide card-type forms (4" x 6") for the use of employees in authorizing Initiation Fee and Union Dues Deductions from their wages. Deductions will be made on a pay period basis. Deductions will be made only when authorized on the forms provided.



Form No. HR708 Ret: 3 Years After Last Ded.

F.O.A.S.I.
Reg. No. _____ Name _____

District No. _____ Occup. _____ Local No. _____
(To be filled in by Company)

ENTRY CODE

Yankee Gas Services Company
P.O. Box 1030
Meriden, CT 06450

New Card ☐ 61
Replacement ☐ 62
Cancellation ☐ 16

ATTENTION: HUMAN RESOURCES

I hereby authorize Yankee Gas Services Company to make a single initiation fee deduction and in addition to deduct from my wages each month union membership dues in Local 420 and Local 457 of the International Brotherhood of Electrical Workers in such sums as from time to time the secretary/treasurer of Local 420 and Local 457 of the International Brotherhood of Electrical Workers may certify. Initiation fees and dues covered by this authorization are not deductible as charitable contributions for federal income tax purposes.

I further direct the Company to remit the amount deducted to the Union Officer designated by the Union to receive such payments.

This authorization shall be effective for the duration of any written agreement or extension thereof between Yankee Gas Services Company and Local Union Nos. 420 and 457 of the International Brotherhood of Electrical Workers, et al unless cancelled in writing by me.

Approved _____ _____
HUMAN RESOURCES SIGNATURE OF EMPLOYEE

Date _____ Date _____

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APPENDIX C

"LOCAL SENIORITY AREAS"

Operating Area

Division	(Local Seniority Areas)
Northern/Eastern	Danielson East Windsor Waterford
Southern	Danbury Norwalk Shelton
Western	Bristol Meriden Torrington Waterbury
Eastern Construction Group	Meriden
Western Construction Group	Shelton

PROVISIONS PERTAINING EXCLUSIVELY TO EMPLOYEES AT THE LNG PLANT

Schedules, Working Hours, Overtime, Premium and Holiday Rates

For the LNG facility, the hours of coverage will be twenty-four (24) hours daily and seven (7) days per week. Article VII, Section 1 shall not apply. All hours worked in excess of forty hours per week, or outside of the employee's normal scheduled shift, will be paid for at one and one-half straight-time rates except when other overtime rates, premium rates or holiday rates are applicable as herein provided. The regular rate for purposes of computing overtime compensation shall include only those amounts required to be included under the applicable law.

Call Out

Employees not assigned to take trouble calls outside of their normal scheduled hours but who are called out to perform other than prearranged overtime work will be paid at a minimum of two hours at the applicable rate for each time called out except they will be paid not less than three hours at the applicable rate for each time called out between the hours of 12:00 midnight and 6:00 a.m. Such pay shall be computed from the time the employee reports to work to the time of completion of the employee's work, to which time shall be added one-half hour for travel to work and one-half hour for travel from work. However, if an employee is called in for work which continues into the employee's regular working schedule, the employee shall be paid for the call out only for actual time worked and the half hour travel time to work.

Rest Time

LNG employees shall not be entitled to earn eight hours rest time if they are required to work six consecutive hours during the eight hour period immediately preceding the starting time of their next normal schedule.

Holidays

Pursuant to Article VIII, there shall be twelve (12) paid, eight (8) hour holidays per year. When an employee works a holiday, he or she will be paid at the applicable rates pursuant to Article VII. Lieu days will continue to be administered per the contract except that in addition to eight (8) hours of holiday pay, at the employee's option and when the employee uses a lieu day during a twelve (12) hour shift, he or she may elect to deduct twelve (12) hours from the balance of lieu time if available, four (4) hours of "no pay" or four (4) hours of vacation pay to equal a twelve (12) hour day.

APPENDIX D

TOPIC: Employee Benefits – Business Travel Accident/Basic Accidental Death Benefit

(A) It is the Company's intention to continue its past practices with respect to employee benefits. Should the Company contemplate any diminution of employee benefits affecting bargaining-unit employees, the matter will be discussed with the Union in advance of the change.

(B) In the event any bargaining-unit employee dies or becomes injured accidentally while traveling on Company business, he/she will receive a benefit equal to five times annual Base Earnings with a maximum coverage of $1,000,000 (subject to possible reduction in the event of a multi-employee accident). This coverage does not require participation in any other Life or Accident insurance program. In addition, if the employee is enrolled in Employee Life, a benefit equal to the Employee Life coverage amount, up to a maximum of $120,000, will be provided automatically.

TOPIC: Leave of Absence for Military Service

The Company will grant a military leave of absence as required by law and provide certain benefits to an employee granted such a leave. The Company service record for those who are granted a military leave of absence will continue without interruption.

Short-Term Leave of Absence for National Guard and Active Reserve

Any employee who is required to report for short military training periods will be granted a Short-Term Military Leave of Absence and must give a copy of the “Ordered Tour of Duty” as soon as possible to his or her supervisor so that arrangements can be made for work assignments in the employee’s absence.

Upon receipt of military documentation and the Compensation for Ordered Tour of Duty form, any regular employee will be compensated for the difference between his or her base wages and military pay for a maximum of fifteen working days per Federal fiscal year (October 1 through September 30 of the next calendar year) if the military pay (taxable income on the military pay voucher) is less than the employee’s base wages. Payment procedures are as follows:

An employee must complete and submit the Compensation for Ordered Tour of Duty form to the Leave Administration Department. If an employee does not submit the completed form prior to leave, the period of leave will remain unpaid until such time that the employee submits the form.

Requests for leave of absence to attend service schools or tours of duty for other than training will be considered on a case-by-case basis.

Company Benefit Plans will remain in force during short-term military leave of absence. When an employee active in the National Guard or Reserves is called for emergency duties, compensation for such a call will be considered at that time.

Long-Term Leave of Absence for Active Duty

Any employee who enlists, is drafted, or is called to active duty will be granted a Long-Term Military Leave of Absence in accordance with the Uniformed Services Employment and Reemployment Rights Act, 38 U.S.C. §§4301-4333. He/she must give a copy of the orders to his or her supervisor immediately. Employees on military leave for active duty may continue their health care benefits under COBRA, and for an additional six-month period subsequent to the 18-month COBRA period. Employees participating in the Retirement Plan will continue participation. Information on

benefits will be provided to employees by Human Resources when HR is notified of the leave. Upon return from military service, the employee will be reinstated, to the extent required by law, provided the employee:

- makes application for reinstatement within the required time following release from active duty;
- is still physically qualified or is able to become re-qualified with reasonable efforts; and
- if drafted, produces a certificate of satisfactory completion of training and service. An employee who enlisted must produce documentation of honorable discharge to qualify for reinstatement.
- for temporary employees, is released from military service prior to the end date of his or her temporary assignment or, for bargaining unit employees, prior to being released from the assignment.

  In the event the military leave continues for greater than 91 days, the Company will provide a job of like status and pay if an employee's former job is not available.

TOPIC: Grievance Procedure

1. Notifications required when grievances are concluded.

2. Designation of an alternate to act for the International Representative at Step Three grievance meetings.

3. Processing of discharge grievance.

   (1) In connection with Article III - Grievances, the Company will furnish written answers to the Union for grievances which are concluded with adjustment in either Step Two or Step Three. When grievances are concluded in either Step Two or Step Three without adjustment, the Union will so-notify the Company in writing.

   (2) In connection with Article III, Step Three, joint committee, an International Representative may designate an alternate representative to appear for the employee in Step Three grievance meetings with the Company, provided advance confirmation of this arrangement is set forth in letters to be exchanged by the International Vice-President of the International Brotherhood of Electrical Workers, second district, and Labor Relations, of the Company. Such letters shall confirm the status of the alternate representative, who shall be a bargaining-unit employee of the Company, as having authority to represent the International Union. The alternate representative will, at such times as are mutually convenient, be excused from the employee's normal work assignment without pay from the Company for the purpose of discussing Step Three grievances with Company representatives.

   (3) The Company agrees to expedite the processing of grievances involving discharge as rapidly as possible.

TOPIC: Use of Contractors - Operations Managers will advise Union of use of Contractors upon request.

Upon requests made at reasonable intervals by Local Union Business Managers to the Operations Managers, the Company will advise the Union of major plant maintenance, and gas pipeline construction contractors working on the Company's facilities and the estimated duration of such work. The Company will upon request also provide the Local ABA with a copy of the "YGS Construction Daily Work Schedule" provided to the CT PURA.

TOPIC: Understanding Concerning Article V, Section 1.(d)

1. When an employee with one year or more of satisfactory Company service is selected to fill a posted job opening, the employee will be transferred into the new position at the second rate step. If the employee has 18 months or more of satisfactory Company service, the employee will start at the third rate step.

   If additional training is required, the employee may remain at the step the employee started the employee's new position at up to one year or eighteen months whichever the case may be.

   If prior work experiences were directly related to the new duties, the employee may be accelerated through the pay rate steps.

2. Employees accepted for a job posting back to their former Local Seniority Area under Article V, Section 1(d) who have previously been transferred or reassigned under Sections 2(a), 3, 3(a) or 3(b) of Article V, will have their rates established in accordance with Article V, Section 2(d). Application of Article V, Section 2(d) under this Section 2, will be applied only to the initial job posting for which the employee was accepted back to the employee's former Local Seniority Area and also only to employees who at the time of transfer or reassignment were not offered an option to remain in their Local.

TOPIC: Motor Vehicle Use During Call Assignment

Employees who are assigned by the Company to take trouble calls outside their normal schedule will, whenever practical, be assigned a Company motor vehicle for all hours assigned to call, provided that there are no conflicts with local zoning regulations.

When an employee is assigned to call as a member of a crew, one member of the crew complement will be assigned a motor vehicle under the provisions outlined above.

The Company agrees that it will give consideration to valid reasons of an employee who requests that the employee be excused from taking an assigned Company vehicle home during hours of call.

TOPIC: "Open-Door" Policy - Management will discuss problems or potential problems with Business and Assistant Business Managers.

In a letter to the Local Union the Company stated it has always believed in an "open-door" policy regarding its treatment of employee problems and contemplates no change in that policy. Under such a policy, an employee or an employee's representative in the person of a Union Business Manager or Assistant Business Manager is welcome to discuss problems or potential problems with management at any reasonable time.

The Company agrees with the Union that it is mutually advantageous to avoid grievances whenever possible by prompt investigation and appropriate adjustment where indicated.

TOPIC: – Sick Leave Wage Payment Policy

Effective January 1, 1972, sick leave payments will be based on a calendar year January 1 to December 31 and will not be cumulative.

Continuation of Pay
Incumbent employees as of December 31, 2014 will keep their sick time allotment in accordance with the following:

Continuous Service – Weeks of Full Pay

From 6 months to 5 years - Up to 6 weeks
For 5 years to 10 years – Up to 10 weeks
For 10 years and upward – Up to 1 week for each year of continuous service

In case of a disability continuing from one calendar year into the succeeding calendar year, the employee is allowed for that disability only the amount of sick leave to the employee's credit as of the beginning of the disability. An employee whose disability is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

The Company will notify the Local Union one week prior to the expiration of an employee's sick-leave payments.

Effective September 1, 1963, the Company amended its sick-leave wage payment policy for bargaining-unit employees to suspend the waiting period of one scheduled work day without pay.

In addition, they will have a one-time opportunity (by December 1, 2015; Effective January 1, 2016) to opt into the Sick Leave Wage Payment Policy for new hires. Furthermore, any absence over 5 consecutive work days will be managed by Liberty Mutual. The Company and Union agree to meet to review the Liberty management process within 90 days of ratification. All changes to the process will be effective January 1, 2015.

Employees hired on January 1, 2015 or after will be under the following Sick Leave Policy:

SICK LEAVE WAGE PAYMENT POLICY

- Non-occupational illness/injury disability lasting more than five days will be managed by Liberty Mutual
- A total of 10 sick days per year at 100% of pay
- In the case of illnesses that exceed five consecutive work days, qualifying employees will be eligible for short term disability
- The first twelve weeks of short term disability will be paid at 100% of base pay
- Up to thirteen additional weeks of short term disability will be paid at 67% of base pay
- Vacation time cannot be used in lieu of 67% pay to extend a short-term absence prior to transitioning to long-term disability (LTD)

Incumbent LNG employees as of the contract ratification date have the same sick leave wage payment benefits listed above as employees hired on or after January 1, 2015.

TOPIC: Training of Cadets

Company agrees to periodically meet with union to discuss training of cadets.

TOPIC: Patrolling Rights-of-Way

When necessary to patrol lines on foot through rights-of-way at night or during severe weather conditions, employees will be assigned in pairs.

TOPIC: Upgrading of and to Automotive Equipment Mechanic

When assigned to perform the duties of Chief Mechanic, the Automotive Equipment Mechanic will be upgraded to the maximum pay rate of the Chief Mechanic job classification.

When upgraded to perform the duties of Automotive Equipment Mechanic, a Garage Mechanic will be upgraded to the maximum pay rate of the Automotive Equipment Mechanic job classification.

TOPIC: Illness or Injury Immediately Preceding or During Scheduled Vacation

In the event that an employee becomes incapacitated immediately preceding or during the employee's scheduled vacation, due to illness or injury, and the employee notifies the employee's supervisor of such illness or injury as soon as possible, that portion of the employee's vacation period during which the employee is incapacitated may be rescheduled, at the option of the Company, to another time during the calendar year.
In determining whether the employee's vacation should be rescheduled due to illness or injury, occurring immediately preceding or during the employee's scheduled vacation, the Company may request from the employee verification from the attending physician.
In the event that vacation is not taken as scheduled due to accident, illness, or work requirements, and the Company determines that it cannot be rescheduled during the remainder of that calendar year, it will be scheduled in the following calendar year.

When a former employee of the Company is re-employed and completes five years of continuous service, such prior service will be included in the employee's total length of service for the purpose of determining the amount of vacation eligibility, provided such prior service had been for a period of six months or more and other than on a temporary basis.

Granting of credit for prior service for vacation eligibility will not change an employee's company or classification seniority date.

TOPIC: Replacement of Employee's tools when stolen.

If an employee's tools are stolen, they will be replaced by the Company, if, in the Company's opinion a valid and justifiable claim exists.

TOPIC: Overtime Lists

Overtime lists will be furnished to the Business Manager on a quarterly basis.

TOPIC: Credit Union

The Company will provide payroll deduction for employees desiring membership in the Dutch Point Credit Union.

TOPIC: Time-Merit Progression Programs in Effect

1. Letter of April 4, 1968
   Pressure Mechanic Helper to Pressure Mechanic (effective April 1, 1968, revised December 29, 2011).

2. Letter of January 2, 1969
   Meter Repairer Helper to Meter Repairer
   - (effective January 5, 1969 and revised March 19, 1986, revised 2003)

3. Stockhandler - (effective January 5, 1969 and revised June 1, 1986, revised April 5, 2010)

4. Letter of January 14, 1970
   Garage Mechanic Helper to Garage Mechanic - (effective January 4, 1970 and revised November 14, 1985)

5. Construction Technician (effective May 25, 2007)

6. Meter & Service Mechanic (effective 2002)

7. Distribution Mechanic (revised December 29, 2011)

8. Construction Technician (revised March 14, 2013)

9. Meter & Service Mechanic (revised December 5, 2013)

10. Meter Repairer (revised January 16, 2014)

11. Corrosion Technician (effective February 2, 2015)

12. LNG Operator (effective September 5, 2018)

13. Damage Prevention Specialist (effective April 9, 2019)

NOTE: The Construction Technician, Meter & Service Mechanic and Meter Repairer TMP's are presently being revised with agreement among the parties to have them completed by the end of year 2012.

TOPIC: Executive Instruction No. 18 - Uniforms: Customer Contact Personnel

Once a year the Company will arrange and pay for a complete overhaul and cleaning of all uniforms, at which time any replacements and repairs that may be necessary should be made. This overhaul and cleaning should be arranged for locally and performed without interfering with normal work assignments. In addition, the Company will provide for cleaning every week.

TOPIC: Safety Eyeglasses

The Company will pay the full cost of lenses, frames, side shields and carrying case, of clear and/or tinted prescription safety eyeglasses for operating department personnel who are required to wear them for their job. Employees will be limited to two (2) pairs of safety glasses (clear and/or tinted) every two years. Employees who opt for safety glasses with Photochromatic (photogray) lenses will not receive a second pair of clear or tinted safety glasses The Company will pay for the cost of Photochromatic (photogray).

The Company will also provide for the replacement of safety eyeglasses when damaged on the job. The employee will provide the Company with a current (not over two years old) prescription. The Company will also provide replacement lenses if the employee's prescription changes.

Employee will pay the cost of any eye examination and/or fitting required.

TOPIC: Establishment of New Schedules

The establishing of any new schedule for scheduled employees shall be discussed with the appropriate Local Business Manager in advance of making such schedule effective.

TOPIC: Jury Duty Wage Payments

The Company will facilitate wage differential payments to employees on jury duty.

TOPIC: Retrogressed Employees

If an employee is retrogressed, the Company will inform the Business Manager of the Local Union having jurisdiction over the location involved.

TOPIC: Employee Progress Reports

In the future Employees will be furnished with a copy of their progress reports.

TOPIC: Safety Shoes

The Company will provide each employee who is required to wear safety footwear an allowance (shown below) for the purchase of one or more pair(s) of heavy soled safety footwear containing a safety-toe box, that is specially designed and manufactured to the requirements of the ANSI standard Z41, or ASTM F2413-05 version, that is endorsed by the Occupational Safety and Health Administration. Additionally all safety shoes must be Electrical Hazard "EH" rated. **Effective January 1, 2023, the annual safety shoe allowance will be $300.**

The employee must furnish a receipt of purchase for reimbursement. This allowance will be limited to the allowed amount per calendar year. Damaged safety shoes can be replaced at applicable reimbursement.

TOPIC: Rate Step For Returning Veteran

A returning veteran will be given credit for time in service plus Company service prior to entering service to determine the employee's rate step. One year of continuous Company and military service will entitle the employee to return at the 2nd rate step and 18 months will entitle the employee to 3rd rate step. Eighteen months is the maximum credit allowed. This does not apply to any veterans returning prior to June 1, 1973.

TOPIC: Summer Employees Working Overtime

The Company will not assign temporary summer employees to prearranged overtime when other employees capable of performing the work are available.

TOPIC: Absence Due to Death in Family

Employees will be allowed time off with basic straight-time wages under the following conditions:

1. When the deceased is a member of an employee's immediate family, the employee will be allowed necessary time off to make arrangements and attend the funeral. Such time off should not exceed three normal schedule workdays following the date of death. In addition, the three day period may be increased up to a fourth day with basic straight-time wages due to the employee being called from work on the date of death, or to attend the out-of-state funeral of an immediate family member. The supervisor will work with the employee to accommodate special circumstances.

The immediate family is defined to include the following relatives of the employee or employee's spouse: spouse, son, daughter, father, father-in-law, mother, mother-in-law, grandfather, grandmother, grandchildren, sister, brother, step family, or one who is considered a member of the family and living in the employee's home.

2. When the deceased is an employee's brother-in-law, sister-in-law, aunt or uncle, niece or nephew, necessary time off up to eight hours will be allowed to attend the funeral.

3. If death occurs to a member of an employee's immediate family, during the employee's scheduled vacation period, that portion of the employee's scheduled vacation from the day of death up to and including the day of the funeral will be rescheduled, but not to exceed three days. The vacation will be rescheduled at the option of the Company to another time during the calendar year. In the event vacation to be rescheduled under this section cannot be rescheduled during the current calendar year, it will be rescheduled as promptly as possible within the following calendar year.

TOPIC: Vacation and Sick Leave Payment Entitlement Upon Recall from Layoff.

Employees who are recalled, for other than temporary assignments, under the provisions of Article V, Section 4(b) shall not have their eligibility interrupted for purposes of vacation and sick leave payment entitlement. The application of this topic will be effective retroactive to August 1, 1975.

TOPIC: Paging Device for Use During Call Assignments

When an employee is assigned to call, they will be provided with a paging device ("beeper"), when practicable, as an alternate means of contact during the normal call schedule. It will be the responsibility of that employee to ensure that they are within the signal range and the "beeper" is in operating order as indicated by the testing procedure or to provide other means to be contacted as is presently practiced.

TOPIC: Relative Policy

It is understood and agreed that notwithstanding the provisions of the collective bargaining agreement between the parties, relatives of employees will not be transferred or promoted into situations where the possibility of favoritism or conflicts of interest might exist. Employees will not be promoted or transferred into a position where a relative occupies a position in the supervisory chain of command under which the individual employee would work (no matter how far removed geographically).

Relatives are defined as:

Father	Daughter-in-law
Mother	Brother-in-law
Son	Sister-in-law
Daughter	Uncle
Brother	Aunt
Sister	Nephew
Husband	Niece
Wife	Grandfather
Father-in-law	Grandmother
Mother-in-law	Grandchild
Son-in-law	Step-relatives

TOPIC: Article XVI - Contract Work

The award of arbitrator, Eric J. Schmertz, dated and notarized on October 5, 1981, shall be recognized as the controlling interpretation with respect to Article XVI - Contract Work.

TOPIC: High Risk Locations

If any employee believes that they will be entering a location of high risk to themselves, their property, or the Company's property, they should contact supervision. Area supervision will request local law enforcement agencies to accompany any employees in dangerous locations.

TOPIC: Green Book Seniority

This letter confirms our understanding reached concerning the merging of the Blue and Green Books. Seniority will be Grandfathered separately for the purpose of promotion only. Any vacancy to be filled by promotion from a former Green Book employee leaving will be offered to the senior qualified former Green Book Employee. Any vacancy to be filled by promotion as a result of a former Blue Book employee leaving will be offered to the Senior Qualified Blue Book employee. Any vacancy to be filled by

promotion that cannot be identified as a former Blue/Green position will be offered to the senior qualified employee.

The former Green locations are Mystic, the Stamford portion of Norwalk, and the non-Winsted portion of Torrington.

TOPIC: Commercial Driver's License

The Company will pay applicable costs associated with obtaining a Commercial Driver's License required by the duties performed of the classification.

Applicable costs include:

a)endorsements
b)various test fees
c)issuance of permit

In addition, the Company will pay the cost difference between the employee's license fee and the license fee of the job-required CDL.

TOPIC: Out-of-Area Assignment

Yankee Gas management will make out-of-area straight time assignments on a voluntary senior to junior basis (forcing the junior qualified if necessary), except when this method of selection is inconsistent with good business judgment. Senior and junior refer to the relative amount of Departmental Seniority.

TOPIC: Weingarten

Employees have the right to have a union representative present during any investigatory interview/meeting which the employee reasonably believes may result in disciplinary action.

TOPIC: Upgrading – Construction Technician

When a Construction Technician is directly assigned by a Supervisor to perform any of the following tasks, the employee shall be upgraded and will be paid one dollar and fifty cents ($1.50) per hour in addition to their basic straight-time rate for all hours so-assigned.

The definitions of specific tasks which qualify for an upgrade are shown below:

CDOT / Municipal Design:

- Analyze CDOT construction prints for potential conflicts with gas facilities
- Determine if test pits are required
- Re-analyze prints for conflicts based on test pit information
- Determine if designer can eliminate conflicts if possible
- Prepare final gas main and/or service relocation plans and project staging
- Obtain agreements from CDOT for PE, construction and/or revised agreements as needed

Regulator Stations (from inlet valve tie-in location to outlet tie-in):

- Select final location for station
- Determine final design parameters including pipe/regulator sizes
- Develop construction plans including piping layout, vault elevations, tie in details, etc.
- Develop start-up procedure

Bridge Crossing Design:

- Develop construction plans including pipe layout, pipe size, expansion loop locations if needed and type and location of pipe supports

Parking Garages with Extensive Aboveground Piping to Multiple Meter Locations:

- Determine regulator vent sizes when vent length exceeds 10'
- Determine location of supports and complete stress analysis of piping layout

Pressure Uprates:

- Determine areas to be uprated
- Determine general gas facility work scope in accordance with GO-180 Uprating Gas Mains and Services
- Write pressure uprate procedure
- Direct pressure uprate procedure

Meter Sets:

- Size, design and construct meter and regulator set greater than 16M meter

Propane Plants:

- Possible work at propane plants will be discussed as it occurs

TOPIC: Company Allowed Time Off Before Christmas Day.

The Company will allow four (4) hours off at the basic straight time rate to all employees who report for work on their last scheduled work day prior to Christmas Day. If it is determined that time off cannot be allowed, the employee in lieu of the time off, will receive an additional four (4) hours pay at the employee's basic straight time rate.

TOPIC : 4 /10 hour days as authorized by supervisor

The Company may utilize a four / ten schedule (four /10 hour day) with the following as outlined below:

- The determination as to whether a four ten schedule is offered rests with local supervision based on need and/or ability to support.
- The determination as to what days will be allowed to be worked as ten hour days rests with supervision within the bounds of the contract. Saturday is not intended to be one of the normal work days.
- All days of the work week must have coverage for at least the 8 1/2 hour normal work day.
- If there are not enough volunteers for four ten hour days, supervision shall withdraw the offer.
- The 4/10 work week schedule will be voluntary. Workers may opt out of the 4/10 schedule with appropriate advance notice (e.g., the company will not incur additional costs due to schedule changes).
- Holiday weeks will revert to eight hour days.
- Vacation, sick time and other non productive hours will be charged for the hours not at work (i.e., if someone on a 4/10 schedule is sick they will be charged 10 hours for each work day missed; if they take a vacation day, it will be 10 hours of vacation).
- The current contractual rest time rules remain in effect (i.e., 6 hours worked earn 8 hours rest time).

TOPIC: Holidays

1. New Year's Day, Martin Luther King Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day and Christmas Day shall be recognized as holidays. Whenever any of such holiday(s) occur upon Sunday, the Monday next following such day shall be recognized as the holiday, except that for those employees who are required to work that Sunday, as part of their normal schedule, the holiday will be observed on Sunday. Whenever any such holiday(s) occur upon Saturday, the Friday proceeding such day shall be recognized as the holiday, except that, for those employees who are required to work that Saturday, as part of their normal schedule, the holiday will be observed on Saturday.

2. In addition to the 10 federal holidays above, employees will be granted two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, seniority shall govern. These two floating holidays must be taken in full eight (8) hour increments.

TOPIC: Agreement – Scheduling Vacation and On-Call

November 3, 2010
LR-10-162

Mr. Frank Cirillo, Assistant Business Manager
Local Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager
Local Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Agreement – Scheduling Vacation and On-Call

Dear Rich & Frank:

This letter documents our August 2, 2010 agreement in principle and my subsequent discussion with Frank Cirillo regarding the company's development, approval and posting of annual vacation and on-call schedules. This agreement applies to the CL&P Blue Book and Green Book union contracts, the Yankee Gas White Book Contract, and the CL&P Technical Contract and as applicable, modifies the language contained in these contracts on this subject and replaces any side agreements or practices currently in existence regarding this topic. This agreement also applies to the Transmission Group as applicable.

It is also agreed that neither the Union or the Company will use this agreement as part of Local 457's grievance 2010-014 (Company No. 2010-10-457), or the arbitration of that grievance.

Purpose: This agreement reflects an effort by the parties to eliminate unnecessary controversy surrounding conflict between the on-call schedule and the employee's vacation submittal. To date, the company has processed these schedules independently – leaving some employees in a position where their vacation preference has conflicted with their on-call schedule. These employees have often had to swap their on-call schedule with another employee or otherwise modify their vacation plans. This agreement is specific to this conflicting schedule issue. All other vacation requests will continue to be processed in accordance with the applicable union contract (Blue Book and Green Book)

This agreement also documents the company's intent to fill on-call schedule vacancies (e.g., for planned medical absences) as soon as they are made aware of such. To fill short notice vacancies (less than 30 days) the company will seek volunteers, and if none will use the overtime list effective the Monday prior to the vacancy. For longer notice vacancies, the company will use the established on-call schedule rotation and will assign the vacancy to one of the scheduled employees provided the employee does not get back to back on-call schedules.

It is understood that the company may decide not to fill vacancies (particularly short notice absences) if it determines that the existing on-call response resources are appropriate for the anticipated trouble call volume.

Company actions for 2010: Effective November 3, 2010, the company will review the existing on-call schedule to determine if there is a conflict between the approved vacation schedule and the on-call schedule. Identified conflicts will be resolved by filling the vacancy through the overtime list of employees – specifically those employees eligible for scheduled on-call assignment. The company is not obligated to take action on any other vacation request.

Concurrent with its actions on resolving the vacation/on-call scheduling conflicts, the company will extend the current on-call schedule rotation until April 24, 2011. Employees requesting vacation during the period of January 1, 2010 through April 24, 2010, will submit their requests in accordance with the applicable contract language.

Company Actions for 2011 [and Future Years]: Effective April 24, 2011, and every year thereafter, the company will post the on-call schedule by the last Sunday in April. The on-call schedule will be prepared using approved vacation schedules to ensure there is no conflict with the employees approved vacation. Company management will process the employee's vacation preference in accordance with Article IX of the Blue book and Article V of the Green book, Article IX White Book, and Article 22 of the Technical Contract as applicable. Once the vacation and on-call schedules are finalized by the Companies the employee (not the company) will be responsible for addressing any swapping or other schedule change, outside of those resulting from illness or disability.

Both parties understand and agree that this agreement will terminate with the expiration of each cited contract and this agreement will be incorporated into the next version of these contracts or will otherwise be dispositioned through the contract negotiations process. Additionally either party may request a revision to this agreement.

Agreed to by the Company: /s/ R. Lizotte

Agreed to by the Union: /s/ R. Sank

Agreed to by the Union: /s/ F. Cirillo

TOPIC: On-Call – Pressure Mechanic

Three Regional call areas will be established for the Pressure Management Department – East (East Windsor, Waterford, Danielson AWC's), Central (Waterbury, Meriden, Torrington AWC's) and West (Norwalk, Newtown, Ansonia AWC's). Each of three regions will operate on a 1 in 4 rotation and will have a single call person assigned, year round. If more workers are required, the regional call list will be utilized. If additional resources are still needed the next closest regional call list will be utilized, until resource needs are satisfied.

If a job requires a crew of three or more employees, the Chief upgrade will be applied to the senior most qualified employee on the crew in that region.

TOPIC: FR Clothing

The Company will increase the FR clothing allowance to **$1,450** for first time/new participants to the program, and whose jobs require FR clothing (Distribution Mechanics, Meter Service Mechanics, Pressure Management Mechanics **and effective January 1, 2023, Corrosion Technicians**). Thereafter it will be **$800**.

Effective January 1, 2023, Damage Prevention Specialist and Construction Technician employees will be included in the FR clothing allowance program. First time/new participants to the program will receive an allowance of $725. Thereafter, the annual allowance will be $400.

TOPIC: Establishment of a New Yankee Gas Construction Group

Scope of Work: The YG Construction Group will perform construction projects across Yankee Gas and CL&P Service territories as assigned. Typical work scope involves:

- New Business Services (conversions, new customers)
- New Business main extensions Development and Non-development work
- Service renewals associated with main renewals
- Selected main replacement projects
- Fitting Work, such as:
  - Periodic meter changes (both large and small)
  - Perform meter relocates from inside to out…
  - New Business meter set installations
  - OP1714 (meter set survey form) remediation work
- Other work as assigned by the company

Reporting Location: YG Construction Group with:

- Eastern Construction Group Meriden
- Western Construction Group Shelton

- The Company will establish a reporting base location in the Western part of the state and one in the Eastern part of the state.
- To the extent possible (e.g. resignation, open PVR, etc.), the company will attempt to balance the number of employees equally between the two reporting locations.
- Employees will mobilize and perform work anywhere in the Yankee Gas service territory.
- "Physical Worker" vacancies created associated with the new YG Construction Group will be filled in a timely manner. Postings for vacancies associated with the YG Construction Group will be at the helper/journeyman level.

Training & Qualifications: Employees assigned to the YG Construction Group must complete the requisite TMP's and pre-hire testing (new hires only) for their job classifications.

Schedule & Work Hours:

- Employees assigned to the YG Construction Group will be considered day workers and may be required to work 4-10 hour days (Monday through Thursday, or Tuesday through Friday schedule).
- A ½ hour unpaid lunch break for either schedule.
- 8 hour days during weeks with holidays
- Employees may be expected to be at their first work assignment at scheduled start time, and will be provided the appropriate expense plan per Article XII of the Contract, when required.

Work practices: Employees must comply with NU safety requirements, TMP Qualification and Operator Qualification requirements.

- The YG Construction Group will call the local areas in the event they encounter a gas leak during construction activities. The leak repairs will be done by the districts however consistent with the training provided to the workforce, the YG Construction Group will be responsible for "making the area safe."
- Taps and tie-ins normally will be arranged through district, unless scheduling or workforce prohibits. Otherwise the YG Construction Group will do the work.

When asking for volunteers to cover possible "storm duty" for NU system companies, the company will request volunteers from the districts first and then from the YG Construction Group.

Inclement Weather:

The YG construction Group personnel shall follow Article XI, Safety, and section #7 as it pertains to working in inclement weather.

Seniority/Overtime:

The YG Construction Group will have its own seniority and overtime distribution list for the Western part of the state and one in the Eastern part of the state, respectively.

- Overtime participation will be within each location (i.e., Eastern, Western) first and if necessary, then go to the other location within the YG Construction Group. If no volunteers, the Company will use the low overtime distribution process within the YG Construction Group.

Applicability of other contract provisions:

All other aspects of this contract are applicable to the YG Construction Group unless otherwise addressed by the provisions of this Topic.

TOPIC: Global Positioning System (GPS)

LR-12-064
April 20, 2012

Mr. Frank Cirillo, Business Manager
Local Union 420 – I.B.E.W.
550 Wolcott Street
Waterbury, CT 06708

Mr. Richard Sank, Business Manager
Local Union 457 – I.B.E.W.
1237 East Main Street, 1st Floor South
Meriden, CT 06450

Re: Global Positioning System (GPS)

The company, as part of the 2011 Yankee Gas Contract Negotiations, announces its intention to expand its use of current and any future GPS technology during the term of the new contract. This expanded use of GPS will in fact change any restrictions on GPS use that the company made or practiced in the past.

GPS technology has made significant strides in the past decade. While Yankee Gas has no intention of implementing a "big brother" environment (watching over the shoulders of employees), we do reserve the right to avail ourselves of all the operational efficiencies that current and new technology will provide, including improvement in employee safety and customer service, establishment of a necessary platform for future work management enhancements, and continued use of GPS for internal investigations.

Accordingly, the company's previous GPS letters, commitments or practices are superseded by this letter.

Sincerely,

/s/ Edward S. Hammett
Director-Labor and Employee Relations

TOPIC: Adoption Assistance Benefit

The adoption benefit is offered to help employees meet some of the expenses related to adopting a child.

The adoption benefit provides reimbursement of up to $5,000 of eligible expenses for the adoption of each child under the age of 18. Only the expenses you actually incur are eligible for reimbursement. The benefit is payable when the adoption is final (when a decree of adoption is entered by the court) and applies to expenses incurred on or after January 1, 2015.

Eligible expenses include: adoption agency fees, legal fees, court fees, travel expenses, the child's initial medical exam and certain out-of-pocket medical expenses for the natural mother.

Adoption Leave
You are eligible for company-paid adoption leave after you complete three months of employment with NU. Your pay during the duration of your adoption leave will be based on your base pay in effect on the day your leave starts.

You must give your supervisor at least three months written notice of the date your leave will start and when you expect to return to work. If you are also eligible for Family Medical Leave Act (FMLA) leave, time taken for adoption leave will also count as FMLA leave.

Duration of Leave
Adoption leave begins on the date the child is received into your home. The maximum duration of an adoption leave depends on the age of the adopted child according to the following schedule:

Age of Adopted Child	**Maximum Amount of Leave***
6 years old or younger	8 weeks
At least 7 years old but less than 13 years old	4 weeks
At least 13 years old but less than 18 years old	2 weeks

Topic: YG Floating Holiday Protocol -

Bargaining unit employees have the ability to choose two floating holidays during the calendar year based on operational requirements and supervisory approval. The two floating holidays can be used for any reason and are requested by the employee. In the event of a conflict between employees requesting the same date, Company seniority shall govern.

Process

- Employees will make their selection of vacation periods (A,B,C,D....., weeks) by March 1 and vacation schedule will be posted by April 1.
- If an employee wants to use their floating holiday for either – Good Friday and Day after Thanksgiving those days must be selected at the same time as vacation. The total number of bargaining unit employees off for those two days cannot exceed the limits designated by local management. Management will make best effort to be as flexible as possible when designating these local limits.
- On-Call schedule will be prepared using the approved vacation and floating holiday schedules and posted by the last Sunday in April.

Supervisors may require employees to complete a Flexible Holiday Preference form at the start of each year to avoid scheduling conflicts. When taking a flexible holiday, use earnings code 071 when completing time sheets.

Agreed to:

Joseph Picone
Labor Relations Manager

2/23/15

Frank Cirillo
Local 420 Business Manager

2/23/15

John Fernandes
Local 457 Business Manager

Northeast
Utilities System

107 Selden Street, Berlin, CT 06037

Northeast Utilities Service Company
P.O. Box 270
Hartford, CT 06141-0270
(860) 665-5000

December 8, 2014
LR-14-156

Mr. Frank E. Cirillo
Business Manager
550 Wolcott Street
Waterbury, CT 06705

Subject: Coverage for the Former Yankee Gas Shelton AWC

Dear Mr. Cirillo:

This is to confirm an agreement reached between Yankee Gas and IBEW Local 420 concerning coverage of the Shelton area and its effect on Meter Service Mechanics and Distribution Mechanics reporting out of the Waterbury area work center:

- The Shelton location will remain in the contract in the Southern division of Appendix C, for the purpose of Article V for Distribution and Meter Service classifications.
- The Company can utilize Distribution and Meter Service personnel covering the Shelton area in Waterbury during regular working hours.
- The Meter Service and Distribution Mechanics covering the Shelton area will have their own overtime list, on-call and vacation schedules.
- The Meter Service Mechanics assigned to Shelton will service the Town of Monroe.
- There will be a minimum of six Distribution Mechanics in the street department and six Meter Service Mechanics in the meter service department covering the Shelton area. The Union understands that there may be times when people will retire or post out. The Company will attempt to backfill employees in a timely manner.
- The displaced employees from the former Shelton AWC in the Meter Service and Distribution Mechanic classifications will have reinstatement rights.

Sincerely,

Joseph C. Picone,
Manager, Labor Relations

Agreed:

Frank Cirillo
Business Mgr., IBEW, Local 420

C: Kevin Kelley
Labor Relations File

Topic: Company to establish a 2nd shift for Distribution Mechanics as follows:
Shift (X)

2nd shift for Distribution Mechanics:

Meriden: **3**
Norwalk: **3**
Waterbury (does not include Derby, Ansonia, and Shelton): **3**

Hours: 3:00PM – 11:30PM
Work week: Monday – Friday

- Crew Size **3**
- Distribution Mechanics/Helpers who were in the Distribution Department on 12/1/14 are defined as incumbents.
    - If incumbents volunteer for shift (X), they will not be designated with an (X).
    - Employees in the ES Construction Department on 12/1/14 are not considered incumbents. However, the three Construction employees who previously worked in the Distribution Department prior to 12/1/14 are considered incumbents.
- All new hires and voluntary transfers into the Distribution Department are subject to shift (X) designation.
- Shift (X) positions will be awarded by order of seniority.
- If management elects to fill temporary shift vacancies, they will be filled first by (X) volunteers, then by volunteers based on seniority; absent volunteers, the junior (X) employee will be required to take the shift in their local seniority area.
    - Junior helper (X) employees will be required to take the shift in their local seniority area for no longer than one (1) month at a time as long as there are two qualified (X) mechanics on shift.
- Overtime – by area – no change in present practice. If second shift is collapsed, overtime rules will apply to all.
- Upgrade – no change in present practice.
- Shift (X) will normally operate with 3 Fully Qualified Individuals.
- When helper mechanic (X) becomes qualified, a shift Employee can elect to come off shift at that time.
    - On an annual basis, the second shift positions will be posted by March 1 for volunteers, and the shift will begin on the first full week of April to coincide with current practices spelled out in the White Book contract. Volunteers for shift (X) are required to work the second shift for a minimum of one (1) year or until there is a junior qualified (X) mechanic in the local seniority area to fill the second shift.
    - When a helper (X) mechanic reaches minimum qualified journeyman status, and an employee with greater seniority who is required to work the second shift assignment wishes to go back to first shift, that employee can do so at that time, but must provide management with notification in writing 60 days prior to his or her intended reassignment date.
- If Management elects to fill the shift during a scheduled vacancy such as vacations and other scheduled absences, and if no one volunteers, the opening will be filled by the junior mechanic or helper (X) in their local seniority area, provided that there are two other qualified (X) mechanics assigned to that shift. If there are no qualified (X) mechanics, the Company will decide if the shift will either be collapsed, or it will be run short.

- **Employees regularly assigned to the (X) shift can swap work shifts with other Distribution Mechanics in the department subject to supervisory approval and in accordance with Article VII, Section 5.(b). When such exchanges of scheduled work hours are permitted, the advance notice requirements and premiums in Article VII, Section 6 shall not apply.**
- The shift crew may relieve day crews working on a job that is expected to extend beyond the regular work hours.
- Shift Crews will not be required to be On-Call unless opting in.
    - When a helper (X) becomes fully qualified, that individual can opt in to joining in the on-call rotation when he or she volunteers or is assigned to shift (X).
    - By opting in to the on-call rotation, that employee is subject to Article X. Call Time. The opt in is binding subject to Article X, Section 1.
- **When an employee is regularly assigned to work the (X) shift, he or she shall have 1,000 hours added to the overtime list unless the employee opts into the on-call rotation.**
- Generally, when Christmas Eve or New Year's Eve occur during the work week, strong consideration will be given to moving the Shift workers to work days to avoid the inherent difficulties of doing work on these evenings. If business needs dictate, adjustments may need to be made.
- **If the Company elects to collapse the (X) shift, best efforts will be made to give the affected (X) shift employees at least 72 hours' notice.**
- If an employee who normally works the (X) shift is temporarily assigned to the day shift (i.e. training, OQ testing, temporary shift collapse), he or she shall receive the shift differential set forth in Article VII, Section 5.(c) for all hours worked within the day shift.
- When a job the Shift workers respond to requires a 3rd person, the 1st Call Man from the area would be the 3rd man.
- **The Company will make best efforts to include employees regularly assigned to the (X) shift at meetings or training events that cannot effectively be duplicated on the second shift.**

Job Duties:

All current Distribution Mechanic job functions including but not limited to:

1. Leak repairs
2. Leak investigation
3. Leak re-checks
4. CBYD tickets – (Emergency and tickets due to expire in 24 hours **only**)
5. Pre-marks (CBYD)
6. Box repairs
7. Critical valve inspection & repair
8. Paving inspections
9. Distribution shop cleaning
10. Equipment & tool repair
11. Corrosion inspections

<u>Topic: Company to Establish 24 Hour Coverage for Meter Services Department as follows:</u>

Areas initially affected:

- Meriden

- E. Windsor
- Waterbury
- Norwalk

- The Company will determine the required number of employees for each shift.
- An incumbent Meter Service Mechanic is one who is in the classification in the Meter Services Department as of the date of contract ratification (November 30, 2018).
- Incumbents are unaffected unless they volunteer.
- All employees who are hired or transferred into the Meter Services Department following the date of ratification **(November 30, 2018)** will be designated as “S” employees and are subject to shift.
- During the initial startup, shifts will be offered by departmental seniority. The Company will determine when to implement shifts.
- Shifts for the initial startup for incumbent volunteers will consist of five (5) consecutive days in accordance with Article VII, Section 2(a).
- Shifts may be filled on a rotational basis for a minimum of one (1) month at a time by incumbent volunteers until “S” Meter Service Mechanics are qualified.
- An incumbent Meter Service Mechanic who volunteers for 2nd or 3rd shift will be retained for a period of up to two (2) years from the date of transfer.
- If a Chief Meter Service Mechanic volunteers to work the second or third shift, he or she shall be reclassified as a Meter Service Mechanic for the term of the voluntary period. If he or she continues to work the second or third shift beyond the voluntary period, the employee shall be permanently reclassified as a Meter Service Mechanic.
- “S” Meter Service Mechanics in the affected areas will remain in the position for a minimum of three (3) years from the date of hire or transfer and will not be entitled to apply for posted open positions **outside of the Meter Services department** during this period.
- “S” Meter Service Mechanics may be subject to swing shifts.
- When the Company implements shifts for 24/7 coverage in a district, incumbent volunteers will be offered the option to return to first shift or be subject to the shift schedule. Such shift schedules may include swing shifts.
- Shifts shall be offered and filled by departmental seniority on an annual basis by February 1.
- If the Company elects to fill a temporary shift vacancy, it shall be offered to the call person, if available, or by the overtime list if no one is on call. If no one accepts the vacancy, it shall be filled by low overtime with a qualified employee.
- If the Company elects to fill a shift during a scheduled vacancy such as vacations or other scheduled absences, it shall be offered to the call person, if available, or by the overtime list if no one is on call. If no one accepts the vacancy, it shall be filled by low overtime with a qualified employee.
- Any shift may relieve another shift consistent with current practice.

- Meter Service Mechanics may be placed On-Call.

- **Once the shifts are implemented, the Company will limit the on-call period for Meter Service Mechanics in the affected areas to the third shift (12:00 a.m. – 8:00 a.m.) on Monday through Friday excluding recognized holidays. When the on-call period is limited to the third shift, the on-call payment shall be one (1) hour at basic straight time rates for each such period assigned. The on-call payment and length of assignment on a Saturday, Sunday or recognized holiday shall remain unchanged and be in accordance with Article X, Section 2.**

- When an "S" Meter Service Mechanic is required to work on a recognized holiday falling on a day within the employee's normal schedule, the employee will receive eight (8) hours of holiday pay at basic straight time rates or a day off in lieu to be used within the calendar year plus time and one-half for all hours worked within the employee's normally scheduled hours and double time for all hours worked outside the employee's normally scheduled hours.

- **The Company commits to maintain the schedule of "S" shifts as described below for the term of the contract.**

Meter Service Shift Schedules

	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**		*
2	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**		*
3**	*		**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**
4**	*		**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**	**8a-4:30p**
5	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**		*
6	*		**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**
7	*	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	**3:30p-12a**	
8**	*	**12:30p-9p**	**12:30p-9p**	**12:30p-9p**	**12:30p-9p**	**12:30p-9p**	

***Denotes Double Time Days**

****Incumbent employees and "S" Meter Service Mechanics may be required to work the designated shifts. Local seniority rules shall apply in assigning these shifts.**

Topic: Expanded Loading Duties for Stockhandlers

1. The Company will expand the current practice of loading by the Stockhandlers to include loading material and equipment onto Company vehicles.

2. It is not the intent of the Company to remove loading duties from any classification that presently performs these duties, nor is it the intent to give any classification exclusivity to the duties associated with loading and unloading.

3. The Company will train Stockhandlers on equipment necessary to perform the expanded loading duties.

4. Incumbent Stockhandlers will receive $1.00/hour added to the base wage rate for obtaining and maintaining CDL (B).

5. New hires and transfers must be able to obtain and maintain valid CDL (B) within six (6) months of hire or transfer into a Stockhandler position.