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 [redacted] 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 [redacted] 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 [redacted] 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 [redacted]) 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 [redacted] 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 ([redacted] 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 [redacted] on account of such meal.

An allowance of [redacted] 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 [redacted] 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 [redacted] for breakfast, lunch, and [redacted] 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 [redacted] 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 [redacted] 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 [redacted] 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 [redacted] 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 [redacted] 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 $[redacted] for a new hire in the first year and [redacted] 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; [redacted] per day.

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

Plan C - If the distance one way is over forty miles but not over sixty miles; [redacted] per day.

Plan D - If the distance one way is over sixty miles but not over ninety miles; [redacted] 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, [redacted] per day.

Plan F - If the distance one way is over thirty miles; [redacted] 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 [redacted] 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 [redacted] 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:

[redacted] — Date 12/6/22
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	*	[redacted]	
S	Automotive Body Mechanic	Berlin	z		
S	Automotive Equip. Mechanic	Berlin	+		
	Building Maintenance Worker	As Assigned	+		
	Building Maintenance Mechanic	As Assigned	x		
	Building Maintenance Mechanic (Dual License)	As Assigned	x		
	Building Maintenance Mechanic Helper	As Assigned	x		
	Carpenter	As Assigned	x		
	Carpenter Helper	As Assigned	+		
	Chief Building Maintenance Mechanic	Berlin			
	Chief Building Maintenance Mechanic (Dual License)	Berlin			
	Chief Carpenter	As Assigned	*		
	Chief Construction Equipment Operator	As Assigned	*		
	Chief Construction Mechanic	As Assigned	*		
	Chief Electrician	As Assigned	*		
	Chief General Operating Mechanic	As Assigned	*		
	Chief Equipment Tester	As Assigned	*		
S	Chief Garage Mechanic	As Assigned	z		
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*		
	(Non Rubber Gloving)	As Assigned	*		
	Chief Mechanic	As Assigned			
	Chief Meter-Service Mechanic Electric	As Assigned	*		
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*		
	Chief of Party	Berlin	y		
	Chief Splicer/ Chief Cable Splicer	As Assigned	*		
R	Chief Stockhandler	As Assigned	*		
S	Chief Stockhandler	Berlin Central Warehouse	*		
	Chief Transmission Line Mechanic	As Assigned	*		
	Chief Transmission Underground Mechanic	**As Assigned**			
	Chief Utility Worker	As Assigned			
	Collector	As Assigned	+		
	Construction Equip. Operator	As Assigned	+		
	Construction Mechanic	As Assigned	*		
	Construction Mechanic Helper	As Assigned			
	Construction Welder	As Assigned	y		
	Distribution Automation Specialist	As Assigned			

	Distribution Automation Technician	As Assigned	
	Distribution Equipment Operator	As Assigned	
	Electrician	As Assigned	+
	Electrician Helper	As Assigned	+
	Equipment Tester	As Assigned	*
	Equipment Test Helper	As Assigned	+
S	Express Driver	As Assigned	+
	Field Training Coordinator	As Assigned	
	Field Training Leader	As Assigned	
S	Garage Mechanic	As Assigned	*
	General Operating Mechanic	As Assigned	x
	General Operating Mechanic Helper	As Assigned	+
S	Guard	As Assigned	+
	Ground Worker	As Assigned	+
	Instrument Mechanic	Berlin	y
S	Janitor	As Assigned	+
	Janitor- Service Buildings	As Assigned	
	Laborer	As Assigned	+
	Lead Carpenter	As Assigned	
	Lead Construction Equipment Operator	As Assigned	
	Lead Construction Mechanic	As Assigned	
	Lead Construction Welder	As Assigned	
	Lead Electrician	As Assigned	
	Lead Equipment Tester	As Assigned	
S	Lead Garage Mechanic	As Assigned	
	Lead General Operating Mechanic	As Assigned	
	Lead Line Mechanic (Rubber Gloving)	As Assigned	
	(Non Rubber Gloving)	As Assigned	
	Lead Mechanic (Berlin)	Berlin	
	Lead Splicer/ Lead Cable Splicer	As Assigned	
	Lead Transmission Line Mechanic	As Assigned	
	Lead Transmission Underground Mechanic	**As Assigned**	
	Lead Utility Worker	Berlin	
	Line Mechanic (Rubber Gloving)	As Assigned	x
	(Non Rubber Gloving)	As Assigned	x
	Line Helper	As Assigned	+
	Maintenance Worker- Buildings	As Assigned	
	Maintenance Worker A- Buildings	As Assigned	
	Mason	As Assigned	y
	Mechanic	As Assigned	
	Mechanic Helper	As Assigned	y
	Mechanic Building Maintenance	Waterbury	x
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+
	Meter Reader-AMR Driver	As Assigned	+
	Meter Service Installer	As Assigned	y
	Meter Service Mechanic - Electric	As Assigned	y
	Meter Specialist - Electric Meter Lab	As Assigned	*
	Painter	Berlin	*
S	Parts Handler - Garage	Berlin	+
	Parts Handler - Garage	Waterbury	+
S	Response Specialist - Line	As Assigned	

[redacted]

	Splicer/ Cable Splicer	As assigned	x
R	Stockhandler	As assigned	+
S	Stockhandler	Berlin Central Warehouse	+
	Store Worker	As Assigned	
	Streetlight Mechanic	As Assigned	+
	Substation Automation Specialist	As Assigned	
	Substation Automation Technician	As Assigned	
	Survey Party Assistant	Berlin	+
	Tester - Electric Meter Laboratory	Newington	y
	Tester - Electric Meter Laboratory Helper	Newington	+
S	Tractor Trailer Driver	Berlin	+
	Transmission Line Mechanic	As Assigned	x
	Transmission Line Mechanic Helper	As Assigned	+
	Transmission Underground Mechanic	**As Assigned**	**x**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**
S	Troubleshooter (Rubber Gloving)	As Assigned	
S	(Non Rubber Gloving)	As Assigned	
	URD Equipment Operator	As Assigned	+
	Utility Worker A	As Assigned	*
	Utility Worker	As Assigned	+

[redacted]

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 [redacted] 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 [redacted] 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
	Area Stockhandler	As Assigned	*	[redacted]
S	Automotive Body Mechanic	Berlin	z	
S	Automotive Equip. Mechanic	Berlin	+	
	Building Maintenance Worker	As Assigned	+	
	Building Maintenance Mechanic	As Assigned	x	
	Building Maintenance Mechanic (Dual License)	As Assigned	x	
	Building Maintenance Mechanic Helper	As Assigned	x	
	Carpenter	As Assigned	x	
	Carpenter Helper	As Assigned	+	
	Chief Building Maintenance Mechanic	Berlin		
	Chief Building Maintenance Mechanic (Dual License)	Berlin		
	Chief Carpenter	As Assigned	*	
	Chief Construction Equipment Operator	As Assigned	*	
	Chief Construction Mechanic	As Assigned	*	
	Chief Electrician	As Assigned	*	
	Chief General Operating Mechanic	As Assigned	*	
	Chief Equipment Tester	As Assigned	*	
S	Chief Garage Mechanic	As Assigned	z	
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*	
	(Non Rubber Gloving)	As Assigned	*	
	Chief Mechanic	As Assigned		
	Chief Meter-Service Mechanic Electric	As Assigned	*	
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*	
	Chief of Party	Berlin	y	
	Chief Splicer/ Chief Cable Splicer	As Assigned	*	
R	Chief Stockhandler	As Assigned	*	
S	Chief Stockhandler	Berlin Central Warehouse	*	
	Chief Transmission Line Mechanic	As Assigned	*	
	Chief Transmission Underground Mechanic	**As Assigned**		
	Chief Utility Worker	As Assigned		
	Collector	As Assigned	+	
	Construction Equip. Operator	As Assigned	+	
	Construction Mechanic	As Assigned	*	
	Construction Mechanic Helper	As Assigned		
	Construction Welder	As Assigned	y	
	Distribution Automation Specialist	As Assigned		

	Distribution Automation Technician	As Assigned	
	Distribution Equipment Operator	As Assigned	
	Electrician	As Assigned	+
	Electrician Helper	As Assigned	+
	Equipment Tester	As Assigned	*
	Equipment Test Helper	As Assigned	+
S	Express Driver	As Assigned	+
	Field Training Coordinator	As Assigned	
	Field Training Leader	As Assigned	
S	Garage Mechanic	As Assigned	*
	General Operating Mechanic	As Assigned	x
	General Operating Mechanic Helper	As Assigned	+
S	Guard	As Assigned	+
	Ground Worker	As Assigned	+
	Instrument Mechanic	Berlin	y
S	Janitor	As Assigned	+
	Janitor- Service Buildings	As Assigned	
	Laborer	As Assigned	+
	Lead Carpenter	As Assigned	
	Lead Construction Equipment Operator	As Assigned	
	Lead Construction Mechanic	As Assigned	
	Lead Construction Welder	As Assigned	
	Lead Electrician	As Assigned	
	Lead Equipment Tester	As Assigned	
S	Lead Garage Mechanic	As Assigned	
	Lead General Operating Mechanic	As Assigned	
	Lead Line Mechanic (Rubber Gloving)	As Assigned	
	(Non Rubber Gloving)	As Assigned	
	Lead Mechanic (Berlin)	Berlin	
	Lead Splicer/ Lead Cable Splicer	As Assigned	
	Lead Transmission Line Mechanic	As Assigned	
	Lead Transmission Underground Mechanic	**As Assigned**	
	Lead Utility Worker	Berlin	
	Line Mechanic (Rubber Gloving)	As Assigned	x
	(Non Rubber Gloving)	As Assigned	x
	Line Helper	As Assigned	+
	Maintenance Worker- Buildings	As Assigned	
	Maintenance Worker A- Buildings	As Assigned	
	Mason	As Assigned	y
	Mechanic	As Assigned	
	Mechanic Helper	As Assigned	y
	Mechanic Building Maintenance	Waterbury	x
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+
	Meter Reader-AMR Driver	As Assigned	+
	Meter Service Installer	As Assigned	y
	Meter Service Mechanic - Electric	As Assigned	y
	Meter Specialist - Electric Meter Lab	As Assigned	*
	Painter	Berlin	*
S	Parts Handler - Garage	Berlin	+
	Parts Handler - Garage	Waterbury	+
S	Response Specialist - Line	As Assigned	

[redacted]

	Splicer/ Cable Splicer	As assigned	x
R	Stockhandler	As assigned	+
S	Stockhandler	Berlin Central Warehouse	+
	Store Worker	As Assigned	
	Streetlight Mechanic	As Assigned	+
	Substation Automation Specialist	As Assigned	
	Substation Automation Technician	As Assigned	
	Survey Party Assistant	Berlin	+
	Tester - Electric Meter Laboratory	Newington	y
	Tester - Electric Meter Laboratory Helper	Newington	+
S	Tractor Trailer Driver	Berlin	+
	Transmission Line Mechanic	As Assigned	x
	Transmission Line Mechanic Helper	As Assigned	+
	Transmission Underground Mechanic	**As Assigned**	**x**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**
S	Troubleshooter (Rubber Gloving)	As Assigned	
S	(Non Rubber Gloving)	As Assigned	
	URD Equipment Operator	As Assigned	+
	Utility Worker A	As Assigned	*
	Utility Worker	As Assigned	+

[redacted]

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 [redacted] 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 [redacted] 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	*	[redacted]	
S	Automotive Body Mechanic	Berlin	z		
S	Automotive Equip. Mechanic	Berlin	+		
	Building Maintenance Worker	As Assigned	+		
	Building Maintenance Mechanic	As Assigned	x		
	Building Maintenance Mechanic (Dual License)	As Assigned	x		
	Building Maintenance Mechanic Helper	As Assigned	x		
	Carpenter	As Assigned	x		
	Carpenter Helper	As Assigned	+		
	Chief Building Maintenance Mechanic	Berlin			
	Chief Building Maintenance Mechanic (Dual License)	Berlin			
	Chief Carpenter	As Assigned	*		
	Chief Construction Equipment Operator	As Assigned	*		
	Chief Construction Mechanic	As Assigned	*		
	Chief Electrician	As Assigned	*		
	Chief General Operating Mechanic	As Assigned	*		
	Chief Equipment Tester	As Assigned	*		
S	Chief Garage Mechanic	As Assigned	z		
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*		
	(Non Rubber Gloving)	As Assigned	*		
	Chief Mechanic	As Assigned			
	Chief Meter-Service Mechanic Electric	As Assigned	*		
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*		
	Chief of Party	Berlin	y		
	Chief Splicer/ Chief Cable Splicer	As Assigned	*		
R	Chief Stockhandler	As Assigned	*		
S	Chief Stockhandler	Berlin Central Warehouse	*		
	Chief Transmission Line Mechanic	As Assigned	*		
	Chief Transmission Underground Mechanic	**As Assigned**			
	Chief Utility Worker	As Assigned			
	Collector	As Assigned	+		
	Construction Equip. Operator	As Assigned	+		
	Construction Mechanic	As Assigned	*		
	Construction Mechanic Helper	As Assigned			
	Construction Welder	As Assigned	y		
	Distribution Automation Specialist	As Assigned			

	Distribution Automation Technician	As Assigned	
	Distribution Equipment Operator	As Assigned	
	Electrician	As Assigned	+
	Electrician Helper	As Assigned	+
	Equipment Tester	As Assigned	*
	Equipment Test Helper	As Assigned	+
S	Express Driver	As Assigned	+
	Field Training Coordinator	As Assigned	
	Field Training Leader	As Assigned	
S	Garage Mechanic	As Assigned	*
	General Operating Mechanic	As Assigned	x
	General Operating Mechanic Helper	As Assigned	+
S	Guard	As Assigned	+
	Ground Worker	As Assigned	+
	Instrument Mechanic	Berlin	y
S	Janitor	As Assigned	+
	Janitor- Service Buildings	As Assigned	
	Laborer	As Assigned	+
	Lead Carpenter	As Assigned	
	Lead Construction Equipment Operator	As Assigned	
	Lead Construction Mechanic	As Assigned	
	Lead Construction Welder	As Assigned	
	Lead Electrician	As Assigned	
	Lead Equipment Tester	As Assigned	
S	Lead Garage Mechanic	As Assigned	
	Lead General Operating Mechanic	As Assigned	
	Lead Line Mechanic (Rubber Gloving)	As Assigned	
	(Non Rubber Gloving)	As Assigned	
	Lead Mechanic (Berlin)	Berlin	
	Lead Splicer/ Lead Cable Splicer	As Assigned	
	Lead Transmission Line Mechanic	As Assigned	
	Lead Transmission Underground Mechanic	**As Assigned**	
	Lead Utility Worker	Berlin	
	Line Mechanic (Rubber Gloving)	As Assigned	x
	(Non Rubber Gloving)	As Assigned	x
	Line Helper	As Assigned	+
	Maintenance Worker- Buildings	As Assigned	
	Maintenance Worker A- Buildings	As Assigned	
	Mason	As Assigned	y
	Mechanic	As Assigned	
	Mechanic Helper	As Assigned	y
	Mechanic Building Maintenance	Waterbury	x
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+
	Meter Reader-AMR Driver	As Assigned	+
	Meter Service Installer	As Assigned	y
	Meter Service Mechanic - Electric	As Assigned	y
	Meter Specialist - Electric Meter Lab	As Assigned	*
	Painter	Berlin	*
S	Parts Handler - Garage	Berlin	+
	Parts Handler - Garage	Waterbury	+
S	Response Specialist - Line	As Assigned	

[redacted]

	Splicer/ Cable Splicer	As assigned	x
R	Stockhandler	As assigned	+
S	Stockhandler	Berlin Central Warehouse	+
	Store Worker	As Assigned	
	Streetlight Mechanic	As Assigned	+
	Substation Automation Specialist	As Assigned	
	Substation Automation Technician	As Assigned	
	Survey Party Assistant	Berlin	+
	Tester - Electric Meter Laboratory	Newington	y
	Tester - Electric Meter Laboratory Helper	Newington	+
S	Tractor Trailer Driver	Berlin	+
	Transmission Line Mechanic	As Assigned	x
	Transmission Line Mechanic Helper	As Assigned	+
	Transmission Underground Mechanic	**As Assigned**	**x**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**
S	Troubleshooter (Rubber Gloving)	As Assigned	
S	(Non Rubber Gloving)	As Assigned	
	URD Equipment Operator	As Assigned	+
	Utility Worker A	As Assigned	*
	Utility Worker	As Assigned	+

[redacted]

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 [redacted] 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 [redacted] 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.	Rate Per Hour Max.
	Area Stockhandler	As Assigned	*	[redacted]	[redacted]
S	Automotive Body Mechanic	Berlin	z		
S	Automotive Equip. Mechanic	Berlin	+		
	Building Maintenance Worker	As Assigned	+		
	Building Maintenance Mechanic	As Assigned	x		
	Building Maintenance Mechanic (Dual License)	As Assigned	x		
	Building Maintenance Mechanic Helper	As Assigned	x		
	Carpenter	As Assigned	x		
	Carpenter Helper	As Assigned	+		
	Chief Building Maintenance Mechanic	Berlin			
	Chief Building Maintenance Mechanic (Dual License)	Berlin			
	Chief Carpenter	As Assigned	*		
	Chief Construction Equipment Operator	As Assigned	*		
	Chief Construction Mechanic	As Assigned	*		
	Chief Electrician	As Assigned	*		
	Chief General Operating Mechanic	As Assigned	*		
	Chief Equipment Tester	As Assigned	*		
S	Chief Garage Mechanic	As Assigned	z		
	Chief/ Top Line Mechanic (Rubber Gloving)	As Assigned	*		
	(Non Rubber Gloving)	As Assigned	*		
	Chief Mechanic	As Assigned			
	Chief Meter-Service Mechanic Electric	As Assigned	*		
	Chief Meter-Service Mechanic Electric (Incumbent Only)	As Assigned	*		
	Chief of Party	Berlin	y		
	Chief Splicer/ Chief Cable Splicer	As Assigned	*		
R	Chief Stockhandler	As Assigned	*		
S	Chief Stockhandler	Berlin Central Warehouse	*		
	Chief Transmission Line Mechanic	As Assigned	*		
	Chief Transmission Underground Mechanic	**As Assigned**			
	Chief Utility Worker	As Assigned			
	Collector	As Assigned	+		
	Construction Equip. Operator	As Assigned	+		
	Construction Mechanic	As Assigned	*		
	Construction Mechanic Helper	As Assigned			
	Construction Welder	As Assigned	y		
	Distribution Automation Specialist	As Assigned			

	Distribution Automation Technician	As Assigned	
	Distribution Equipment Operator	As Assigned	
	Electrician	As Assigned	+
	Electrician Helper	As Assigned	+
	Equipment Tester	As Assigned	*
	Equipment Test Helper	As Assigned	+
S	Express Driver	As Assigned	+
	Field Training Coordinator	As Assigned	
	Field Training Leader	As Assigned	
S	Garage Mechanic	As Assigned	*
	General Operating Mechanic	As Assigned	x
	General Operating Mechanic Helper	As Assigned	+
S	Guard	As Assigned	+
	Ground Worker	As Assigned	+
	Instrument Mechanic	Berlin	y
S	Janitor	As Assigned	+
	Janitor- Service Buildings	As Assigned	
	Laborer	As Assigned	+
	Lead Carpenter	As Assigned	
	Lead Construction Equipment Operator	As Assigned	
	Lead Construction Mechanic	As Assigned	
	Lead Construction Welder	As Assigned	
	Lead Electrician	As Assigned	
	Lead Equipment Tester	As Assigned	
S	Lead Garage Mechanic	As Assigned	
	Lead General Operating Mechanic	As Assigned	
	Lead Line Mechanic (Rubber Gloving)	As Assigned	
	(Non Rubber Gloving)	As Assigned	
	Lead Mechanic (Berlin)	Berlin	
	Lead Splicer/ Lead Cable Splicer	As Assigned	
	Lead Transmission Line Mechanic	As Assigned	
	Lead Transmission Underground Mechanic	**As Assigned**	
	Lead Utility Worker	Berlin	
	Line Mechanic (Rubber Gloving)	As Assigned	x
	(Non Rubber Gloving)	As Assigned	x
	Line Helper	As Assigned	+
	Maintenance Worker- Buildings	As Assigned	
	Maintenance Worker A- Buildings	As Assigned	
	Mason	As Assigned	y
	Mechanic	As Assigned	
	Mechanic Helper	As Assigned	y
	Mechanic Building Maintenance	Waterbury	x
	Meter Reader-AMR Driver (Incumbent Only)	As Assigned	+
	Meter Reader-AMR Driver	As Assigned	+
	Meter Service Installer	As Assigned	y
	Meter Service Mechanic - Electric	As Assigned	y
	Meter Specialist - Electric Meter Lab	As Assigned	*
	Painter	Berlin	*
S	Parts Handler - Garage	Berlin	+
	Parts Handler - Garage	Waterbury	+
S	Response Specialist - Line	As Assigned	

[redacted]

	Splicer/ Cable Splicer	As assigned	x
R	Stockhandler	As assigned	+
S	Stockhandler	Berlin Central Warehouse	+
	Store Worker	As Assigned	
	Streetlight Mechanic	As Assigned	+
	Substation Automation Specialist	As Assigned	
	Substation Automation Technician	As Assigned	
	Survey Party Assistant	Berlin	+
	Tester - Electric Meter Laboratory	Newington	y
	Tester - Electric Meter Laboratory Helper	Newington	+
S	Tractor Trailer Driver	Berlin	+
	Transmission Line Mechanic	As Assigned	x
	Transmission Line Mechanic Helper	As Assigned	+
	Transmission Underground Mechanic	**As Assigned**	**x**
	Transmission Underground Mechanic Helper	**As Assigned**	**+**
S	Troubleshooter (Rubber Gloving)	As Assigned	
S	(Non Rubber Gloving)	As Assigned	
	URD Equipment Operator	As Assigned	+
	Utility Worker A	As Assigned	*
	Utility Worker	As Assigned	+

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.

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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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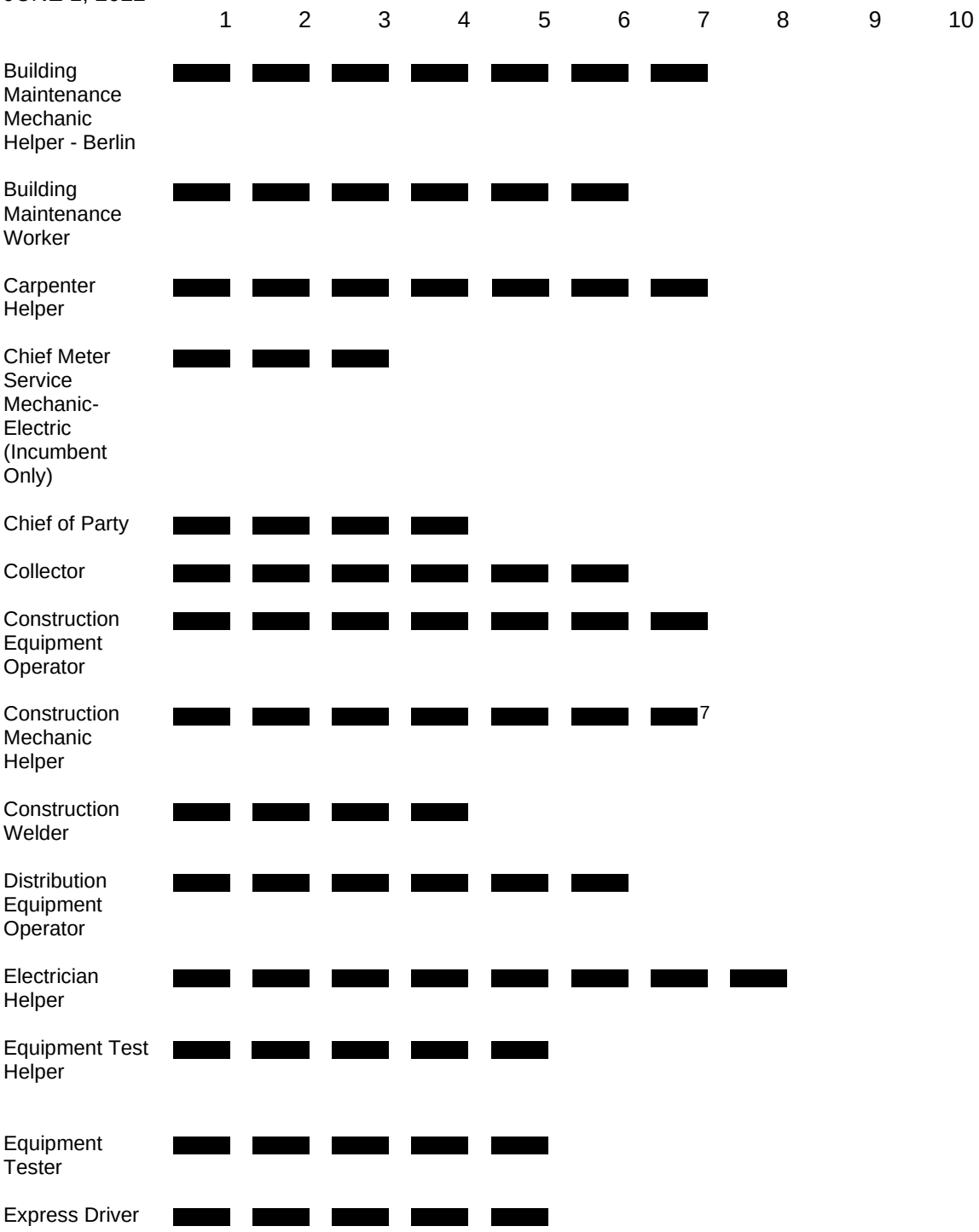
1(b) When an employee in any job classification is assigned to work on a shift which includes one hour or more on a Sunday, the employee will receive a premium of 25 percent of the employee's basic straight time rate in addition to the employee's basic straight time rate.

R Shift differential of [redacted] 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

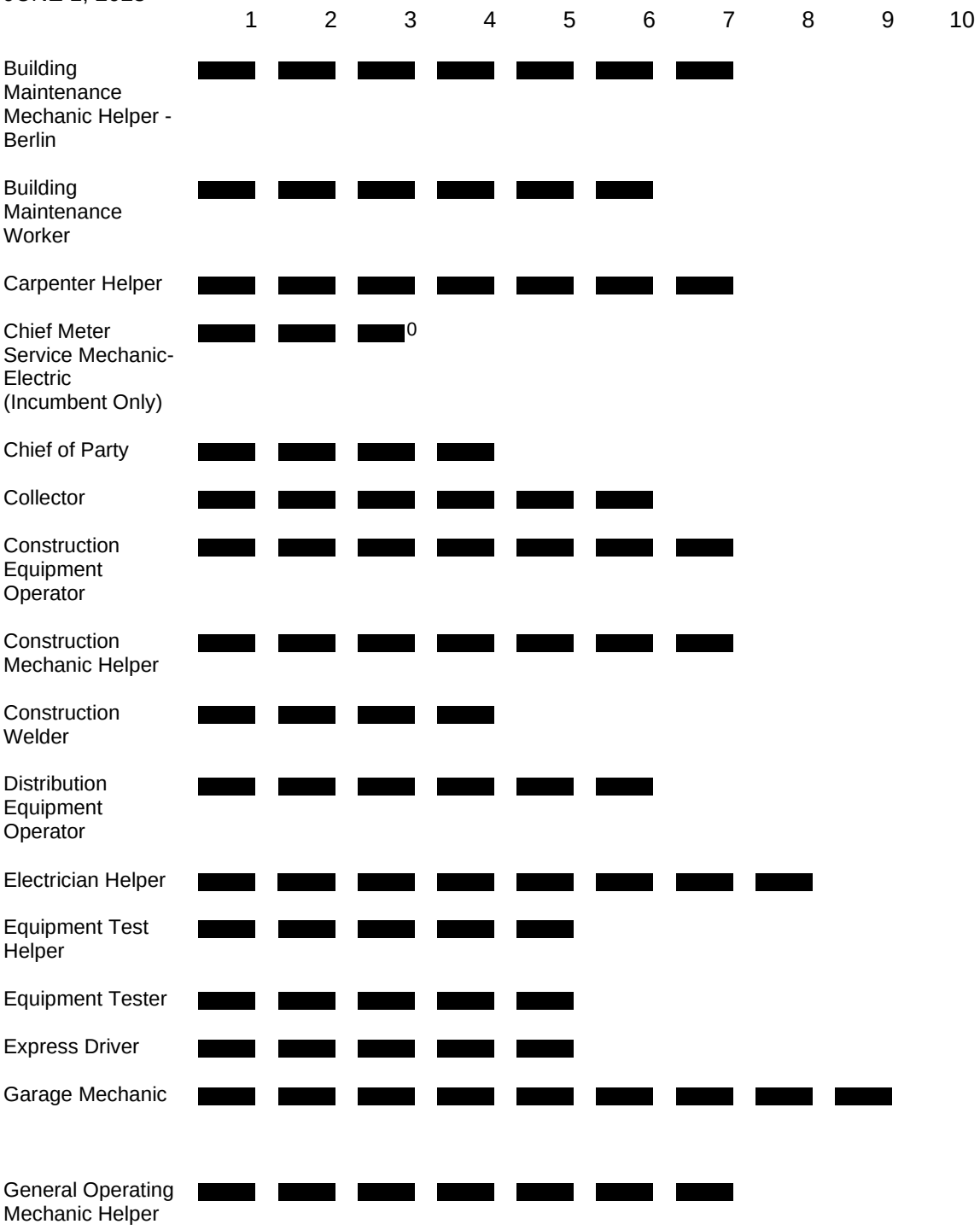


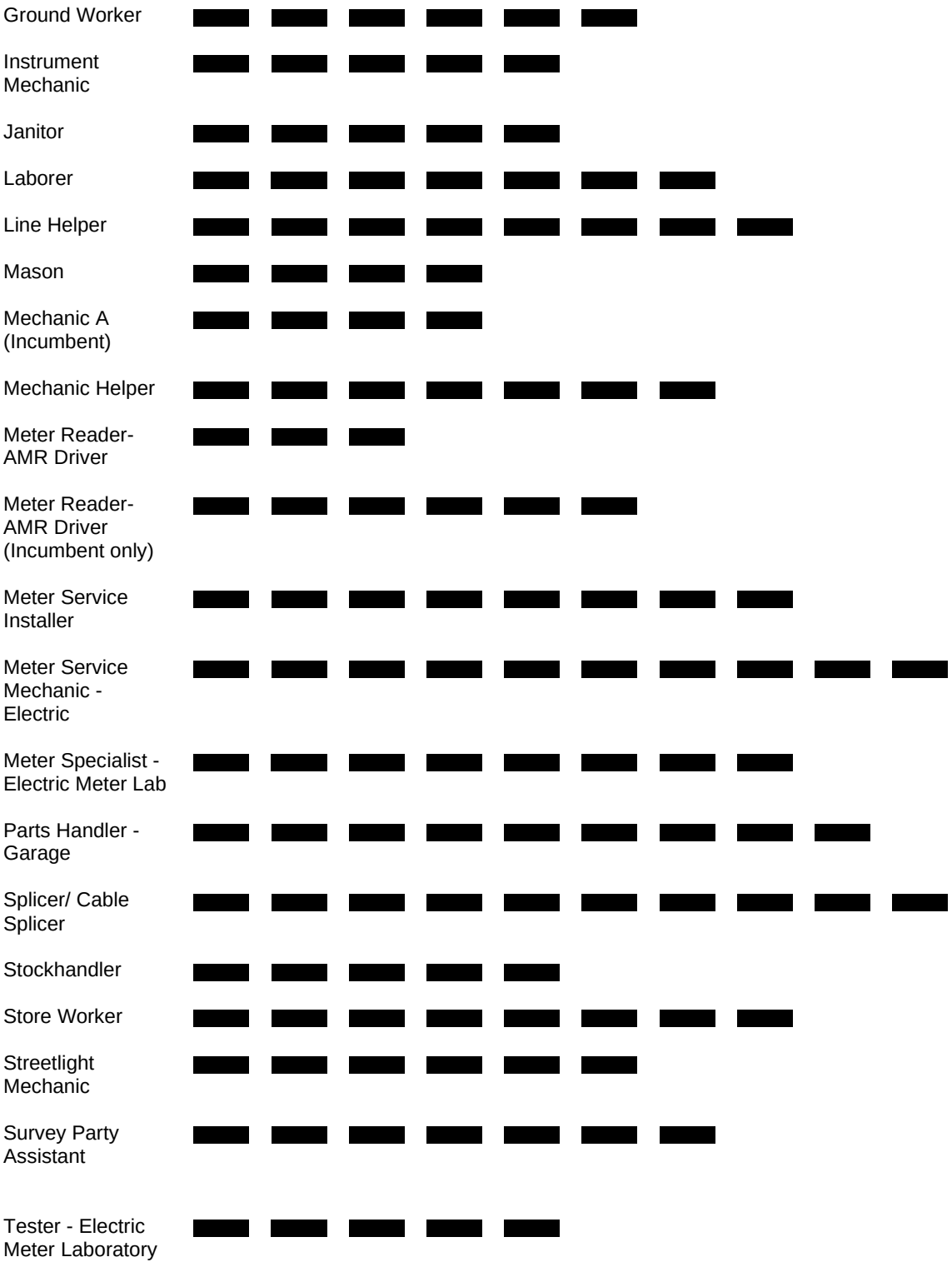

Garage Mechanic
General Operating Mechanic Helper
Ground Worker
Instrument Mechanic
Janitor
Laborer
Line Helper
Mason
Mechanic A (Incumbent)
Mechanic Helper
Meter Reader-AMR Driver
Meter Reader-AMR Driver (Incumbent only)
Meter Service Installer
Meter Service Mechanic - Electric
Meter Specialist - Electric Meter Lab
Parts Handler - Garage
Splicer/ Cable Splicer
Stockhandler
Store Worker

Streetlight Mechanic	[redacted]							
Survey Party Assistant	[redacted]							
Tester - Electric Meter Laboratory	[redacted]							
Tester - Electric Meter Laboratory Helper	[redacted]							
Tractor Trailer Driver	[redacted]							
Transmission Line Mechanic Helper	[redacted]							
Transmission Underground Mechanic Helper	[redacted]							
URD Equipment Operator	[redacted]							
Utility Worker	[redacted]							

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE JUNE 1, 2023



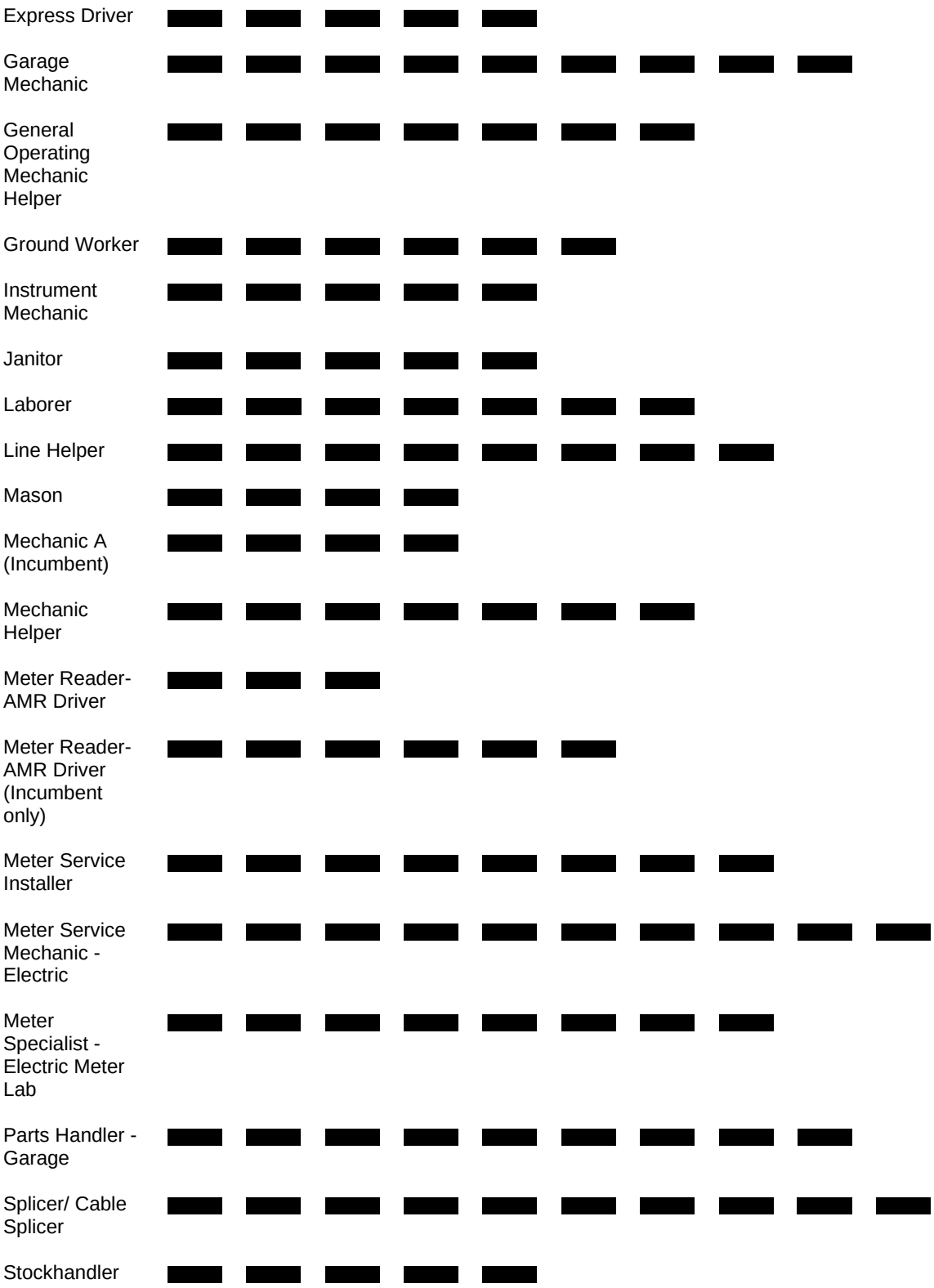

Ground Worker
Instrument Mechanic
Janitor
Laborer
Line Helper
Mason
Mechanic A (Incumbent)
Mechanic Helper
Meter Reader-AMR Driver
Meter Reader-AMR Driver (Incumbent only)
Meter Service Installer
Meter Service Mechanic - Electric
Meter Specialist - Electric Meter Lab
Parts Handler - Garage
Splicer/ Cable Splicer
Stockhandler
Store Worker
Streetlight Mechanic
Survey Party Assistant
Tester - Electric Meter Laboratory

Tester - Electric Meter Laboratory Helper	[redacted]							
Tractor Trailer Driver	[redacted]							
Transmission Line Mechanic Helper	[redacted]							
Transmission Underground Mechanic Helper	[redacted]							
URD Equipment Operator	[redacted]							
Utility Worker	[redacted]					[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	▬	▬	▬	▬	▬	▬	▬			
Building Maintenance Worker	▬	▬	▬	▬	▬	▬				
Carpenter Helper	▬	▬	▬	▬	▬	▬	▬			
Chief Meter Service Mechanic-Electric (Incumbent Only)	▬	▬	▬							
Chief of Party	▬	▬	▬	▬						
Collector	▬	▬	▬	▬	▬	▬				
Construction Equipment Operator	▬	▬	▬	▬	▬	▬	▬			
Construction Mechanic Helper	▬	▬	▬	▬	▬	▬	▬			
Construction Welder	▬	▬	▬	▬						
Distribution Equipment Operator	▬	▬	▬	▬	▬	▬				
Electrician Helper	▬	▬	▬	▬	▬	▬	▬	▬		
Equipment Test Helper	▬	▬	▬	▬	▬					
Equipment Tester	▬	▬	▬	▬	▬					

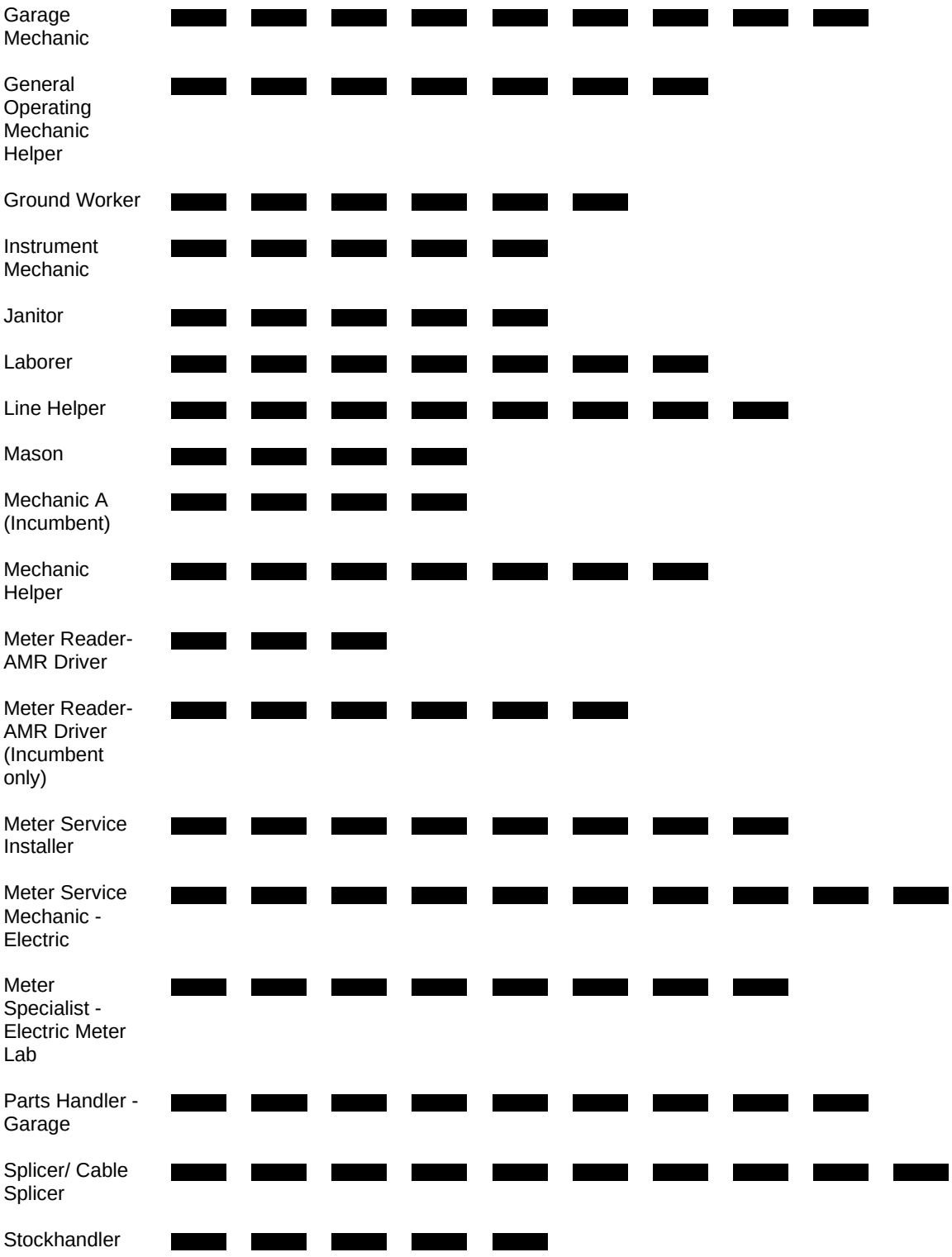

Express Driver
Garage Mechanic
General Operating Mechanic Helper
Ground Worker
Instrument Mechanic
Janitor
Laborer
Line Helper
Mason
Mechanic A (Incumbent)
Mechanic Helper
Meter Reader-AMR Driver
Meter Reader-AMR Driver (Incumbent only)
Meter Service Installer
Meter Service Mechanic - Electric
Meter Specialist - Electric Meter Lab
Parts Handler - Garage
Splicer/ Cable Splicer
Stockhandler

Store Worker	[redacted]							
Streetlight Mechanic	[redacted]							
Survey Party Assistant	[redacted]							
Tester - Electric Meter Laboratory	[redacted]							
Tester - Electric Meter Laboratory Helper	[redacted]							
Tractor Trailer Driver	[redacted]							
Transmission Line Mechanic Helper	[redacted]							
Transmission Underground Mechanic Helper	[redacted]							
URD Equipment Operator	[redacted]							
Utility Worker	[redacted]							

APPENDIX "A"

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

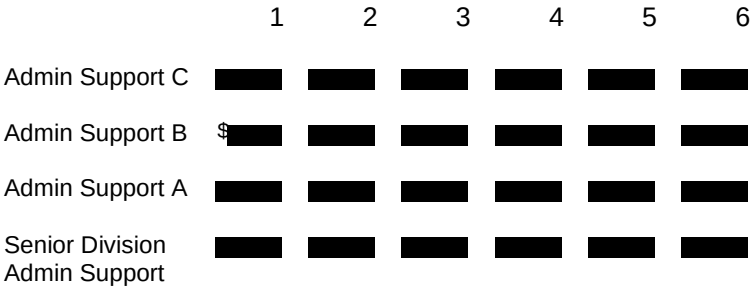
	1	2	3	4	5	6	7	8	9	10
Building Maintenance Mechanic Helper - Berlin	▬	▬	▬	▬	▬	▬	▬			
Building Maintenance Worker	▬	▬	▬	▬	▬	▬				
Carpenter Helper	▬	▬	▬	▬	▬	▬	▬			
Chief Meter Service Mechanic-Electric (Incumbent Only)	▬	▬	▬							
Chief of Party	▬	▬	▬	▬						
Collector	▬	▬	▬	▬	▬	▬				
Construction Equipment Operator	▬	▬	▬	▬	▬	▬	▬			
Construction Mechanic Helper	▬	▬	▬	▬	▬	▬	▬			
Construction Welder	▬	▬	▬	▬						
Distribution Equipment Operator	▬	▬	▬	▬	▬	▬				
Electrician Helper	▬	▬	▬	▬	▬	▬	▬	▬		
Equipment Test Helper	▬	▬	▬	▬	▬					
Equipment Tester	▬	▬	▬	▬	▬					
Express Driver	▬	▬	▬	▬	▬					


Garage Mechanic
General Operating Mechanic Helper
Ground Worker
Instrument Mechanic
Janitor
Laborer
Line Helper
Mason
Mechanic A (Incumbent)
Mechanic Helper
Meter Reader-AMR Driver
Meter Reader-AMR Driver (Incumbent only)
Meter Service Installer
Meter Service Mechanic - Electric
Meter Specialist - Electric Meter Lab
Parts Handler - Garage
Splicer/ Cable Splicer
Stockhandler

Store Worker	[redacted]							
Streetlight Mechanic	[redacted]							
Survey Party Assistant	[redacted]							
Tester - Electric Meter Laboratory	[redacted]							
Tester - Electric Meter Laboratory Helper	[redacted]							
Tractor Trailer Driver	[redacted]							
Transmission Line Mechanic Helper	[redacted]							
Transmission Underground Mechanic Helper	[redacted]							
URD Equipment Operator	[redacted]							
Utility Worker	[redacted]							

APPENDIX "A" – Administrative & Technical Units

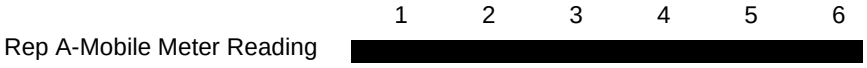
RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022



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



The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE

JUNE 1, 2022



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	[redacted]				

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.

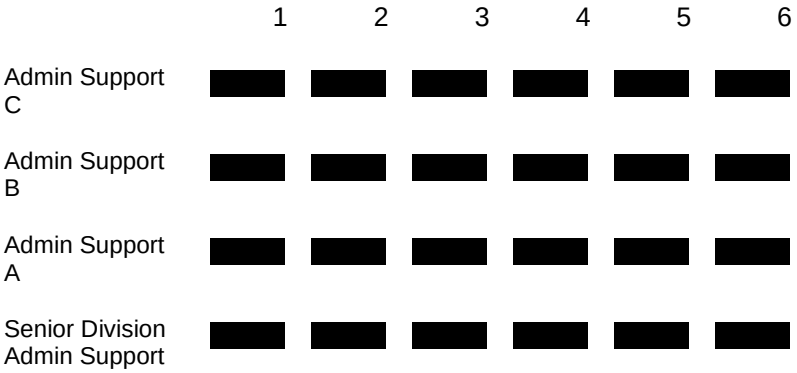
RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2022

	1	2	3	4
TEST ASSISTANT	[redacted]			
TEST SPECIALIST	[redacted]			
PROJECT TEST SPECIALIST	[redacted]			

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

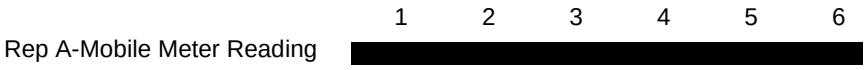
RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023



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



The above progression steps provide for six month increases to employees who make satisfactory progress.

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023



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	[redacted]				

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	[redacted]			
TEST SPECIALIST	[redacted]			
PROJECT TEST SPECIALIST	[redacted]			

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	[redacted]					
Admin Support B	[redacted]					
Admin Support A	[redacted]					
Senior Division Admin Support	[redacted]					

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	[redacted]					

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	[redacted]										

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	[redacted]				

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	[redacted]			
TEST SPECIALIST	[redacted]			
PROJECT TEST SPECIALIST	[redacted]			

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	[redacted]					
Admin Support B	[redacted]					
Admin Support A	[redacted]					
Senior Division Admin Support	[redacted]					

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	[redacted]					

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	[redacted]										

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	[redacted]				

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	[redacted]			
TEST SPECIALIST	[redacted]			
PROJECT TEST SPECIALIST	[redacted]			

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	[redacted]	[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER II	[redacted]	[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER III	[redacted]	[redacted]	[redacted]	[redacted]

*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	[redacted]										

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**	[redacted]	[redacted]

**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	[redacted]	$[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER II	[redacted]	[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER III	[redacted]	3[redacted]	$[redacted]	[redacted]

*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	$[redacted]										

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**	[redacted]	[redacted]

**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	[redacted]	[redacted] $ [redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER II	[redacted]	[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER III	[redacted] 1 [redacted]	[redacted]	[redacted]	[redacted]

*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	[redacted]										

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**	[redacted]	[redacted]

**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	[redacted]	[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER II	[redacted]	$[redacted]	[redacted]	[redacted]
ENGINEERING DESIGNER III	[redacted]	[redacted]	[redacted]	[redacted]

*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	[redacted]										

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**	[redacted]	[redacted]

**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	[redacted]			
Distribution Automation Specialist				
Substation Automation Technician				
Substation Automation Specialist				

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	[redacted]			
Distribution Automation Specialist				
Substation Automation Technician				
Substation Automation Specialist				

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	[redacted]			
Distribution Automation Specialist				
Substation Automation Technician				
Substation Automation Specialist				

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	[redacted]			
Distribution Automation Specialist				
Substation Automation Technician				
Substation Automation Specialist				

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	$[redacted]	[redacted]	[redacted]

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2023

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	$[redacted]	[redacted]	[redacted]

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2024

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	$[redacted]	[redacted]	[redacted]

RATE PROGRESSION STEPS EFFECTIVE
JUNE 1, 2025

	RSE Entry Level Rate	RSE Training Rate	RSE Fully Qualified Rate
Reliability Shift Electrician	$[redacted]	[redacted]	[redacted]

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 [redacted] ($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 [redacted] ($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 [redacted] (**$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 [redacted] ($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,

[redacted]
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 [redacted] effective May 31, 2009; [redacted] effective May 30, 2010; [redacted] 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. [redacted] 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 [redacted] 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 [redacted] 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 [redacted] 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: [redacted] single lens, [redacted] bifocal lens, [redacted] 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 $[redacted] 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 [redacted] Transfer Bonus Payment, in the form of [redacted] 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 Ed Hammett, CL&P	/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.

[redacted]
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 [redacted] per hour [redacted] 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 [redacted]. 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.

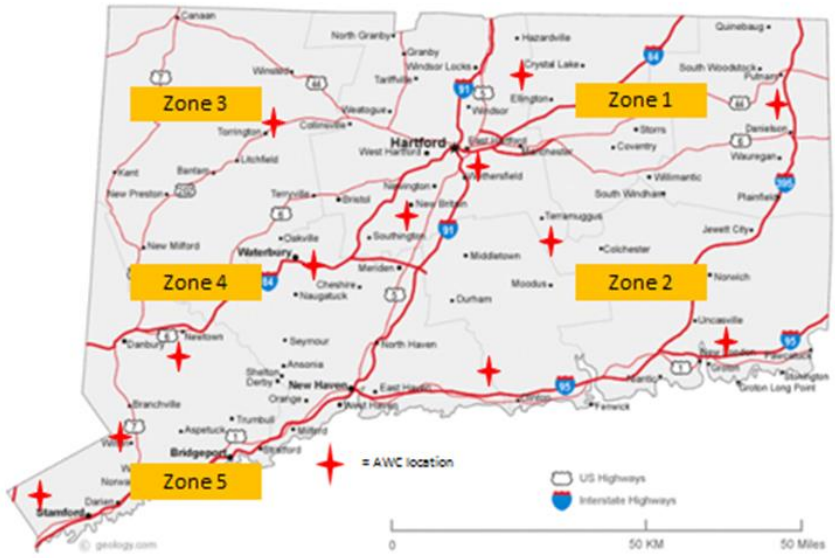
1. Clearing faulty and unsafe conditions including maintaining or restoring electrical service by temporary or permanent means;
2. Operate primary* and secondary fault locating equipment on URD systems in order to isolate the faulted equipment and restore the customers**.** This includes all URD/DB single 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

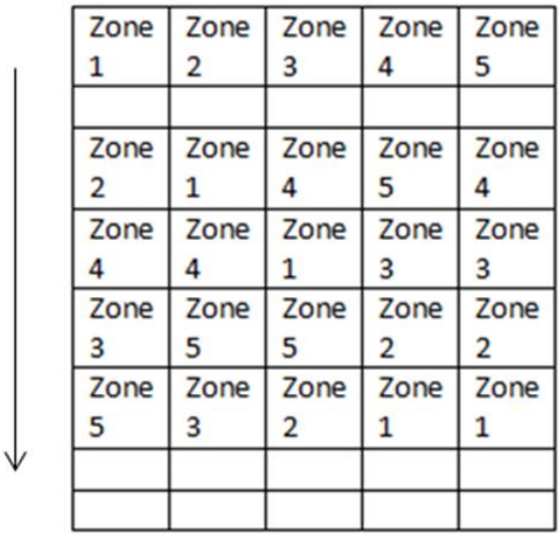
6 Week Rotation

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 [redacted]. 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

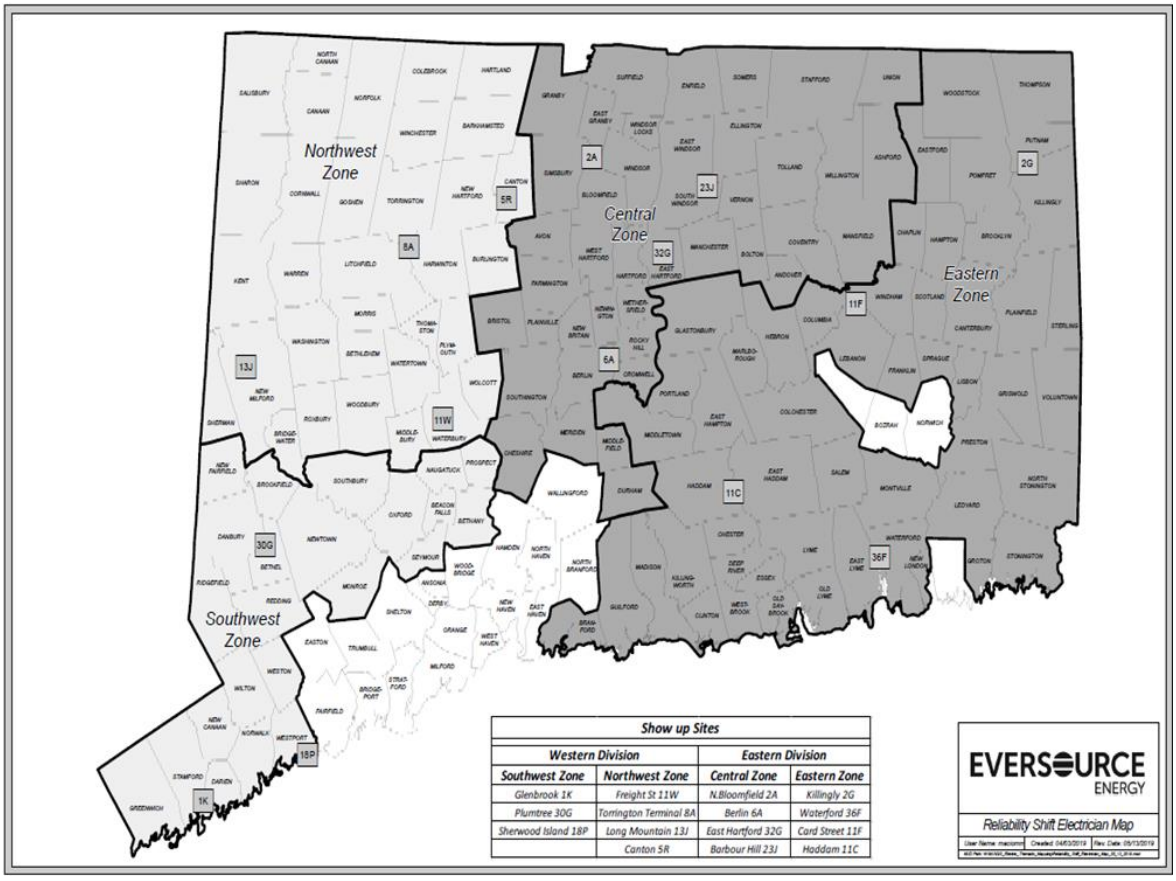
Essential Functions:

- 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						