AGREEMENT

of

Wages and Working Conditions

between

Dominion Energy Ohio

Dominion Energy®

and

The Gas Workers Union

Local G-555

Utility Workers Union of America

AFL-CIO

UTILITY WORKERS UNION OF AMERICA AFL-CIO

GAS WORKERS UNION 555 UWUA LOCAL G-555

June 16, 2018 to June 15, 2022

GCC/IBT 1216-M
Kondik Advertising & Printing, Inc.

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PREAMBLE

THIS AGREEMENT is made and entered into by and between THE EAST OHIO GAS COMPANY, now doing business as "DOMINION ENERGY OHIO," hereinafter referred to as the "Company" and THE GAS WORKERS UNION, LOCAL G-555 Utility Workers Union of America AFL-CIO, hereinafter referred to as the "Union."

Article I. UNION RECOGNITION

1.1 The Company recognizes the Union as the exclusive bargaining agent of all employees covered by this Agreement for the purposes of collective bargaining and for handling all matters within the scope of this Agreement for the time this Agreement is in force.

1.2 This Agreement shall cover and apply to all office, shop and outside employees employed by the Company, excluding all confidential employees as that term is applied under the National Labor Relations Act, as amended, and all employees, whether or not they are confidential employees, in the Communication Services, Public Relations, Employee Relations, Legal, Payroll, Rate, Taxes and Insurance, and Reports and Statistics Departments, all professional employees, guards and supervisors as defined in the National Labor Relations Act, as amended, and employees in positions specifically agreed to be excluded.

1.3 Each month, Labor Relations will notify the Secretary of the Union's Executive Committee in writing, of the name, effective date, work location, and reason for any employee's bargaining unit status change made under this Article. The Union may appeal any such bargaining unit status change made under this Article within twenty (20) calendar days of the receipt of notification, under the provisions of Article V of this Agreement.

1.4 Within twenty (20) calendar days after any regular or special Union election or appointment, the Secretary of the Executive Committee of the Union will notify Labor Relations in writing, of duly elected or appointed Officers, Rep-

resentatives and Stewards. Such notice will include name, home address, home telephone number, work location, term of office and area of representation.

1.5 The Company agrees that if during the life of this Agreement it discontinues operations, sells, leases, transfers or assigns the operations covered by this Agreement, it shall inform the purchaser, lessee, transferee or assignees of the exact terms of this Agreement and shall make the sale, lease, transfer or assignment conditional upon the purchaser, lessee, transferee or assignee assuming all the obligations of the agreement until its expiration date and treating the affected employees of the bargaining unit in accordance with the terms of this Agreement.

1.6 Where there is a Dominion logo, the Utility Workers Union of America logo (including Local G-555) will be displayed on uniforms and hard hats worn by union-eligible employees.

Article II. NON-DISCRIMINATION

2.1 There shall be no interference with, restraint, coercion of, or intimidation against any employee because of participation or non-participation in Union activities or for any other legal pursuits that do not interfere with or adversely reflect upon the Company's integrity.

2.2 Officers, Representatives, and Stewards of the Union may pursue their duties as Union officials, in accordance with the provisions of the Labor-Management Relations Act of 1947, as amended; however, in the performance of such duties they shall not interfere with the Company's operations or with the work of other employees.

2.3 Neither the Company nor the Union will discriminate against any employee because of race, color, national origin, sex, religion, age, sexual orientation, gender identity, disability, veteran status or by actions which are inconsistent with the provisions of this Agreement.

2.4 Throughout the Agreement, masculine pronouns include both men and women and carry no implied preference for either male or female employees unless the context indicates otherwise.

Article III. UNION SECURITY AND CHECK OFF

3.1 Any employee covered by this Agreement who fails to acquire or maintain membership in good standing in the Union on or before July 16, 1982 or the completion of the probationary period of that employee, whichever is later, thereafter shall be required, as a condition of employment, to acquire and maintain membership in good standing in the Union, or pay to the Union the service fees specified herein.

The term "good standing" shall, for the purpose of this Article, mean that the employee has not been delinquent in tendering the periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

The service fees shall be of the same amount and payable at the same times as the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

3.2 The Company agrees to make monthly payroll deductions for the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union, or service fees equal to said dues and the initiation fees, upon proper authorization signed by any employee covered by this Agreement, and will forward promptly the monies so deducted to the Treasurer of the Union.

3.3 Proper authorization for deduction of periodic dues and the initiation fees uniformly required as a condition of acquiring or retaining membership in the Union, or service fees equal to said dues and initiation fees, will become effective when presented in the following language:

"I, _____, authorize and direct my employer to deduct from my wages in advance, at regular intervals to be agreed upon by my employer and the Union, the regular dues and the initiation fees established by the Constitution of the Union, or a service fee equal to said dues and initiation fees. The funds so deducted shall be remitted by my employer to the Treasurer of the Union.

This authorization shall remain in effect until canceled either by my written request to the Treasurer of the employing Company, or by notice from the proper official of the Union to the Treasurer of the employing Company that my membership has terminated.

“ ”

Date Signature District

3.4 It is understood that such authorization shall be entirely voluntary on the part of such employee and limited to the period of this Agreement and extensions thereof, and shall be subject to cancellation at any time by the employee’s individual written request to the Treasurer of the Company, or by written notice from the Treasurer of the Union to the Treasurer of the Company.

3.5 Any authorization for deduction of Union dues which was proper and had been received by the Company or the Union prior to the effective date of this Agreement, shall continue to be considered a proper authorization for deduction of Union dues in accord with the terms of that authorization.

3.6 Once each month, the Union will submit to the Company in writing a list of all active employees who have failed to tender the funds required in 3.1 above. The Company will notify those persons named and will discontinue employment of such persons who are not in compliance with the terms of this section within thirty (30) days after such notification, upon receipt of a certificate, properly notarized, from the Union of the following:

(a) That membership in the Union is available to such employee on the same terms and conditions generally applicable to other members, and

(b) That membership has not been denied to any such employee nor has the membership of any such employee been terminated for reasons other than his failure to tender an amount equal to the periodic fees and initiation fees uniformly required as a condition of acquiring or retaining membership.

3.7 In the event the Company discharges an employee solely for failure to tender the funds required in 3.1 above, the Union agrees to protect the Company and hold it harmless from any claim of such employee that their discharge was not justifiable.

Article IV. UNION LEAVE OF ABSENCE

4.1 The Company will grant a leave of absence without pay to the President and a Union Officer for a period of thirty (30) calendar days. The Union Officer will be designated by the Union President for the entire term of this Agreement. In the case of either Union Officer above, the leave of absence without pay may be renewed for additional periods of thirty (30) calendar days when request for such renewal is submitted in writing to Labor Relations at least seven (7) calendar days in advance of the requested leave.

The Company further agrees that while the President and the designated Union Officer are on a leave of absence, it will pay for time spent in Second Step and 5.7 grievance meetings, vacations, holidays, sickness, and other paid absences as provided in Article VIII, Section 8.18 and 8.19. The President and the designated Union Officer will be paid at the current rate of pay for their respective job classifications prior to being placed on leave of absence.

4.2 The Company agrees to permit the Union officials on leave of absence to have access to its properties during working hours provided they will first make known their presence on the property to the supervisor in charge of the work area to be visited, and provided further that such visits shall not interfere with the Company's operations or with the work of other employees.

4.3 Upon termination of the leave of absence set forth in Section 4.1 of this Article, the Union officials will be returned to the work of their last regular job classification and current rate of pay for that classification or an equivalent position, upon submission of written evidence of good health acceptable to the Company Medical Department.

4.4 Time off without pay may be granted to not more than eleven (11) members of the Union's Executive Committee at any one time for transacting necessary Union business on a daily need basis under the following conditions:

(a) The request is made not less than two (2) work days in advance of the date requested off.

(b) The manpower needs of the Representative's work unit will so permit, and his department head approves the request in advance.

4.5 For the purpose of attending a Union convention or conference, the Company will, upon fourteen (14) calendar days' advance written request to Labor Relations, grant time off without pay to the official delegates of the Union, provided that:

(a) The employee's department head approves the request.

(b) The duration of the time off does not exceed convention or conference meeting time, plus necessary travel time.

NOTE: Refer to Attachment N for the Amendment to the Collective Bargaining Agreement to Article IV.

Article V. GRIEVANCE PROCEDURE

5.1 An employee having a grievance which he, his Steward or Representative is unable to satisfactorily resolve with his immediate supervisor and with the next level of supervision, may process the grievance through the following procedure:

First Step: The grievance shall be reduced to writing and include such items as the name(s) of the person(s) involved, the nature of the grievance, and the provision(s) of the Agreement involved and the remedy sought. The written grievance shall be signed by the grieved employee(s) and submitted to the concerned member of management, not later than fifteen (15) working days after the grievance occurred or was discovered. Failure to take action within

the fifteen (15) day time limit will constitute a waiver of the right to grieve on the matter. A copy of each written grievance shall be forwarded to Labor Relations by the Union. The concerned member of management shall meet with the Union within five (5) working days of receipt of the written grievance. Attendance at this meeting is limited to four (4) participants for each party, unless either party requests the grievant to be present. The management representative hearing the grievance shall give his written answer within seven (7) working days after the meeting. Failure by management to give its written answer within the specified time limits shall cause the grievance to be automatically processed to the Second Step.

All participants in the First Step must be employees of the Company.

Second Step: If the answer under the First Step is not acceptable, the Union may, within seven (7) working days after the receipt of the written answer, file a written request for a meeting with Labor Relations. Failure to act within the specified time limit shall constitute a waiver of the right to grieve on the matter. This meeting shall be held within seven (7) working days after the receipt of the written request. Attendance at this meeting will be limited to five (5) participants for each party unless either party requests the grievant to be present. Management's written answer shall be given within seven (7) working days after the meeting. Not more than one (1) of the participants for either the Union or the Company may be other than an employee of the Company in this Step.

A copy of all written requests for meetings under this Section will be forwarded to Labor Relations.

5.2 Meetings held under the above procedure shall be at mutually agreeable times; likewise, by mutual assent, meetings may be continued or adjourned for periods of time and also the various specified time limits may be extended in the same manner. Every effort will be made to process grievances with the least possible delay.

5.3 Copies of the written answers, as provided for in Sec-

tion 5.1 of this Article, will be forwarded to Labor Relations and the President of the Union, within the specified time or a mutually agreed upon time period.

If the Company and Union agree, FMCS (Federal Mediation and Conciliation Service) will be utilized on a case-by-case basis. If mediation does not result in a mutually acceptable resolution, the mediator will be asked to render an advisory opinion. The advisory opinion will not be binding on either party.

5.4 Grievances of employees arising out of the same or similar facts and circumstances may be considered as joint and combined by so indicating in the written presentation related to either the First, or Second step and thereby causing all such grievances, including those in earlier steps, to be combined for joint consideration in the meeting intended to consider the most advanced grievance, and likewise, management may, by so indicating in its answer to any grievances, combine such common grievances with the grievance in the most advanced step.

5.5 Two members of the Union's Executive Board and two members of the Human Resources and/or the Labor Relations department may be present at any step of the grievance procedure over and above the limits set forth in Section 5.1, Steps One and Two.

5.6 Nothing in this Agreement shall be construed as restricting the right of an employee to present grievances and to have such grievances adjusted without the intervention of the bargaining representative, as long as the adjustment is not inconsistent with the terms of this Agreement; provided further, that the bargaining representative has been given opportunity to be present at such adjustment.

5.7 Wages, hours, working conditions, and other matters of general interest not involving individual grievances but concerning the application of this Agreement to groups of employees will be brought up at a meeting attended by not more than eleven (11) members of the Union's Executive Committee, including the President of the Union. The Union shall be entitled to one additional participant who is

other than an employee of the Company. A request for a meeting under this Section will be submitted in writing by the President of the Union, Secretary, or Chairman of the Wage and Grievance Committee to Labor Relations of the Company, or by Labor Relations for the Company to the Chairman of the Wage and Grievance Committee of the Union, setting forth the particulars of the matter grieved about, the provision(s) of this Agreement involved, and the remedy sought. The request will also set forth the names of the participants to be present. This meeting will be convened within ten (10) working days from the date of the receipt of the request for such meeting.

The Union may file grievances on questions involving the interpretation and application of this Agreement to individual employees. The same procedure as set forth above in this Section 5.7 shall be followed.

Within ten (10) working days after a meeting pursuant to this Section has been held, the Company shall present a written answer setting forth its position on the matter or matters discussed.

5.8 Time off the job for the purpose of attending meetings provided for in Section 5.1, Step Two, and 5.7 of this Agreement will be granted Union Representatives and Stewards according to Article IV, Section 4.4 of this Agreement, except that the Company will pay for the time off of employees for the purpose of attending such meetings on the following basis:

Section 5.1 – Second step: four (4) employees.

Section 5.7 – First paragraph – Union group grievances: six (6) employees.

Section 5.7 – Second paragraph – Union-filed individual grievances: six (6) employees.

Article VI. ARBITRATION

6.1 Any grievance that involves the interpretation or application of the terms and provisions of this Agreement which is not satisfactorily adjusted and settled in the grievance provisions set forth in Article V, may, within fourteen

(14) working days after the receipt of the answer at the last step of the grievance procedure, be submitted by the Company or the Union to arbitration. The notice of a desire to so arbitrate shall be in writing and sent to Labor Relations or the President of the Union and date stamped by the receiving party.

Failure of either party to proceed to arbitration within the above mentioned time limit will constitute a waiver of the right to arbitrate the matter.

The issue to be arbitrated shall be confined to the contents of the original written grievance as submitted and processed through the grievance procedure of Article V.

Within five (5) working days after receipt of such written notice of a desire to arbitrate, the parties shall request, in writing, the Federal Mediation and Conciliation Service to furnish a list of seven (7) arbitrators. Within five (5) days after receipt of this list, the parties shall meet and each strike three (3) names from the list and the remaining name shall be the Arbitrator.

6.2 The hearing shall be promptly convened and full opportunity shall be afforded witnesses and representatives to present their evidence. The decision of the Arbitrator shall be final and binding upon the employees, the Union, and the Company for the term of this Agreement.

6.3 The Arbitrator shall have no authority to change, alter, amend, or abrogate any of the terms or provisions of this Agreement.

6.4 The Company and the Union shall each pay the fees and expenses of their respective witnesses and representatives. The Company and the Union shall equally share the cost of one transcript of the record of the proceedings, the cost of the hearing room, and the authorized fees and expenses of the Arbitrator.

Article VII. WAGES

7.1 For the term of this Agreement, employees shall be paid in accordance with the negotiated schedule of rates applicable to their respective classifications as outlined in

the wage schedule shown in this Agreement.

7.2 It is understood that there will be a salary and wage progression schedule for clerical personnel and for physical workers as outlined in the wage schedule shown in this Agreement.

7.3 Upon the establishment of a new job title within the bargaining unit as defined in Article I, Section 1.2, a meeting will be held with the Wage and Grievance Committee at least fifteen (15) working days prior to the establishment of a new job title to establish by mutual agreement the applicable rate of pay, and that new job title and rate of pay will appear as a supplement to the appended wage schedule. When the parties are unable to agree on a rate, the Company will put a rate into effect and the issue may be submitted to arbitration under the applicable terms of Article VI of this Agreement.

7.4 During the month of March, the Union Executive Committee and Labor Relations will conduct an audit of all bargaining unit employees. This audit will attempt to affirm the proper classifications and rates of pay of the employees, giving due consideration to the type, quantity and quality of the work performed. The names, classifications, requested changes, together with supporting reasons for those employees on which agreement is not reached at the local level, may be submitted by the Secretary of the Union's Executive Committee to Labor Relations no later than April 1.

7.5 Prior to May 1, Labor Relations will, after a review of the submitted names with concerned management, advise the Secretary of the Union's Executive Committee of the names of those employees approved for adjustment, as well as those disapproved, and the reasons therefore. Any adjustment resulting from the audit will be made effective the first pay period commencing in May.

7.6 For the purpose of conducting the audit each Representative will be given a listing of the names, classifications, wage rate and employment date for those employees whose status he will audit. Two copies of the entire listing will be forwarded to the Secretary of the Union's Executive

Committee.

Article VIII. WORKING CONDITIONS

Working Hours

8.1 Normal working hours for employees shall be eight (8) hours per day and forty (40) hours per week.

Non-traditional working hours which differ from the hours shown above may be implemented upon mutual agreement between local Management and the local Union representative, provided these schedules are in compliance with the Fair Labor Standards Act (FLSA) and any other applicable regulations and laws. Assignment of employees to these working hours will be on a voluntary basis and any agreement regarding non-traditional working hours may be canceled by either local Management or the Union upon reasonable notification.

Overtime, Call Out and Premium Pay

8.2 The working day shall begin at the hour when the employee is scheduled to report for work and in the ensuing twenty-four (24) hours the employee shall be paid at the rate of time and one-half for all hours worked in excess of the scheduled shift, except on rotating or revolving shift jobs where the scheduled rotation requires two shifts to be worked in one twenty-four (24) hour period.

8.3 Where an employee(s) is required to work on a scheduled work day during a period not scheduled as his work period for that day, he shall be paid at the rate of time and one-half for the hours worked outside his scheduled work period unless the employee(s) shall have been given at least twenty-four (24) hours' notice of such change in working hours prior to the start of his regularly scheduled shift. Except in emergencies, the Company will not change work unit schedules until it has afforded the Local Union Representative an opportunity to discuss it. However, in the event an employee(s) is required to work on a schedule for less than one (1) week that is not a regularly established

departmental schedule, he shall be paid at the rate of time and one-half for hours worked regardless of notice, but shall not be entitled to shift premium as defined in Section 8.15.

8.4 Employees shall not be required to take equivalent time off without pay for time worked outside of scheduled working hours, on rest days or in emergencies to balance the working schedules.

8.5a. In the event an employee is called out to work on his scheduled day off, he shall be paid at the rate of time and one-half for hours worked, except as provided for in Section 8.9 of this Article. In the event he is required to work 5 hours or more to complete the work for which he is called out, he will be offered additional work to complete a full eight (8) hour day.

8.5b. In the event additional resources are needed and local overtime or call out agreements have been exhausted, employees can be called to work while on paid time off (not including sick time). In the event an employee accepts call out while on paid time off (not including sick time), he shall be paid at a rate of time and one-half for the first eight (8) hours worked; employees working more than eight (8) consecutive hours shall be paid double time for all continuing hours worked consecutively beyond eight (8). Employees accepting call out while on paid time off, on Sundays or holidays, shall be paid at the rate of double time for all hours consecutively worked (refer to Article 8.9) By accepting call out the employee understands he will not retain those paid time off hours to be used later. His time will be coded as the paid time off benefit in addition to the call out hours worked. This section is not intended to supersede or nullify any overtime/callout practice or agreement currently in effect at a local shop or work location of the Company.

8.6 In the event an employee is called out to report for work within three (3) hours, he shall be paid a minimum of three (3) hours plus travel time to the job.

8.7 Overtime compensation will be computed on the basis of the regular rate applicable to the employee's classi-

fication for overtime hours worked.

8.8 Employees scheduled to work on Sundays shall be entitled to an additional four dollars ($4.00) per hour premium for scheduled time worked.

Employees scheduled to work on a Saturday or Sunday, which is also a holiday, shall be paid an additional six dollars ($6.00) per hour premium for the scheduled time worked.

Work performed outside of scheduled hours on Sundays and holidays will be paid at the rate of double time and the premiums set forth above will not be paid. The double time premium will be paid only for hours actually worked outside of scheduled hours on the Sunday or holiday. Time worked outside of scheduled hours prior to the actual Sunday or holiday, or beyond the actual Sunday or holiday, will be paid the rate of time and one-half.

8.9 Employees not scheduled, but who are called out to work on Sundays or holidays, shall be paid at the rate of double time for all consecutive hours worked. Call-out time worked prior to the actual Sunday or holiday will be paid at the rate of time and one-half.

8.10 Any employee who is required to work more than sixteen (16) consecutive hours shall be paid double time for all continuing hours worked consecutively beyond sixteen (16). The Company will attempt to keep the consecutive hours worked by an employee under sixteen (16) except when required. The Company, may in its discretion, allow the employee a rest period of eight (8) hours measured from the time of his release from the aforesaid overtime. If a rest period is permitted, the employee shall be compensated as follows:

(a) If less than four (4) hours of an employee's scheduled shift is within the eight (8) hour rest period, the employee shall be excused from work for those hours and paid for them at straight time rates provided he reports for work for the balance of his regularly scheduled shift.

(b) If four (4) or more hours of the employee's scheduled shift fall within the eight (8) hour rest period, the employee shall be excused from the performance of all work on that shift and shall be paid at straight time rates for all hours he was scheduled to work on that shift.

It is intended that an employee who has worked more than sixteen (16) consecutive hours be granted the rest period stated above, however, the Company may, in its discretion, require the employee to report for work at the start of his next regularly scheduled shift. In the event that the employee is required to report at the start of his next regularly scheduled shift, the employee shall be compensated as follows:

(a) If the time of release from assigned work is less than eight (8) hours, but more than four (4) hours to the start of an employee's next regularly scheduled shift, the employee will be paid time and one-half for all hours worked on that shift.

(b) If the time of release from assigned work is within four (4) hours of an employee's next regularly scheduled shift, the employee will be paid double time for all hours worked on that shift.

Furthermore, any employee who works more than sixteen (16) consecutive hours which extend into his work period of the next regular work day may, at the Company's discretion, be released from the balance of the shift, in which case he will be paid straight time for the balance of the shift. During a continuing emergency the Company may, at its discretion, allow rest periods for which the employee will not be paid. The overtime rate prior to the rest period will continue after the rest period.

8.11 Working days and days off or rest days shall be considered scheduled when they are determined seven (7) or more days in advance of the calendar dates.

8.12 The employee, with the consent of his supervisor, may change his scheduled shift or day off for personal reasons when he gives his supervisor notice at the earliest pos-

sible time, providing that premium payment is not necessitated because of granting the request.

8.13 Time slips shall report entire scheduled time worked as having been worked on the calendar day the work shift started. Shifts scheduled to start between 10:00 p.m. and 11:59 p.m. will be considered to be the following calendar day.

Allowance for Reporting to Work and For Interrupted Work

8.14 Employees reporting for work but unable to work, in the opinion of local management, because of inclement weather or conditions beyond control, shall receive a minimum of two (2) hours' pay, provided they remain on the job, and if after the initial two-hour period, work is interrupted by the above conditions, they shall receive a minimum of four (4) hours' pay, provided they remain on the job.

Allowance for Shift Work

8.15 Employees assigned to shift work between the hours of 11:59 a.m. and 6:59 a.m. will be paid a shift premium at the rate of one dollar and seventy-five cents ($1.75) per hour for the term of the contract.

The employee's scheduled starting time shall determine his/her base rate for overtime pay purposes.

The shift premium shall be applicable only to time actually worked. Vacations, holidays, and other paid absences will be paid at the regular rate of pay.

Allowance for Temporary Supervisors

8.16 Whenever a Union eligible employee is temporarily assigned to and performs any of the duties of a supervisor, the employee shall be paid his regular pay. (It is not the intent that this provision shall apply to classifications where the job description includes leadership, such as Crew Leaders, C&M Technicians with Helpers, Fitter/Operator with Helpers, Mechanic with Helpers, Lead Mechanic, Lead Machinist and similar cases). The parties agreed not to utilize elected Union Officials and Stewards as Temporary

Supervisors.

If a supervisor is absent, it does not mean that a bargaining unit employee shall automatically be appointed as a temporary supervisor. In many instances another management employee can perform the necessary duties temporarily, in addition to his/her own duties. If the duties of the absent supervisor can be postponed, this may be done.

The assignment of a bargaining unit employee to a temporary supervisor is voluntary to provide coverage for absences of supervisors.

It must be stressed that this was intended to be and should be handled as a temporary situation and will not be used to forestall the replacement of a full-time supervisor. Labor Relations will review all uses of temporary supervision on a quarterly basis.

Allowance for Meals

8.17 An allowance for meals in the amount of $13.25 per meal will be given to the employees for the first year of the contract, effective June 16, 2018. For the remainder of the contract, the meal allowance will go up one quarter (25¢) on June 16th, of each remaining year until it reaches $14.00 on June 16, 2021.

(a) No meal allowance shall be granted for regularly scheduled work hours, except as provided in Paragraph (c) below.

(b) An employee required to work two (2) hours of overtime shall be entitled to one (1) meal allowance. Another meal allowance shall be granted for each continuous five (5) hour work period thereafter.

(c) An employee called out with less than three (3) hours' notice shall be entitled to one (1) meal allowance. The employee shall be entitled to an additional meal allowance for each continuous five (5) hour period thereafter, except when the call out continues into his regularly scheduled work day, the employee shall be entitled to only one (1) meal allowance during his regularly scheduled work day.

(d) An employee scheduled to report to work with less than twenty (20) hours' notice on his regularly scheduled "off day," shall be entitled to one (1) meal allowance. If he works ten (10) continuous hours, he shall be entitled to one (1) additional meal allowance. Another meal allowance shall be granted for each continuous five (5) hour work period thereafter.

Allowance for Civic Duty

8.18 Any employee, except summer casuals, required to perform civic duty as defined below, will be granted time off without loss of pay. He/she will not be required to work partial work days while performing such civic duty. To be eligible for civic duty pay, the employee must submit promptly and in advance to his/her supervisor, notice from the governing authority. Civic duty means:

(a) Employees on Jury Duty will be scheduled for the normal day shift, Monday through Friday, when sufficient notice has been given to avoid the necessity of overtime.

(b) Service as election day judge, clerk of elections or other election official in either National, State, County or Municipal elections.

(c) An employee subpoenaed as a witness in a court proceedings. An employee may not take advantage of this Subsection if he/she is named a party to such proceedings, or if the subpoena arises out of employment other than for the Company, unless such employment is essentially volunteer in nature for an organization with a civic purpose.

Any fee received for performing such civic duty will be retained by the employee and will not be deducted from his/her pay.

Allowance for Death in Immediate Family

8.19 In case of death in the immediate family, any employee, except summer casuals, will be allowed neces-

sary time off up to three (3) work days without loss of pay for circumstances arising from the death.

Immediate family is defined as employee's spouse, children, parents (or relative standing in place of a parent), brothers or sisters, spouse's brothers or sisters, brother's or sister's spouse, father or mother-in-law, grandchildren, grandfather, grandmother, spouse's grandfather and grandmother, son-in-law and daughter-in-law, and all step and half relationships.

Allowance for Use of Personal Automobile on Company Business

8.20 Employees authorized to drive their personal automobile on Company business will be reimbursed under the Company's basic mileage plan. The automobile mileage allowance covers all normal operating expenses and it is expected that employees authorized to drive their personal car will carry personal automobile insurance which reflects their frequency of business use.

An employee will be allowed mileage from his home to the job assignment and return when "called out."

When an employee is not required to go to his assigned reporting location before going to a job assignment, he/she will be allowed mileage from his home to his/her job assignment. Likewise, if the employee is not required to return to his reporting location at the end of the workday, but is permitted to proceed from work location to home, he/she will be paid mileage for the trip home. In addition, mileage allowance at the rates stated above, will be paid for miles traveled between work assignments.

Allowance for Training

8.21 When training is given at a location other than the employee's normal reporting location, and the employee is required to use his/her personal vehicle, the Company will reimburse the employee for mileage under the Company's basic mileage plan. The mileage will be based on the dis-

tance from the employee's normal reporting location to the training location.

Overtime will be paid for travel time outside the first shift, Monday through Friday schedule, if management determines it necessary to accommodate timely arrival and departure of the training.

In addition, the Company agrees to pay an allowance for meals and miscellaneous expenses while attending classes at Company Training Centers when overnight accommodations are required by the Company in the amount of thirty dollars ($30.00) per day.

This allowance does not include costs for lodging and travel, which will be paid by the Company.

The Company will pay the following expenses associated with acquiring a CDL license required by your position to operate a vehicle other than a normal passenger vehicle.

- Initial testing fee associated with passing the driving portion of the CDL. Fees will not be paid if an employee fails the driving test.
- Any additional initial endorsements required by the position (tanker, hazardous material, etc.).

The Company will pay the following expenses associated with maintaining a CDL license to operate a vehicle other than a normal passenger vehicle required by your position.

- Background check and fingerprinting
- DOT physical

Allowance for Clothing

8.22 A Clothing Allowance Program will provide an annual clothing allowance for all employees who had previously been receiving an hourly clothing allowance and employees who had their clothing provided by the Company. A copy of the Clothing Allowance Program is available upon request. The allowance for various classifications of employees is outlined below with the following allowance amounts.

Employee Group	2019	2020	2021	2022
Group A - Meter Reading, FMS, Gas Detection	$400.00	$400.00	$400.00	$400.00
Group B - C&M Tapping/Stoppering, GM&R, & M&C	$500.00	$500.00	$500.00	$500.00
Group C – Field clerks and all other classifications previously receiving Clothing Allowance.	$400.00	$400.00	$400.00	$400.00

Job Titles Receiving Clothing Allowance	
Air Conditioning Technician A	Lead Machinist A
Air Conditioning Technician B	Lead Mechanic A
Bench Machinist A	Lead Mechanic B
Bench Machinist B	Light Equipment Operator A
Beta Analyzer Technician A	Light Equipment Operator B
Beta Analyzer Technician B	Light Equipment Operator C
Blacksmith A Blacksmith B	Machinist A
Blacksmith C	Machinist B
Building Maintenance Person	Measurement & Controls Helper
C&M Technician A	Measurement & Controls Operator A
C&M Technician B	Measurement & Controls Operator B
Carpenter A	Measurement & Controls Operator C
Carpenter B	Measurement & Controls Technician A
Collector A	Measurement & Controls Technician B
Collector B	Measurement & Controls Specialist
Collector C	Mechanic A
Communications Specialist A	Mechanic B
Communications Specialist B	Mechanic Helper
Communications Technician A	Meter Reader GF
Communications Technician B	Meter Reader 2001
Communications Technician C	Millwright A
Compressor Operator A	Millwright B
Compressor Operator B	Millwright C
Compressor Operator C	Natural Gas Vehicle Specialist A
Compressor Technician A	Tapping/Stoppering Specialist A
Compressor Technician B	Tapping/Stoppering Specialist B
Custodian	Tapping/Stoppering Technician A
Customer Service Technician A	Tapping/Stoppering Technician B
Customer Service Technician B	Tapping/Stoppering Operator A

Job Titles Receiving Clothing Allowance	
Customer Service Representative A	Tapping/Stoppering Operator B
Customer Service Representative B	Tapping/Stoppering Operator C
Customer Service Representative C	Technical Service Specialist A
Customer Service Rider	Technical Service Specialist B
Dispatcher-Reader A	Technical Service Specialist C
Dispatcher-Reader B	Technician Specialist
Dispatcher-Reader C	Test Mechanic A
Engineering Technician Corrosion	Test Mechanic B
Engineering Technician Design*	Utility Person
Engineering Technician Inspection	Utility Person - Customer Service
Field Clerk	Warehouse Person
Field Operator A	Weldor Crew Leader A
Field Operator B	Weldor Specialist A
Field Operator C	Weldor
Fitter Operator A	Well Cleaner A
Fitter Operator B	Well Hand A
Fitter Operator C	Well Hand B
Fork Lift Operator A	Well Specialist A
Fork Lift Operator B	Vacuum Truck Specialist A
Gas Detection Technician A	Vacuum Truck Specialist B
Gas Detection Equipment Operator	Vacuum Truck Technician A
Gas Operations Technician A	Vacuum Truck Technician B
Gas Operations Technician B	Vacuum Truck Fitter Operator A
Heavy Equipment Operator A	Vacuum Truck Fitter Operator B
Heavy Equipment Operator B	Vacuum Truck Fitter Operator C
Helper	
Inspector A	
Inspector B	

* Eligibility for allowance dependent on job assignment. Tyndale account for job assigned employees may be held in supervisor's name.

New employees required to wear FR clothing in Group B will receive two (2) pairs of Nomex coveralls (1 summer and 1 winter). New employees required to wear FR clothing in Group A and C will receive one (1) pair of Nomex coveralls.

In the event the Tyndale clothing program is no longer available the Company agrees to provide fire retardant clothing and all Company required uniforms at no cost to those employees requiring such clothing for their job classification for the duration of this contract.

Boot Reimbursement

8.23 Employees can be reimbursed for boots that meet or exceed the safety standards for protective footwear and they meet the criteria set forth for Foot Protection in the Dominion Accident Prevention Manual and are approved for the type of work the employee performs. If an employee purchases boots outside of Tyndale they can submit form and Tyndale will refund the employee and deduct the amount from their allowance.

The reimbursement amount (up to $150.00) plus $15.00 processing fee will be deducted from your Tyndale allowance balance (not to exceed $165.00 per calendar year). Reimbursement plus processing fee cannot exceed employee's available Tyndale allowance. Example: Employee has $125 remaining on their Tyndale account, purchases boots for $170 and requests reimbursement. Tyndale will send the employee a refund check for $110 and deduct $125 ($110 + $15 processing fee) from the employee's Tyndale allowance.

Reimbursement forms must be submitted within 60 days of the date on the receipt. Employees will receive a refund check in the mail from Tyndale to the address provided on the Boot Reimbursement Form.

Over Boot Program

8.24 The Over Boot Program will allow all employees to purchase one pair of over boots from Tyndale at the company's expense every 2 years. The cost of these items will be billed directly to the Company. For employees who receive a clothing allowance, the employee must order the over boots from the Over Boot Catalog and not their normal Tyndale Catalog in order for the cost of these items to be billed directly to the Company and not be deducted from the employee allowance. The over boot catalog will be the only catalog available to those employees without a clothing allowance or the ability to other options to purchase. The Over Boot Catalog on the Tyndale website will contain and provide a pre-determined selection of available over boot options. The selection of over boots available will be determined by the Company.

Allowance for Inspectors Working with Contractors

8.25 In addition to the Allowance for Use of Personal Vehicle, employees assigned to do inspection work with contractors will receive an additional $8.00 per day to compensate them solely for the use of their vehicle in the field as an office and the transporting of necessary work equipment. This allowance will be paid for each day that the employee is required to use their vehicle while working with a contractor in the field.

Pilot Programs

8.26 Prior to implementing any pilot program, the Company will meet with the Union Executive Committee.

Article IX. DISCIPLINE

9.1 There will be no disciplinary action of any kind, including discharge, unless it is for just cause.

9.2 The Local Union Representative shall be notified immediately by the management representative prior to taking disciplinary action of any kind giving full particulars of the reason(s) for the extent of such disciplinary action.

9.3 An employee shall have the right of appeal through the grievance procedure of Article V to question the propriety of any disciplinary action taken against him/her.

9.4 All suspensions (Type III) or discharges (Type IV) may be processed in the grievance procedure beginning at the second step specified in Section 5.1 if so requested in a written grievance, a copy of which is sent to Labor Relations of the Company.

It is also understood that the Company shall afford, if available, an additional Union Officer, including Stewards, upon request, to record minutes of any meetings which could lead to discipline.

9.5 All Type I and Type II disciplines will become stale and invalid upon the employee's maintaining a record free of any disciplinary action for a period of three (3) years. All

Type III disciplines will become stale and invalid upon the employee's maintaining a record free of any disciplinary action for a period of five (5) years. Once discipline becomes invalid, neither the Company nor the Union may refer to or use the stale discipline to support or defend its position in any future proceeding involving discipline for any employee, or in the grievance or arbitration procedure for any employee. Active discipline which becomes invalid during the processing of a related grievance or arbitration may be used by either party to support or defend its position until the grievance has reached its final disposition.

9.6 An "Acknowledgment Form" will be completed for all Type I verbal warnings. The Form will be signed and dated by the management employee who administers the Type I and the Union Representative who is present at the meeting. The Union Representative will be provided with a copy of the signed Form and will have the responsibility for sending the Form to the Union office.

Article X. PRODUCTIVE WORK BY SUPERVISORS

10.1 It is understood and agreed by the Union that supervisors and/or non-union employees are responsible for the safety, direction, and supervision of the work forces assigned to them.

10.2 It is also understood and agreed by the Union that supervisors and/or non-union employees are at times required to perform physical work for the purposes of instruction, protecting life or property and occasional physical work that requires their special skills. It is further understood and agreed that supervisors and/or non-union employees may be required to perform work for the purposes of instruction and to perform other work daily which is similar to, but usually of a more difficult or specialized nature, than that which is performed by employees they supervise.

10.3 The Company and the Union agree that complaints concerning supervisors and/or non-union employees per-

forming bargaining unit work, other than that which is stated in Section 10.2 of this Article, will be made the subject matter of a written grievance under Article V of this Agreement.

Article XI. VACATIONS

Effective January 1, 2017

11.1 Regular full-time employees and part-time employees (scheduled to work 1,000 hours or more in a calendar year), completing active service as of December 31 of a given year will be granted vacation based on the following schedule. **All eligible employees will accrue vacation hours quarterly on the first day of each quarter (January 1, April 1, July 1, and October 1).**

Years of Service	Vacation Full Time Quarterly Accrual	Vacation Full Time Annual Maximum	Vacation Part Time Quarterly Accrual	Vacation Part Time Annual Maximum
1 – 10 Years	30 hours	120 hours	15	60 hours
11 – 20 Years	40 hours	160 hours	20	80 hours
21 – 29 Years	50 hours	200 hours	25	100 hours
30+ Years	60 hours	240 hours	30	120 hours

11.2 A regular employee reaching his/her 11th, 21st, or 30th year of service will begin accruing the additional hours on January 1 of the year in which they reach their service milestone.

Newly hired full-time employees begin accruing vacation on their first day of employment and are eligible to begin using vacation after their first full month of employment. For the quarter in which they are hired, they will receive 10 hours of vacation for each full month of employment during that quarter. Thereafter, newly hired full-time employees will accrue 30 hours of vacation, on the first day of each quarter for the remainder of the year. A full month includes a hire date on the first working day of the month.

Newly hired part-time employees begin accruing vacation on their first day of employment and are eligible to begin using vacation after their first full month of employ-

ment. For the quarter in which they are hired, they will receive 5 hours of vacation for each full month of employment during that quarter. Thereafter, newly hired part-time employees will accrue 15 hours of vacation, on the first day of each quarter for the remainder of the year. A full month includes a hire date on the first working day of the month.

Employees may not use more vacation than they have accrued to date (previous year carryover is considered to be accrued). An exception to this is that throughout the year employees may borrow a portion of their vacation hours to use before the hours are accrued. Regular employees may borrow up to the equivalent of their next quarter's accrual with the exception of the 4th quarter. Employees can only borrow from the current year.

Employees removed from payroll due to resignation, termination or retirement will receive pay for accrued but unused vacation only. Employees will receive payment for unused vacation in the next available pay cycle.

11.3 For the purpose of vacation policy, the table below provides the procedure for determining an employment service date if a break in service has occurred:

If the length of the break in service is:	Then the employment service date is:
None (continuous service with no break)	Original hire date
Less than 6 months	Original hire date
Six months, but less than five years	Original hire date plus the length of time the employee was separated from the Company
Five years or more	Re-hire date. No credit is given for prior service.

11.4 Periods of disability resulting from accident incurred in performance of duty (as determined under the Benefit Plan) shall be considered active employment and

are not to be so deducted. Vacations shall be deemed to commence on the employee's first normal working day or shift on which he is absent from work for vacation purposes. The vacation week shall consist of 40 working hours and two (2) rest days. A holiday is not to be counted as part of the vacation, but rather the vacation shall be extended to include another work day.

11.5 Every effort will be made to provide employees with vacation periods during the months of June, July, August and December if desired by them based on their available hours, consistent with the workload and proper operation of the work unit as determined by the Company and reviewed with the local Union Representative. Seniority, as described in Article XIV, Section 14.1 (i), shall determine selections of vacation time off. Annually, prior to February 1st, employees will be canvassed to determine their preference for vacation periods. Any employee who fails to designate his/her vacation choice by February 15th, shall not be entitled to exercise his/her priority of choice due to seniority until all other employees in the work unit have made their selection. Thereafter, his/her priority shall apply only to the remaining unscheduled vacation periods. Vacation schedules shall be approved as soon as possible and posted no later than March 31st.

Employees may choose to carry over portions of their earned vacation based on the following guidelines.

(a) Full-time employees may carry over up to forty (40) hours of vacation into the succeeding calendar year.

(b) Part-time employees (scheduled to work 1,000 hours or more per calendar year) may carry over up to twenty (20) hours of vacation into the succeeding calendar year.

Once vacation time has been approved and carried over into the following year it is immediately available for use.

11.6 Earned vacations may be taken in periods of 40-hour increments or multiples thereof.

11.7 Any employee may take partial periods of his/her

earned vacation including half day segments, subject to reasonable Company approval, providing the employee notifies his/her supervisor prior to the start of his/her shift, for the following:

(a) Major surgery or emergency illness in his immediate family as defined in Article VIII, Section 8.19.

(b) Childbirth by his wife.

(c) Additional time for circumstances arising from the death of a family member as defined in Article VIII, Section 8.19.

(d) Attendance for funerals not covered in Article VIII, Section 8.19.

(e) Legal matters.

(f) Personal emergencies when 24-hour notification cannot be provided.

In addition to the above, an employee may take partial periods of his/her earned vacation, including half day segments, subject to reasonable Company approval, for personal matters providing the employee notifies his/her supervisor no less than twenty-four (24) hours in advance of the start of his/her shift.

11.8 In the event an employee is unable to schedule his/her vacation during the calendar year because of sickness, a period of disability resulting from an accident incurred in the performance of duty, death in the immediate family, civic duty, military duty or at the request of the Company, he/she will be rescheduled for the vacation not completed, during the following year. Rescheduled vacations will have the lowest priority in selecting dates for vacation.

In the event he/she is unable to reschedule and complete his/her vacation during the following year, he/she will be paid in lieu of vacation, using the employee's straight time hourly rate at the time of payment.

11.9 The Company will permit an employee, subject to the requirements of its work schedule, to reschedule at the time approved by the Company, that part of the employee's

vacation during which he is hospitalized. The employee must have been hospitalized for emergency in-patient treatment of injury or unanticipated sickness which is not directly or indirectly caused by or due to intoxication or the use of intoxicants as a beverage, or to the use of stimulants, drugs, or narcotics, or to unlawful acts, or to fighting unless in self-defense against unprovoked assaults, or to injury received in any brawl, or to the willful intent of the employee to injure himself or another. As used in this Section, "hospitalized" means admitted to and present as a patient in an institution recognized as a hospital for insurance purposes by the Medical Care Plan.

11.10 In the event that a death in the immediate family, as defined in Article VIII, Section 8.19, occurs while an employee is on vacation, the employee will be allowed up to three (3) work days without loss of pay for circumstances arising from the death. That part of the employee's vacation shall be rescheduled, subject to the requirements of the work schedule and approved by the Company, providing the employee gives immediate notification to the Company. In the event an employee is summoned for Jury Duty, as defined in Article VIII, Section 8.18 (a), during a scheduled vacation period, that part of the employee's vacation shall be rescheduled, subject to the requirements of the work schedule and approved by the Company, providing the employee notifies the Company in advance of attending Jury Duty and supplies proper documentation.

11.11 Full-time employees can purchase up to forty (40) hours of vacation each year. Part-time employees (scheduled to work 1,000 hours or more per calendar year) can purchase up to twenty (20) hours of vacation per year. Purchased vacation will be deducted from the employee's pay for the vacation hours taken, at their regular rate of pay. Purchased vacation schedules must be approved by the Company.

Article XII. HOLIDAYS

12.1 In order that employees, except summer casuals, shall not lose pay because of the occurrence of a holiday, the

Company recognizes the following holidays, and subject to the conditions stated below, they shall be granted with pay to all employees, except summer casuals, on active payrolls:

New Year's Day . . . . . January 1
Martin Luther King Day . . . . . 3rd Monday in January
Good Friday. . . . . Friday before Easter
Memorial Day. . . . . Last Monday in May
Independence Day . . . . . July 4
Labor Day . . . . . 1st Monday in September
Thanksgiving Day. . . . . 4th Thursday in November
Day After Thanksgiving . . . . . 4th Friday in November
Christmas Eve. . . . . December 24
Christmas Day . . . . . December 25
Personal Holiday . . . . . .
Personal Holiday . . . . . .

12.2 When a holiday falls on a Saturday, the holiday will be observed on the preceding Friday. When a holiday falls on a Sunday, the holiday will be observed on the following Monday. In the event other dates are set by the State of Ohio for the observance of any holiday recognized herein, those dates set by the State of Ohio will take precedence over the dates set forth herein.

12.3 If the recognized holiday falls on the employee's rest day, he/she will be scheduled for an additional day off with pay or he/she may elect to be paid for the holiday at his/her regular rate of pay.

12.4 An employee may designate any two scheduled work days of his/her choice per calendar year as his/her personal holidays, provided, the supervisor approves the employee's requested days.

12.5 Employees scheduled to work on a recognized holiday shall be entitled to holiday pay at their regular rate and either A or B below:

A. Pay at time and one half for scheduled hours worked.

B. Equivalent time off with pay not exceeding eight (8)

hours. The date of the equivalent time off will be mutually established within five (5) working days following the holiday worked and cannot result in overtime for the department.

12.6 Sections 12.3 and 12.5 describe only the extra considerations granted for recognized holidays. The compensation paid for the work performed is determined in Article VIII of this Agreement.

12.7 If an employee leaves the Company and has earned but unused personal holidays, the employee will be paid in lieu of these holidays at his/her regular rate of pay.

Article XIII. BENEFIT PLANS

13.1 Effective from June 16, 2018 until June 15, 2022, all employees covered by this Agreement will receive the Medical Plans A, B, C, Dental, Vision, Life Insurance, Flexible Spending Accounts, Long Term Disability, Savings, Pension Plan, Education Assistance, and Adoption Assistance benefits under the provisions of the Summary Plan Descriptions and the benefits set forth in the Sickness/Disability Accident Benefits Policy all of which became effective January 1, 2019.

13.2 The administration of these plans shall be the responsibility of the Company. Except as set forth in the following paragraph, no changes affecting benefits provided under the Plans may be made without the written consent of the Executive Committee of the Union.

Dominion reserves the right to amend the Plans and revise the Summary Plan Descriptions at any future date, without the consent of the Executive Committee of the Union for the following reasons: (1) to make non-discretionary changes that are required to comply with federal and state laws, regulations and official regulatory guidance of general applicability, (2) to make changes in the organizations engaged to administer the plans, or (3) to update contact names, phone numbers, physical addresses, internet addresses or similar information. In the event of

any such change, Dominion shall provide written notice of the change to the Executive Committee of the Union within thirty (30) days before the effective date of the change, or as soon as practicable thereafter.

Article XIV. SENIORITY

14.1 Seniority as used herein is defined as the status accruing to employees through length of service which entitles them to the preferences provided for in this Article. Seniority shall be determined by length of service in a department or service in other units performing like work except where Company seniority applies as follows:

i. Vacations – Seniority for the purpose of selecting vacation time off will be based on total credited service.

ii. Layoff for lack of Work and Recall – In cases of layoff for lack of work, total credited service and job qualifications will be recognized.

iii. Excess Employees – For the purpose of applying seniority when relocating excess employees, total credited service and job qualifications will be recognized in accordance with Article XV, Section 15.8 of this Agreement.

iv. Representatives – Elected/Appointed Union Representatives will be granted top seniority in their departments for the purpose of selecting regular day shift work schedules, involuntary and temporary transfers, relocating excess employees, layoff and recall.

v. Involuntary Transfers – For the purpose of applying seniority in involuntary transfers, total credited service will be recognized in accordance with Article XV, Section 15.4 of this Agreement.

Regular Work Schedules

14.2 Seniority for the purpose of establishing regular work schedules at a designated work location will be based on departmental service and either job qualifications or classification, except where a different method of scheduling is mutually agreed upon between local management and the Union, in which case, the local agreement will take precedence over this Section. (This seniority preference will not apply in operations such as Border Stations, Compressor Stations and Gas Control where the accepted practice is to rotate the entire work force).

In cases where departmental service dates are identical, regular work schedules will be established based on Company seniority. In cases where departmental service dates and company seniority are identical, regular work schedules will be established alphabetically, based on last name.

Promotions and Reclassification

14.3 It is the policy of the Company to fill bargaining unit jobs from the ranks of qualified Union eligible employees. All job openings will be posted. Whenever there is a job to be filled within the bargaining unit where a Union eligible employee may qualify for promotion or reclassification, the local Union Representative shall be notified of such opening. Reclassification as used in this Section refers to a change in job title due to the filling of a job opening, and does not refer to a change in job title resulting from advancement because of increased skill and merit.

14.4 The local Union Representative will be given a reasonable time in which to submit and review the names of candidates for such job opening. Selections for promotions or reclassification to union eligible jobs shall first be reviewed with the local Union Representative before the final appointment is made. In cases of selection for promotion or reclassification to Union eligible jobs, the qualifications of the candidates for the job being equal, seniority will be the deciding factor. All employees will be permitted

two (2) successful job bids or transfers, excluding reporting-location-only changes, in a four (4) year period. Exceptions to the foregoing will be made only in cases where a new hire would result.

14.5 The Company will provide the Union with detailed job specifications for job openings under this Article. The specifications will include information as to job qualifications, rate of pay and other requirements for the job to be filled. Notice of the job vacancy will state the bidding period. A copy of the job specifications will be forwarded to the Principal office of the Union and to Labor Relations by the Human Resources Department.

14.6 In addition to considering the employee's record and past performance, the employee may be given reasonable tests, oral, written, physical, or practical, to assist management in determining the employee's qualifications. These tests will not be used as the sole factor for determining qualifications and shall be administered only after discussion and review with the Union Executive Board.

14.7 In cases of transfers, promotions and reclassifications to union eligible jobs, the Company will attempt to move the employee within two (2) pay periods from the date of acceptance of the transfer, promotion or reclassification. In cases where the employee's transfer, promotion, or reclassification results in a reporting location change, and the employee is held longer than two (2) pay periods, the Company will reimburse the employee for mileage based on the distance from the employee's current reporting location to the location of the transfer, promotion or reclassification.

14.8 For the purpose of job openings, promotions, or reclassifications there shall be three bidding units: Dominion Energy Ohio, River Gas Division, and the West Ohio Gas Division.

First priority for open positions will be given to the senior qualified and eligible employees within the affected bidding unit. If no selection is made from within the affected bidding unit, the second and third priority will be

given to senior qualified eligible employees within the unaffected bidding units as outlined below.

- Open positions in G-555: G-555 (1), River (2), and Lima (3).
- Open positions in River: River (1), G-555 (2), and Lima (3).
- Open positions in Lima: Lima (1), G-555 (2), and River (3).

Article XV. TRANSFERS

Voluntary Transfers

15.1 Any employee may request a transfer. The employee must submit such request on an Employee Transfer Request Form and submit it to the Human Resources Department.

15.2 All transfer requests to change job duties, job classification, or reporting location will be acknowledged by the Human Resources Department, and will be kept on file for review and consideration on all future job openings related to the transfer request. If any related job opening is of a nature that would normally be subject to the bidding provisions of Article XIV, those provisions will take precedence and any employee having a transfer request on file related to that opening, will be included in the list of candidates. When awarding reporting-location-only job bids or transfers, department seniority within a job family will be the deciding factor when the candidate is qualified.

Monthly, the Human Resources Department will review the transfer requests on file to determine if any of the employees requesting transfers have filled a posted vacancy or have accepted a voluntary transfer to another department which results in all transfer requests for that employee to become invalid. All transfer requests will be sent to Local Union Representatives monthly. If the employee still wishes to be considered for the transfer, he must submit a transfer request.

Involuntary Transfers

15.3 An involuntary transfer means a transfer from one reporting location to another, when such a transfer had not been requested by the employee and when he has not voluntarily accepted such transfer.

15.4 Involuntary transfers will be discussed jointly between the Union and management before such transfers will become effective. If a mutually satisfactory solution is not reached in a reasonable time, the employee or employees at the shop or work location from which the transferee is to be selected, having the least (seniority within) total credited service in the title classification to be filled, will be the employee or employees to be involuntarily transferred.

15.5 An employee who has been involuntarily transferred shall have prior consideration to voluntary transfers to his title classification at the location from which he was transferred. Any promotion made after the transfer will automatically nullify the recorded transferee's request.

If the classification or department at the location from which the employee is involuntarily transferred is eliminated, management and the Union Wage and Grievance Committee will discuss the situation to determine if there is another position to which the employee will have first choice of filling an opening.

Temporary Transfers

15.6 A temporary transfer may be made when additional qualified personnel are required at another reporting location in order that service not be impaired. Temporary transfers shall not be of duration longer than sixty (60) days and must be jointly discussed between the local Union Representative and management before becoming effective. Employees who are temporarily transferred will maintain their regular classification and rate of pay.

When an employee is temporarily transferred to a location other than the employee's normal reporting location, and the employee is required to use his/her personal vehicle, the Company will reimburse the employee for mileage

under the Company's basic mileage plan. The mileage will be based on the distance from the employee's normal reporting location to the temporary location.

Transfers Affecting Union Stewards

15.7 Whenever temporary transfers are made, a Union Steward may exercise preferential department seniority by electing to retain his Steward's office and not be transferred, until all other employees with his title classification in his department have been transferred. This clause shall be applicable to Union Stewards holding office at the time of the effective date of this Agreement or any replacement to said office.

Relocating Excess Employees

15.8 Upon determination by management that employees are to be transferred, relocated or reassigned as excess employees in their regular department(s) for any reason, a joint meeting will be held with not more than eleven (11) members of the Union's Executive Committee, including the President of the Union, at least thirty (30) calendar days prior to the date of the transfer, to discuss the plans of accomplishing the relocation of the excess employees. The Union shall be entitled to one additional participant who is other than an employee of the Company. It is agreed that consideration will be given to the operating needs of the Company and the skill, qualifications and seniority of the individual employees.

However, if the excess employee's rate of pay is in excess of the maximum rate for the new classification, then the following conditions will apply:

(a) The employee's rate of pay at the time of transfer will be fixed as of the date of transfer, and

(b) The employee will not receive general increases until the maximum rate of pay of the job classification the employee is performing is equal to this employee's rate of pay.

It is further agreed that each excess employee shall carry his/her seniority earned in the department he/she is leaving into the department to which he/she is being transferred. In the event that any opening occurs in the classification and from which the excess employee was transferred, said employee shall have first choice of filling the opening in the order of the seniority he/she held within that department. An employee filling such an opening shall return to that department with the same seniority he/she would have had if he/she had not been transferred from that department.

If the classification or department at the location from which the employee is "excessed" is eliminated, the Union's Executive Committee and Management will discuss the situation to determine if there is another position to which the employee will have first choice of filling an opening.

Transfers to Affiliated Companies

15.9 In the event any work performed by any division, department or sub-division thereof is transferred to any affiliated company or companies, employees performing such work who are offered and accept transfer to the payroll of the affiliated company shall not be considered laid off and such employees not offered or accepting such transfer will be offered another job in the Company with no loss of pay. Where such transfers are to be made, a meeting will be held with not more than eleven (11) members of the Union's Executive Committee, including the President of the Union, at least thirty (30) calendar days prior to the transfer to discuss the Company's plans. The Union shall be entitled to one additional participant who is other than an employee of the Company.

Disability Transfers

15.10 It is further agreed that if an employee is certified by the Company Medical Director as either physically or mentally disabled to perform the duties of the employee's job classification, then the Company will attempt to place

that employee in a job opening that, in the Company's opinion, the employee is able to adequately perform. However, if the disabled employee's rate of pay is in excess of the maximum rate for the new classification, then the following conditions will apply:

(a) The employee's rate of pay at the time of transfer will be fixed as of the date of transfer, and

(b) An employee with less than twenty years of continuous service will not receive general wage increases until the maximum rate of pay of the job classification the employee is performing is equal to this employee's rate of pay.

(c) An employee with twenty or more years of continuous service at the time of disability will receive one-half of any general wage increases until the maximum rate of pay of the job classification the employee is performing is equal to this employee's rate of pay.

(d) All potential disability transfers must be reviewed by the Labor Relations Director or Labor Relations Manager before becoming effective.

It is further agreed that the Company and Union will comply with the Americans with Disabilities Act (ADA) when any transfer under this section is made.

Article XVI. LAYOFF AND RECALL

16.1 A layoff results from a lack of work which shall be the sole responsibility of the Company to determine in accordance with Article XXI of this Agreement, and causes a reduction in the manpower requirements. For the purpose of layoff and recall, selection of employees will be in accordance with Article 16.4.

16.2 Seniority units are defined as follows:

1. Cleveland District (E.55th, Northeast, Eastern, Western, and Ashtabula)

2. Akron District (Wilbeth, Eastwood, Springside, Ohio

Technical Training Center)

3. Canton District (Canton Perry Yard, Wooster)

4. Youngstown District

5. North Canton (North Canton Shop, Robinson, Franklin, Gross, Chippewa)

6. New Philadelphia/Marietta (Belmont, Cambridge, Marietta, New Philadelphia, Switzerland, Woodsfield)

7. Lima District (Lima Shop, Celina, Van Wert)

16.3 Upon determination by the Company that a layoff is required because of lack of work, a joint meeting will be held by concerned management with not more than eleven (11) members of the Union's Executive Committee, including the President of the Union. The Union shall be entitled to one additional participant who is other than an employee of the Company. This meeting will be held at least twenty (20) working days prior to the layoff date, to explain the reduction in manpower requirements, the probable duration thereof, and the order of layoff and recall.

16.4 In cases of layoff, total credited service and job qualifications will be recognized. The employee having the least amount of such seniority and job qualifications will be the first to be laid off. In cases of recall, the employee laid off last shall be recalled first.

16.5 Upon the designation of employees to be laid off, and prior to their actual layoff, the employees to be laid off will be offered an opportunity to qualify for any authorized job opening within the Company, existing at the time of layoff. Where the qualifications of an employee for employment in such other authorized job opening are questionable, he will be given a reasonable period of time, not to exceed thirty (30) calendar days, on the new job to have his qualifications established.

16.6 Any regular employee who exercises his rights, as provided for in Section 16.5 of this Article, and is not placed on a job, will be placed on a recall list for a period of twelve (12) calendar months from his layoff date. If he has not been recalled to work within the twelve (12) calen-

dar month recall period, his recall rights will expire.

16.7 Any regular employee who has at least twelve (12) months of credited service who is not placed on a job under the provisions of this Article, may elect to receive a severance allowance in lieu of being placed on a recall list. The severance allowance will be paid at the rate of one week of base pay at the regular job classification rate held prior to the layoff date for each full twelve (12) months of total credited service according to the following schedule: one full year of service but less than 5 years of service, 8 weeks; 5 through 9 years of service, 12 weeks; 10 through 14 years of service, 16 weeks; 15 through 19 years of service, 20 weeks; 20 or more years of service, 24 weeks.

16.8 If it is determined that an entire Seniority Unit or an entire subset (i.e - individual location or department) of a Seniority Unit is to be eliminated, all employees in the affected Seniority Unit or subset of a Seniority Unit will be entitled to exercise their total credited service and job qualifications in any other Seniority Unit.

At a time when regular full-time employees are on layoff in a Seniority Unit, as defined in Section 16.2 above, management trainees will not perform bargaining-unit work, as provided for in Article XVIII, Section 18.1; also, the Company will not employ interns or temporary employees in that Seniority Unit.

Article XVII. NEW EMPLOYEES

17.1 Newly hired employees, including interns hired to a full or part-time position, will be on probation for the first ninety (90) working days following employment, during which time they may be terminated by the Company without recourse to the grievance procedure of this Agreement.

17.2 The time limits set forth in Section 17.1 of this Article will not affect the time factors in any of the automatic wage progression schedules.

17.3 In accordance with the time limits set forth in Section 17.1 of this Article, newly hired employees will be prohibited from submitting a bid as outlined in Article XIV,

Section 14.3 and/or a transfer request as outlined under Article XV, Section 15.1 of this Agreement. Exceptions to the foregoing will only be made in cases in which: a reporting-location-only bid or transfer is submitted; and a new hire would result.

17.4 If a probationary employee is absent for any reason for a period of fifteen (15) days or more, the probationary period will be extended by the length of the absence(s).

17.5 The Union Executive President will be notified and invited at least two (2) weeks in advance of new hire leadership orientation meetings. The Company will schedule and provide adequate time for Union Orientation to be led by members of the Union Executive Committee as designated by the Union Executive President at all Company scheduled new hire orientation meetings. At the request of the District Union Representative, he/she will be allotted a reasonable amount of time on a work day to meet with a new hire assigned to the location he/she represents.

Article XVIII.
UNION INTERN PROGRAM

18.1 It is both the Company's and the Union's (Local G-555) desire to provide an opportunity for internships for designated bargaining unit positions. The purpose of this agreement is to provide an opportunity for qualified students pursuing a career in the utility industry to participate in an Intern Program at Dominion Energy Ohio. The utilization of interns will allow the organization to hire qualified, union represented employees to create a training and succession plan for designated positions as agreed to by both parties as per Union Intern agreement dated May 1, 2014.

Article XIX. CONTRACTING WORK

19.1 All work contracted by the Company with a contractor will not in any way cause layoff, curtailment below a normal scheduled work week, or demotion.

19.2 In cases where a contractor is to work overtime and the nature of the overtime work is such that it would normally be performed on regular time and would normally require the employee's(s') services with the contractor, the employee(s) will also be afforded the opportunity to work overtime.

19.3 In the Company's commitment towards a continuing Quality Partnership, the Company agrees it will notify and discuss through their local Management Representatives and the local Union Representative when contracting of work is to be considered prior to implementation. This notice will be given prior to the actual contracting of work; however, in emergency situations, the local Union Representative will be notified immediately.

Article XX. SAFETY

20.1 The Company will provide safe, sanitary and healthful working conditions. While management has a responsibility for safety, it is recognized that close cooperation with the Union should be maintained. It is agreed that the Manager, Safety and Training will cause periodic safety inspections to be conducted.

20.2 The Company and Union shall form a joint Safety Advisory Committee to maintain open lines of communication and to cooperatively resolve issues involving employee safety. The Committee will be made up of two (2) Dominion Energy Ohio senior operations leadership, Manager of Safety and Training and/or designee, and four (4) Union officers or designees, as appointed by the President of the Union.

(a) The SAC shall meet at least quarterly at a mutually agreed upon location and time. In addition to the above, the Union or the Company may request a meeting at anytime.

(b) Minutes of all meetings of the joint Committee shall be made and maintained by the Company. A copy of the minutes of each meeting will be sent to the Union mem-

ber and the President of the Union within two (2) weeks of the date of the meeting. Minutes shall conform to the following outline:

1. Date and place of meeting;
2. Names and positions of those present;
3. Description of each safety and health subject discussed;
4. Statement of Union position;
5. Statement of Company position;
6. Summary of discussion;
7. Decision reached, if any.

(c) If a Union member of the joint Committee disagrees with the accuracy of the minutes as prepared by the Company, he or she shall set forth his or her disagreements in a letter to the Company member; and the minutes, except for said disagreements, shall be regarded as satisfactory.

(d) Time spent in meetings of the Committee by the Union Representative will be compensated for by the Company at his or her regular straight-time hourly rate.

(e) If alleged unsafe working conditions are not resolved in the joint Committee meeting, the Union may bring the matter up in a meeting provided for in Article V, Section 5.7 of this Agreement.

20.3 The Union will designate its representative on the Safety Advisory Committee as the representative of employees for the purposes of investigations or inspections made pursuant to the Occupational Safety and Health Act and regulations adopted thereunder.

20.4 The Union member of the Safety Advisory Committee or the Union Representative serving as the employees' representative will be paid for the time spent on the walkaround portion of the official Occupational Safety and Health Act inspection. The pay will be calculated at the particular employee's straight time rate. However, for purposes

of the walkaround the sections of Article VIII of this Agreement pertaining to call out and premium pay will not apply.

Article XXI. MANAGEMENT

21.1 The right to enforce discipline, to employ, transfer, suspend or discharge employees and otherwise to manage the Company and direct its working force is reserved by and vested exclusively in the Company providing the terms of this Agreement are given full consideration.

Article XXII. MUTUAL RESPONSIBILITY

22.1 It is recognized by the parties hereto that both employees and management have a continuing responsibility to serve the public interest. This includes the responsibility to be reasonably available for emergency call-outs.

22.2 It is therefore agreed that whenever any labor dispute, controversy, grievance or difference arises between the Company and the Union, or between the Company and any of its employees as to the meaning, application or operation of any of the provisions of this Agreement, or anything done by the Company or by the Union, there shall be no lockout by the Company nor strike by the Union.

22.3 It is further agreed that no employee will intentionally interfere with or cause interference with the Company's business dealings or relationships with governmental agencies with which the Company does business.

22.4 It is also agreed that no employee will quit, suspend, retard or stop work at any time while this Agreement is in effect, over any dispute, controversy, grievance or difference. All such disputes, controversies, grievances or differences shall be adjusted, settled or determined under the terms of this Agreement.

Article XXIII. TERM OF AGREEMENT

23.1 This Agreement, and the Supplemental Agreements effective for the same term of this Agreement, and executed

at the same time as this Agreement was executed, constitute the entire agreement between the Company and the Union and no change or amendment shall be made except with the mutual consent of the parties hereto to be evidenced by an executed written agreement.

23.2 This Agreement shall be in effect from June 16, 2018 until and including June 15, 2022 and for renewal periods of one (1) year thereafter, unless it is canceled by either party as of June 15, 2022 or any June 15th date thereafter, by giving notice in writing at least sixty (60) days prior to the termination date of June 15, 2022 or any annual termination date thereafter.

23.3 Negotiations for a new Agreement shall commence not less than forty-five (45) days prior to the termination date of this Agreement. This Agreement may be canceled at any time only by the mutual agreement and consent of the parties.

IN WITNESS WHEREOF, the parties have caused their representatives to hereunto set their signatures on June 15, 2018 in Independence, Ohio.

For Dominion East Ohio Gas

By: W. Pat Branch
Manager, Labor Relations

Sam Mercurio
Director, Pipeline Operations

Thomas D'Agostino
Manager, Gas Operations, Gas Measurement & Regulation

Zachary Goodson
Supervisor Gas Project Planning & Controls,
Project Prioritization

Amanda Konkoly
Manager, Human Resources

Jessica Brown
Associate HR Specialist

For The Gas Workers Union, Local G-555
Utility Workers Union of America AFL-CIO:

By: Rich A. Cossell
Utility Workers Union of America
National Representative

Eddie Hall
Executive President

Robyn Arbogast
Executive Vice President

Mick Prendergast
Executive Secretary

Paul Talboo
Executive Treasurer

Wil Soto
Business Manager

Debbie Moffitt
Union Representative

Jim Davis
Union Representative

Robert J. Newsome
Union Representative

Tim Reindel
Union Representative

Dominic L. Rios
Union Representative

Active Employee Medical Plans

Medical Contribution Rates – Active Employees

All active Local G-555 employees will be eligible for Medical Options A thru C effective January 1, 2019. Details of the plans are outlined in the Summary Plan Documents. Employee contribution rates for the Plans are based on participation in Dominion's Wellness Program *(Well on Your Way)* and will be as follows:

Active Health & Welfare Employee Contributions – Monthly Amounts

2018 are the rates in the current contract

2019 rates will remain at the 2018 levels

2020, 2021, and 2022 will be determined annually—equal to trend, to a maximum cap of 6% in 2020, 2021, and 2022.

	2019
Option A	
Employee Only	15.75
Employee + Child(ren)	67.00
Employee + Spouse	81.00
Employee + Family	103.00
Domestic Partner	435.47
Option B	
Employee Only	45.00
Employee + Child(ren)	130.00
Employee + Spouse	161.00
Employee + Family	235.00
Domestic Partner	488.18
Option C	
Employee Only	97.66
Employee + Child(ren)	250.08
Employee + Spouse	316.24
Employee + Family	455.91
Domestic Partner	530.63

Domestic Partner contribution rates shown for 2019 and beyond are illustrative only and do not necessarily reflect what the actual rates will be. Employee contributions for Domestic Partners must represent the full cost of coverage, which is not determined until just before the open enrollment period for each plan year. Contributions for Domestic Partners are in addition to contributions for Employee Only coverage or for Employee + Child(ren) coverage, as applicable. Contributions for Domestic Partner coverage are made on a post-tax basis.

Flexible Spending Accounts – FSA

All active Local G-555 employees enrolled in Medical Options B and C will be eligible for the Dominion Flexible Spending Accounts effective January 1, 2019. Details of the Plan are outlined in the Summary Plan Documents.

Health Savings Accounts – HSA

All active Local G-555 employees enrolled in Medical Option A will be eligible for the Dominion Health Savings Account effective January 1, 2019. Details of the Plan are outlined in the Summary Plan Documents.

Active Employee Medical Plans

Health Reimbursement Arrangement (HRA)

The Company and the Union agree to continue participation in the existing Health Reimbursement Arrangement (HRA), and to work together to execute an updated Participation Agreement and any other necessary documents and agreements in connection with participation in the HRA by September 1, 2018 or as soon thereafter as practical. Pursuant to the terms of this Attachment and the Participation Agreement, the Company shall, beginning effective January 1, 2019, and thereafter, pursuant to the below schedule, contribute to the Utility Workers Union of America (UWUA) Health and Welfare Fund, or another fund as may be mutually agreeable to the parties, the following amounts.

January 1, 2019	January 1, 2020	January 1, 2021	January 1, 2022
$2,100 per active employee*	$2,100 per active employee*	$2,100 per active employee*	$2,100 per active employee*

*Excluding employees who elect coverage in Medical Plan Option A or waive medical coverage.

July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
$1,050 per active employee hired after 1/1/2019 and before 7/1/2019*	$1,050 per active employee hired after 1/1/2020 and before 7/1/2020*	$1,050 per active employee hired after 1/1/2021 and before 7/1/2021*	$1,050 per active employee hired after 1/1/2022 and before 7/1/2022*

*Excluding employees who elect coverage in Medical Plan Option A or waive medical coverage.

Both parties agree that the funds contributed to this HRA by the Company are for the sole and exclusive purpose of providing reimbursements to participating employees for qualified out-of-pocket health care expenses incurred on or after January 1, 2019, pursuant to the terms of the Utility Workers Union of America National Health and Welfare Fund Health Reimbursement Arrangement (HRA) Plan or another fund as may be mutually agreeable to the parties.

No costs or fees of administering the HRA shall be borne by the Company.

Active Employee Dental Plan

All active Local G-555 employees will be eligible for the Dominion Dental Plan effective January 1, 2019. Details of the plan are outlined in the Summary Plan Documents. Employee contribution rates for the plan will be as follows:

	2019	2020	2021	2022
Dental				
Employee Only	$11.19	$11.19	$11.19	$11.53
Employee + Child(ren)	$31.03	$31.03	$31.03	$31.96
Employee + Spouse	$22.59	$22.59	$22.59	$23.27
Employee + Family	$38.45	$38.45	$38.45	$39.60
Domestic Partner	$36.83	$36.83	$36.83	$37.93

Domestic Partner contribution rates shown for 2019 and beyond are illustrative only and do not necessarily reflect what the actual rates will be. Employee contributions for Domestic Partners must represent the full cost of coverage, which is not determined until just before the open enrollment period for each plan year. Contributions for Domestic Partners are in addition to contributions for Employee Only coverage or for Employee + Child(ren) coverage, as applicable. Contributions for Domestic Partner coverage are made on a post-tax basis.

Active Employee Vision Plan

All active Local G-555 employees will be eligible for the Dominion Vision Plan effective January 1, 2019. Details of the plan are outlined in the Summary Plan Documents. Employee contribution rates for the plans will be as follows:

	2019	2020	2021	2022
Vision				
Employee Only	$2.44	$2.44	$2.44	$2.51
Employee + Child(ren)	$4.93	$4.93	$4.93	$5.08
Employee + Spouse	$5.54	$5.54	$5.54	$5.71
Employee + Family	$6.75	$6.75	$6.75	$6.95
Domestic Partner	$4.02	$4.02	$4.02	$4.14

Domestic Partner contribution rates shown for 2019 and beyond are illustrative only and do not necessarily reflect what the actual rates will be. Employee contributions for Domestic Partners must represent the full cost of coverage, which is not determined until just before the open enrollment period for each plan year. Contributions for Domestic Partners are in addition to contributions for Employee Only coverage or for Employee + Child(ren) coverage, as applicable. Contributions for Domestic Partner coverage are made on a post-tax basis.

Active Employee Life Insurance Plan

All active Local G-555 employees will be eligible for the Dominion Life Insurance Plan effective January 1, 2019. Details of the plan are outlined in the Summary Plan Documents. Employee contribution rates for the plans will be as follows:

Employee Life Insurance

Basic Life (1x Pay)	
Per $1,000 Coverage	0.00
AD&D	
Per $1,000 Coverage	0.00
Additional Life	
Per $1,000 Coverage	
< 25	0.03
25-29	0.04
30-34	0.05
35-39	0.06
40-44	0.08
45-49	0.13
50-54	0.21
55-59	0.37
60-64	0.65
65-69	1.12
70+	1.58

Contributions for Additional Insurance based on rates provided by insurance company.

Dependent Life Insurance

Spouse	
Per $1,000 Coverage	
< 25	0.02
25-29	0.03
30-34	0.04
35-39	0.05
40-44	0.07
45-49	0.10
50-54	0.17
55-59	0.29
60-64	0.49
65-69	0.84
70+	1.18
Children	
$2,500	0.15
$5,000	0.30
$10,000	0.60

Contributions for Dependent Life Insurance based on rates provided by insurance company.

Active Employee Long-Term Disability Plan

All active Local G-555 employees will be eligible for the Dominion Long-Term Disability Plan effective January 1, 2019. Details of the plan are outlined in the Summary Plan Documents. Employee contribution rates for the plans will be as follows:

Long-Term Disability	
Per $100 Covered Pay	
50% Benefit	0.000
60% Benefit (Pre-Tax)	0.062
70% Benefit (Pre-Tax)	0.149
65% Benefit (Post Tax)	0.544

Contributions for all levels of coverage actuarially determined each year and provided by the Company.

Retiree Medical and Life Insurance Program

The Dominion Energy Union Retiree Health and Welfare Plan will continue for individuals hired or rehired before January 1, 2019. Individuals hired or rehired on or after January 1, 2019 are not eligible for retiree medical coverage. The Retiree Medical and Life Insurance Program is outlined below. See the attached details of the plan and the rate schedules.

Retiree Medical

1. Employees are eligible to participate in retiree medical coverage in accordance with the Retiree Medical Plan if they: (a) were hired before January 1, 2019; (b) are at least age 55* at the time they retire from active employment with Dominion Energy; (c) have at least 10 years of pension service at the time they retire from active employment with Dominion Energy; and (d) commence their pension benefit and retiree medical coverage immediately as of the first of the month following their employment termination date.

* For eligible employees who retire on or after January 1, 2022 with 10 years of pension service, the minimum age requirement is 58.

2. Employees age 64 and older as of January 1, 2019 continue to be eligible for Medical Option E.

3. Employees 61 to 63 as of January 1, 2019 will be "grandfathered" to the following:

- Same medical plan as active Medical Option C up to Medicare eligibility at 75% of the active non-union rates.
- Contribution rates based on age and service.

4. Employees under age 61 as of January 1, 2019:

- Same medical plan as active Medical Option C up to Medicare eligibility at 100% of the active non-union rates.
- Contribution rates based on age and service.

5. Employees who retire prior to January 1, 2016, upon Medicare eligibility, will continue to have the Medicare HMO available under the terms of the Collective Bargaining Agreement in effect June 16, 2012 through June 15, 2015.

6. Retiree Medical Contributions for Dominion Energy Ohio are outlined in Attachments A thru N and West Ohio Gas outlined in the West Ohio Division contract supplement.

7. Retiree Medical benefits for former River Gas employees who were age 52 or older as of January 1, 2007 are outlined in Supplemental Agreements – Attachment I.

8. Employees retiring between June 16, 2012 and January 1, 2013 who were age 55 or older by January 1, 2010 will be covered by Medical Option E under the provisions of the Medical Plan Summary Plan Descriptions dated January 1, 2007 as revised by the ERRATA sheet entitled "Revisions to Summary Plan Descriptions Effective January 1, 2007" and as subsequently revised under the Retiree Medical Benefits provision of the Medical Plan Summary Plan Description dated January 1, 2010.

Employees retiring on or after January 1, 2013 who were age 58 or older as of January 1, 2013 will be covered by Medical Option E under the provisions of the Medical Plan Summary Plan Descriptions dated January 1, 2007 as revised by the ERRATA sheet entitled "Revisions to Summary Plan Descriptions Effective January 1, 2007" and as subsequently revised under the Retiree Medical Benefits provision of the Medical Plan Summary Plan Description dated January 1, 2010.

9. For employees who retire on or after January 1, 2016 that are age 65 or older or who reach age 65 during their retirement will have access to retiree medical plans in the open market through OneExchange, a private health insurance exchange. An annual retiree stipend will be provided into an individual Health Reimbursement Account (HRA) for eligible retirees. The annual stipend will be indexed at the medical CPI over time to reflect medical cost increases. The HRA will be funded annually by Dominion for individuals who enroll in coverage through OneExchange.

To be eligible for the stipend benefit, the employee must be Retiree Medical eligible (age 55 [age 58 as of January 1, 2022] with 10 years of pension service) and elect Retiree Medical at the time of retirement, if less than age 65.

a. The spouse who is less than age 65 and or dependents at the time the employee turns age 65 would continue to be covered under the current Retiree Medical Plan. Once the spouse turns age 65 on or after January 1, 2016, they will be eligible for the Post 65 Retiree Medical Stipend Program.

b. The retiree must enroll in coverage through OneExchange in order to be eligible for the stipend. If the retiree does not enroll one year but enrolls through OneExchange the next year, the retiree would be eligible for the stipend when they enrolled through OneExchange.

The 2019 annual retiree stipends are provided in the table below. The annual stipend changes each year based on the change in the medical CPI.

Years of Service	Retiree Stipend	Spouse Stipend
30	$1,290	$960
29	$1,247	$928
28	$1,204	$896
27	$1,161	$864
26	$1,118	$832
25	$1,075	$800
24	$1,032	$768
23	$989	$736
22	$946	$704
21	$903	$672
20	$860	$640
19	$817	$608
18	$774	$576
17	$731	$544
16	$688	$512
15	$645	$480
14	$602	$448
13	$559	$416
12	$516	$384
11	$473	$352
10	$430	$320

Stipend amounts are prorated in the year an individual turns age 65. For example, if an individual turns age 65 in April, the individual would receive 9/12ths of the stipend

amount based on their years of service at the time of retirement. (25 years service Retiree - $806, Spouse - $600)

The premiums that retirees pay for medical (including Medicare Part B), dental, vision, and prescription drug coverage will be eligible for reimbursement. Most out-of-pocket medical expenses are eligible for reimbursement. Prescription drug out-of-pocket expenses are not eligible for reimbursement under current law.

Retiree Health Reimbursement Arrangement

The Company and the Union agree to continue participation in the existing Retiree Health Reimbursement Arrangement (HRA) for eligible employees (as specified in the applicable plan documents) who are age 55* or older with 10 or more years of service and who retire between June 16, 2018 and June 15, 2022. The parties agree to work together to execute a Participation Agreement by December 1, 2018 or as soon thereafter as practical. Pursuant to the terms of this Attachment and the Participation Agreement and other necessary documents satisfactory to the parties, the Company shall, pursuant to the below schedule, contribute to the Utility Workers Union of America (UWUA) Health and Welfare Fund, or another fund as may be mutually agreeable to the parties, the following amounts.

*For employees who retire on or after January 1, 2022 with 10 years of pension service, the minimum age requirement is 58.

1. For those employees who are age 61 and older as of January 1, 2016 and retire on or after January 1, 2018, the Company will contribute $500 by January 31st each year except in the year of retirement. In that year, a prorated amount will be contributed within 90 days of the individual's retirement date. The prorated amount will be calculated as the product of $500 multiplied by the number of months between the date of retirement and December 31st, divided by 12. Contributions will be made until the employee reaches the age of 65.

2. For those employees who are younger than age 61 on January 1, 2016 and who retire on or after January 1, 2018 at age 55 (age 58 as of January 1, 2022) or older with 10 years of service, the Company will contribute $1,500 by January 31st each year except in the year of retirement. In that year, a prorated amount will be contributed within 90 days of the individual's retirement date. The prorated amount will be calculated as the product of $1,500 multiplied by the number of months between the date of retirement and December 31, divided by 12. Contributions will be made for five years or until the age of 65 whichever comes first. The final contribution will also be prorated. The prorated amount will be calculated as the product of $1,500 multiplied by the number of full months between January 1 and either (i) the end of the 5 year period or (ii) the attainment of age 65, whichever is applicable, divided by 12.

3. Both parties agree that the funds contributed to this HRA by the Company are for the sole and exclusive purpose of providing reimbursements to participating employees for qualified out-of-pocket health care expenses or premiums incurred on or after June 16, 2018 pursuant to the terms of the Utility Workers Union of America National Health and Welfare Fund Health Reimbursement Arrangement (HRA) Plan or another fund as may be mutually agreeable to the parties.

4. No costs or fees of administering the HRA shall be borne by the Company.

Retiree Life Insurance

1. Current employees age 52 and older as of January 1, 2007 will have Company paid life insurance based on 50% of their final base pay with a maximum amount of $50,000.

2. Current employees under the age of 52 as of January 1, 2007 will have Company paid life insurance of $10,000.

3. Employees hired after January 1, 2007 will not have Company paid life insurance.

4. Retiree Life Insurance benefits for former River Gas employees who were age 52 or older as of January 1, 2007 are outlined in Supplemental Agreements – Attachment I.

Attachment A

Retiree Medical

Retiree Medical Coverage
Effective January 1, 2019

This document is an overview of the plans. It does not provide all the details about the programs.

Applicable to Local G-555 Employees Retiring On or After January 1, 2019 Who Were Age 64 and Older by January 1, 2019 (Covered under Medical Option E)

	Retiree < 65 Only	Retiree < 65, Spouse < 65	Retiree < 65, Child(ren)	Retiree < 65, Spouse < 65, Child(ren)	Spouse < 65	Spouse < 65, Children	Children Only
Dominion Energy Ohio Union Retirees on/after 1/1/19-12/31/19	$ 239.00	$ 478.00	$ 478.00	$ 478.00	$ 239.00	$ 478.00	$ 239.00

Retiree contribution rates will increase annually based only on the change in the Medical Component of the CPI (not to exceed 5%).

Attachment B

Retiree Medical Coverage

This document is an overview of the plans. It does not provide all the details about the programs. NOTE: Monthly Contributions for Retirees are 75% of the Active Non-Union Rates.

Applicable to Local G-555 Employees Retiring On or After January 1, 2019 Who Had Attained Age 61, 62, or 63 by January 1, 2019 (Covered under Medical Option C)

	Age on January 1, 2019		
Total Age + Service at Retirement	61		62 and 63
95 and greater	40%		25%
94	41%		26%
93	42%		27%
92	43%		28%
91	44%		29%
90	45%		30%
89	46%		31%
88	47%		32%
87	48%		33%

86	49%		34%
85	50%		35%
84	51%		36%
83	52%		37%
82	53%		38%
81	54%		39%
80	55%		40%
79	56%		42%
78	57%		44%
77	58%		46%
76	59%		48%
75	60%		50%
74	64%		52%
73	68%		54%
72	72%		56%
71	76%		58%
70	80%		60%
69	80%		60%
68	80%		60%
67	80%		63%
66	80%		64%
65	80%		70%

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

– Find your total age + service at retirement in the left column.

– Follow across to the column for your age on January 1, 2019.

– The percentage in the box should then be multiplied by .75 to arrive at the percentage you would be required to pay.

Example: if your age + service at retirement will be 90 and you are age 63 on 1/1/2019, you would pay 22½% (30% times .75) of the pre-65 nonunion active employee cost.

Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal, Child(ren) and Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal, child(ren) and family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

Determination of Retiree Cost Every January 1 After Retirement

Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active nonunion employee cost for that year. Retirees will receive notice of the contribution increase.

Attachment C

Retiree Medical - 2019 Plan Year

Monthly Contribution Rates for Individuals Age 62 and 63 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$121.74	$345.97	$281.91	$490.15	$224.23	$384.40	$160.17
94	$126.61	$359.81	$293.19	$509.76	$233.20	$399.78	$166.58
93	$131.48	$373.65	$304.47	$529.36	$242.17	$415.16	$172.99
92	$136.35	$387.49	$315.75	$548.97	$251.14	$430.54	$179.40
91	$141.22	$401.33	$327.02	$568.58	$260.11	$445.91	$185.80
90	$146.09	$415.17	$338.30	$588.19	$269.08	$461.29	$192.21
89	$150.96	$429.01	$349.58	$607.80	$278.05	$476.67	$198.62
88	$155.83	$442.85	$360.86	$627.40	$287.02	$492.05	$205.03
87	$160.70	$456.69	$372.13	$647.01	$295.99	$507.42	$211.43
86	$165.57	$470.53	$383.41	$666.62	$304.96	$522.80	$217.84
85	$170.44	$484.37	$394.69	$686.23	$313.93	$538.18	$224.25
84	$175.31	$498.21	$405.97	$705.83	$322.90	$553.56	$230.66
83	$180.18	$512.05	$417.24	$725.44	$331.87	$568.93	$237.06
82	$185.05	$525.89	$428.52	$745.05	$340.84	$584.31	$243.47

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$189.92	$539.73	$439.80	$764.66	$349.81	$599.69	$249.88
80	$194.79	$553.57	$451.08	$784.26	$358.78	$615.07	$256.29
79	$204.53	$581.25	$473.63	$823.48	$376.72	$645.82	$269.10
78	$214.27	$608.93	$496.19	$862.69	$394.66	$676.58	$281.92
77	$224.01	$636.61	$518.74	$901.91	$412.60	$707.33	$294.73
76	$233.74	$664.27	$541.27	$941.08	$430.53	$738.06	$307.53
75	$243.48	$691.95	$563.83	$980.30	$448.47	$768.82	$320.35
74	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
73	$262.96	$747.31	$608.94	$1,058.73	$484.35	$830.33	$345.98
72	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
71	$282.44	$802.67	$654.05	$1,137.16	$520.23	$891.84	$371.61
70	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
69	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
68	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
67	$306.79	$871.87	$710.43	$1,235.20	$565.08	$968.72	$403.64
66	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
65	$340.88	$968.75	$789.38	$1,372.45	$627.87	$1,076.37	$448.50

Attachment D

Retiree Medical - 2020 Plan Year

Monthly Contribution Rates for Individuals Age 62 and 63 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$126.61	$359.81	$293.19	$509.76	$233.20	$399.78	$166.58
94	$131.68	$374.22	$304.93	$530.17	$242.54	$415.79	$173.25
93	$136.74	$388.60	$316.65	$550.54	$251.86	$431.77	$179.91
92	$141.80	$402.98	$328.37	$570.92	$261.18	$447.75	$186.57
91	$146.87	$417.39	$340.11	$591.33	$270.52	$463.76	$193.24
90	$151.93	$431.77	$351.82	$611.70	$279.84	$479.73	$199.89
89	$157.00	$446.18	$363.56	$632.11	$289.18	$495.74	$206.56
88	$162.06	$460.56	$375.28	$652.49	$298.50	$511.72	$213.22
87	$167.13	$474.97	$387.02	$672.90	$307.84	$527.73	$219.89
86	$172.19	$489.35	$398.74	$693.27	$317.16	$543.71	$226.55
85	$177.26	$503.76	$410.48	$713.68	$326.50	$559.72	$233.22
84	$182.32	$518.14	$422.20	$734.06	$335.82	$575.70	$239.88
83	$187.38	$532.52	$433.92	$754.43	$345.14	$591.68	$246.54
82	$192.45	$546.92	$445.66	$774.84	$354.47	$607.68	$253.21

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$197.51	$561.30	$457.37	$795.21	$363.79	$623.65	$259.86
80	$202.58	$575.71	$469.11	$815.63	$373.13	$639.66	$266.53
79	$212.71	$604.50	$492.57	$856.41	$391.79	$671.65	$279.86
78	$222.84	$633.29	$516.03	$897.20	$410.45	$703.64	$293.19
77	$232.96	$662.05	$539.47	$937.94	$429.09	$735.60	$306.51
76	$243.09	$690.84	$562.92	$978.73	$447.75	$767.58	$319.83
75	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
74	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
73	$273.48	$777.20	$633.30	$1,101.09	$503.72	$863.54	$359.82
72	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
71	$293.74	$834.78	$680.21	$1,182.66	$541.04	$927.51	$386.47
70	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
69	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
68	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
67	$319.06	$906.74	$738.85	$1,284.60	$587.68	$1,007.47	$419.79
66	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
65	$354.51	$1,007.48	$820.94	$1,427.33	$652.97	$1,119.40	$466.43

Attachment E

Retiree Medical - 2021 Plan Year

Monthly Contribution Rates for Individuals Age 62 and 63 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$131.68	$374.22	$304.93	$530.17	$242.54	$415.79	$173.25
94	$136.94	$389.17	$317.11	$551.35	$252.23	$432.40	$180.17
93	$142.21	$404.15	$329.32	$572.57	$261.94	$449.05	$187.11
92	$147.48	$419.12	$341.52	$593.78	$271.64	$465.68	$194.04
91	$152.74	$434.07	$353.70	$614.96	$281.33	$482.29	$200.96
90	$158.01	$449.05	$365.90	$636.18	$291.04	$498.93	$207.89
89	$163.28	$464.03	$378.11	$657.40	$300.75	$515.58	$214.83
88	$168.54	$478.97	$390.29	$678.58	$310.43	$532.18	$221.75
87	$173.81	$493.95	$402.49	$699.79	$320.14	$548.82	$228.68
86	$179.08	$508.93	$414.70	$721.01	$329.85	$565.47	$235.62
85	$184.35	$523.90	$426.90	$742.23	$339.55	$582.10	$242.55
84	$189.61	$538.85	$439.08	$763.41	$349.24	$598.71	$249.47
83	$194.88	$553.83	$451.28	$784.63	$358.95	$615.35	$256.40
82	$200.15	$568.81	$463.49	$805.84	$368.66	$632.00	$263.34

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$205.41	$583.75	$475.67	$827.02	$378.34	$648.60	$270.26
80	$210.68	$598.73	$487.87	$848.24	$388.05	$665.24	$277.19
79	$221.22	$628.69	$512.28	$890.68	$407.47	$698.53	$291.06
78	$231.75	$658.61	$536.66	$933.07	$426.86	$731.77	$304.91
77	$242.28	$688.54	$561.05	$975.47	$446.26	$765.03	$318.77
76	$252.82	$718.49	$585.46	$1,017.90	$465.67	$798.31	$332.64
75	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
74	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
73	$284.42	$808.29	$658.63	$1,145.13	$523.87	$898.08	$374.21
72	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
71	$305.49	$868.17	$707.42	$1,229.96	$562.68	$964.61	$401.93
70	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
69	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
68	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
67	$331.82	$943.00	$768.40	$1,335.97	$611.18	$1,047.76	$436.58
66	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
65	$368.69	$1,047.78	$853.78	$1,484.42	$679.09	$1,164.18	$485.09

Attachment F

Retiree Medical - 2022 Plan Year

Monthly Contribution Rates for Individuals Age 62 and 63 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$136.94	$389.17	$317.11	$551.35	$252.23	$432.40	$180.17
94	$142.42	$404.74	$329.80	$573.41	$262.32	$449.70	$187.38
93	$147.90	$420.32	$342.49	$595.47	$272.42	$467.01	$194.59
92	$153.38	$435.89	$355.18	$617.54	$282.51	$484.31	$201.80
91	$158.85	$451.44	$367.85	$639.56	$292.59	$501.59	$209.00
90	$164.33	$467.01	$380.54	$661.63	$302.68	$518.89	$216.21
89	$169.81	$482.58	$393.23	$683.69	$312.77	$536.19	$223.42
88	$175.29	$498.16	$405.92	$705.75	$322.87	$553.50	$230.63
87	$180.76	$513.70	$418.59	$727.78	$332.94	$570.77	$237.83
86	$186.24	$529.28	$431.28	$749.84	$343.04	$588.08	$245.04
85	$191.72	$544.85	$443.97	$771.90	$353.13	$605.38	$252.25
84	$197.20	$560.42	$456.66	$793.97	$363.22	$622.68	$259.46
83	$202.67	$575.97	$469.32	$815.99	$373.30	$639.95	$266.65
82	$208.15	$591.54	$482.01	$838.05	$383.39	$657.25	$273.86

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$213.63	$607.12	$494.70	$860.12	$393.49	$674.56	$281.07
80	$219.11	$622.69	$507.39	$882.18	$403.58	$691.86	$288.28
79	$230.06	$653.81	$532.75	$926.27	$423.75	$726.44	$302.69
78	$241.02	$684.95	$558.13	$970.39	$443.93	$761.04	$317.11
77	$251.97	$716.07	$583.49	$1,014.48	$464.10	$795.62	$331.52
76	$262.93	$747.22	$608.87	$1,058.61	$484.29	$830.23	$345.94
75	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
74	$284.84	$809.49	$659.60	$1,146.82	$524.65	$899.41	$374.76
73	$295.80	$840.63	$684.98	$1,190.95	$544.83	$934.01	$389.18
72	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
71	$317.71	$902.90	$735.72	$1,279.16	$585.19	$1,003.20	$418.01
70	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
69	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
68	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
67	$345.10	$980.74	$799.15	$1,389.44	$635.64	$1,089.69	$454.05
66	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
65	$383.44	$1,089.70	$887.93	$1,543.81	$706.26	$1,210.75	$504.49

Attachment G

Retiree Medical - 2019 Plan Year

Monthly Contribution Rates for Individuals Age 61 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$194.79	$553.57	$451.08	$784.26	$358.78	$615.07	$256.29
94	$199.66	$567.41	$462.35	$803.87	$367.75	$630.44	$262.69
93	$204.53	$581.25	$473.63	$823.48	$376.72	$645.82	$269.10
92	$209.40	$595.09	$484.91	$843.09	$385.69	$661.20	$275.51
91	$214.27	$608.93	$496.19	$862.69	$394.66	$676.58	$281.92
90	$219.14	$622.77	$507.46	$882.30	$403.63	$691.95	$288.32
89	$224.01	$636.61	$518.74	$901.91	$412.60	$707.33	$294.73
88	$228.87	$650.43	$529.99	$921.48	$421.56	$722.68	$301.12
87	$233.74	$664.27	$541.27	$941.08	$430.53	$738.06	$307.53
86	$238.61	$678.11	$552.55	$960.69	$439.50	$753.44	$313.94
85	$243.48	$691.95	$563.83	$980.30	$448.47	$768.82	$320.35
84	$248.35	$705.79	$575.10	$999.91	$457.44	$784.19	$326.75
83	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
82	$258.09	$733.47	$597.66	$1,039.12	$475.38	$814.95	$339.57

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$262.96	$747.31	$608.94	$1,058.73	$484.35	$830.33	$345.98
80	$267.83	$761.15	$620.21	$1,078.34	$493.32	$845.70	$352.38
79	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
78	$277.57	$788.83	$642.77	$1,117.55	$511.26	$876.46	$365.20
77	$282.44	$802.67	$654.05	$1,137.16	$520.23	$891.84	$371.61
76	$287.31	$816.51	$665.32	$1,156.77	$529.20	$907.21	$378.01
75	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
74	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
73	$331.14	$941.07	$766.82	$1,333.24	$609.93	$1,045.61	$435.68
72	$350.62	$996.43	$811.93	$1,411.67	$645.81	$1,107.12	$461.31
71	$370.10	$1,051.79	$857.04	$1,490.10	$681.69	$1,168.63	$486.94
70	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
69	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
68	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
67	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
66	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
65	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56

Attachment H

Retiree Medical - 2020 Plan Year

Monthly Contribution Rates for Individuals Age 61 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$202.58	$575.71	$469.11	$815.63	$373.13	$639.66	$266.53
94	$207.64	$590.09	$480.83	$836.00	$382.45	$655.64	$273.19
93	$212.71	$604.50	$492.57	$856.41	$391.79	$671.65	$279.86
92	$217.77	$618.88	$504.29	$876.79	$401.11	$687.63	$286.52
91	$222.84	$633.29	$516.03	$897.20	$410.45	$703.64	$293.19
90	$227.90	$647.67	$527.75	$917.57	$419.77	$719.62	$299.85
89	$232.96	$662.05	$539.47	$937.94	$429.09	$735.60	$306.51
88	$238.03	$676.46	$551.21	$958.36	$438.43	$751.61	$313.18
87	$243.09	$690.84	$562.92	$978.73	$447.75	$767.58	$319.83
86	$248.16	$705.25	$574.66	$999.14	$457.09	$783.59	$326.50
85	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
84	$258.29	$734.03	$598.12	$1,039.93	$475.74	$815.57	$339.83
83	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
82	$268.42	$762.82	$621.58	$1,080.71	$494.40	$847.56	$353.16

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$273.48	$777.20	$633.30	$1,101.09	$503.72	$863.54	$359.82
80	$278.54	$791.58	$645.02	$1,121.46	$513.04	$879.52	$366.48
79	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
78	$288.67	$820.37	$668.47	$1,162.24	$531.70	$911.50	$379.80
77	$293.74	$834.78	$680.21	$1,182.66	$541.04	$927.51	$386.47
76	$298.80	$849.16	$691.93	$1,203.03	$550.36	$943.49	$393.13
75	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
74	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
73	$344.38	$978.69	$797.48	$1,386.54	$634.31	$1,087.41	$453.10
72	$364.64	$1,036.27	$844.40	$1,468.11	$671.63	$1,151.39	$479.76
71	$384.90	$1,093.85	$891.31	$1,549.68	$708.95	$1,215.36	$506.41
70	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
69	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
68	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
67	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
66	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
65	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07

Attachment I

Retiree Medical - 2021 Plan Year

Monthly Contribution Rates for Individuals Age 61 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$210.68	$598.73	$487.87	$848.24	$388.05	$665.24	$277.19
94	$215.95	$613.71	$500.08	$869.46	$397.76	$681.89	$284.13
93	$221.22	$628.69	$512.28	$890.68	$407.47	$698.53	$291.06
92	$226.48	$643.63	$524.46	$911.85	$417.15	$715.13	$297.98
91	$231.75	$658.61	$536.66	$933.07	$426.86	$731.77	$304.91
90	$237.02	$673.59	$548.87	$954.29	$436.57	$748.42	$311.85
89	$242.28	$688.54	$561.05	$975.47	$446.26	$765.03	$318.77
88	$247.55	$703.51	$573.25	$996.69	$455.96	$781.66	$325.70
87	$252.82	$718.49	$585.46	$1,017.90	$465.67	$798.31	$332.64
86	$258.08	$733.44	$597.64	$1,039.08	$475.36	$814.92	$339.56
85	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
84	$268.62	$763.39	$622.04	$1,081.52	$494.77	$848.19	$353.42
83	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
82	$279.15	$793.32	$646.43	$1,123.91	$514.17	$881.45	$367.28

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$284.42	$808.29	$658.63	$1,145.13	$523.87	$898.08	$374.21
80	$289.69	$823.27	$670.84	$1,166.35	$533.58	$914.73	$381.15
79	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
78	$300.22	$853.20	$695.22	$1,208.75	$552.98	$947.98	$395.00
77	$305.49	$868.17	$707.42	$1,229.96	$562.68	$964.61	$401.93
76	$310.75	$883.12	$719.60	$1,251.14	$572.37	$981.22	$408.85
75	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
74	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
73	$358.16	$1,017.85	$829.39	$1,442.02	$659.69	$1,130.92	$471.23
72	$379.23	$1,077.73	$878.18	$1,526.86	$698.50	$1,197.45	$498.95
71	$400.29	$1,137.58	$926.95	$1,611.65	$737.29	$1,263.95	$526.66
70	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
69	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
68	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
67	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
66	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
65	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38

Attachment J

Retiree Medical - 2022 Plan Year

Monthly Contribution Rates for Individuals Age 61 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$219.11	$622.69	$507.39	$882.18	$403.58	$691.86	$288.28
94	$224.59	$638.26	$520.08	$904.24	$413.67	$709.16	$295.49
93	$230.06	$653.81	$532.75	$926.27	$423.75	$726.44	$302.69
92	$235.54	$669.38	$545.44	$948.33	$433.84	$743.74	$309.90
91	$241.02	$684.95	$558.13	$970.39	$443.93	$761.04	$317.11
90	$246.50	$700.53	$570.82	$992.46	$454.03	$778.35	$324.32
89	$251.97	$716.07	$583.49	$1,014.48	$464.10	$795.62	$331.52
88	$257.45	$731.65	$596.18	$1,036.55	$474.20	$812.93	$338.73
87	$262.93	$747.22	$608.87	$1,058.61	$484.29	$830.23	$345.94
86	$268.41	$762.79	$621.56	$1,080.67	$494.38	$847.53	$353.15
85	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
84	$279.36	$793.91	$646.91	$1,124.76	$514.55	$882.10	$367.55
83	$284.84	$809.49	$659.60	$1,146.82	$524.65	$899.41	$374.76
82	$290.32	$825.06	$672.29	$1,168.89	$534.74	$916.71	$381.97

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$295.80	$840.63	$684.98	$1,190.95	$544.83	$934.01	$389.18
80	$301.27	$856.18	$697.65	$1,212.97	$554.91	$951.29	$396.38
79	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
78	$312.23	$887.33	$723.03	$1,257.10	$575.10	$985.90	$410.80
77	$317.71	$902.90	$735.72	$1,279.16	$585.19	$1,003.20	$418.01
76	$323.18	$918.45	$748.39	$1,301.19	$595.27	$1,020.48	$425.21
75	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
74	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
73	$372.48	$1,058.55	$862.55	$1,499.68	$686.07	$1,176.14	$490.07
72	$394.39	$1,120.82	$913.29	$1,587.89	$726.43	$1,245.33	$518.90
71	$416.31	$1,183.11	$964.05	$1,676.15	$766.80	$1,314.54	$547.74
70	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
69	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
68	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
67	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
66	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
65	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57

Attachment K

Retiree Medical Coverage

Applicable to Local G-555 Employees Retiring On or After January 1, 2019 Who Had Not Attained 61 by January 1, 2019 (Covered under Medical Option C)

	Age on January 1, 2019		
Total Age + Service at Retirement	Less than 57 (and all employees hired on or after 1-1-07)		57 through 60
95 and greater	40%		40%
94	42%		41%
93	44%		42%
92	46%		43%
91	48%		44%
90	50%		45%
89	53%		46%
88	56%		47%
87	59%		48%
86	62%		49%
85	65%		50%
84	68%		51%
83	71%		52%
82	74%		53%
81	77%		54%
80	80%		55%
79	83%		56%
78	86%		57%
77	89%		58%
76	92%		59%
75	95%		60%
74	98%		64%
73	100%		68%
72	100%		72%
71	100%		76%
70	100%		80%
69	100%		80%
68	100%		80%
67	100%		80%
66	100%		80%
65	100%		80%

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

– Find your total age + service at retirement in the left column.

– Follow across to the column for your age on January 1, 2019.

The box shows the percentage you would pay.

Example: if your age + service at retirement will be 90 and you are age 60 on 1/1/2019, you would pay 45% of the pre-65 nonunion active employee cost.

Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal, Child(ren) and Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal, child(ren) and family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

Determination of Retiree Cost Every January 1 After Retirement

Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active nonunion employee cost for that year. Retirees will receive notice of the contribution increase.

Attachment L

Retiree Medical - 2019 Plan Year

Monthly Contribution Rates for Individuals Age 57, 58, 59 and 60 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$259.72	$738.10	$601.43	$1,045.68	$478.38	$820.09	$341.71
94	$266.21	$756.54	$616.46	$1,071.81	$490.33	$840.58	$350.25
93	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
92	$279.19	$793.43	$646.52	$1,124.07	$514.24	$881.57	$367.33
91	$285.69	$811.90	$661.57	$1,150.25	$526.21	$902.09	$375.88
90	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
89	$298.67	$848.79	$691.63	$1,202.51	$550.12	$943.08	$392.96
88	$305.17	$867.26	$706.68	$1,228.68	$562.09	$963.60	$401.51
87	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
86	$318.15	$904.15	$736.74	$1,280.94	$586.00	$1,004.59	$418.59
85	$324.65	$922.62	$751.79	$1,307.11	$597.97	$1,025.11	$427.14
84	$331.14	$941.07	$766.82	$1,333.24	$609.93	$1,045.61	$435.68
83	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
82	$344.12	$977.95	$796.88	$1,385.50	$633.83	$1,086.59	$452.76

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$350.62	$996.43	$811.93	$1,411.67	$645.81	$1,107.12	$461.31
80	$357.11	$1,014.87	$826.96	$1,437.80	$657.76	$1,127.61	$469.85
79	$363.60	$1,033.31	$841.99	$1,463.93	$669.71	$1,148.10	$478.39
78	$370.10	$1,051.79	$857.04	$1,490.10	$681.69	$1,168.63	$486.94
77	$376.59	$1,070.23	$872.07	$1,516.23	$693.64	$1,189.12	$495.48
76	$383.08	$1,088.68	$887.10	$1,542.36	$705.60	$1,209.62	$504.02
75	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
74	$415.55	$1,180.95	$962.29	$1,673.09	$765.40	$1,312.14	$546.74
73	$441.52	$1,254.76	$1,022.43	$1,777.65	$813.24	$1,394.15	$580.91
72	$467.49	$1,328.56	$1,082.57	$1,882.21	$861.07	$1,476.15	$615.08
71	$493.46	$1,402.36	$1,142.71	$1,986.77	$908.90	$1,558.15	$649.25
70	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
69	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
68	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
67	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
66	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
65	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41

Attachment M

Retiree Medical - 2020 Plan Year

Monthly Contribution Rates for Individuals Age 57, 58, 59 and 60 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$270.10	$767.60	$625.47	$1,087.48	$497.50	$852.87	$355.37
94	$276.86	$786.81	$641.12	$1,114.69	$509.95	$874.21	$364.26
93	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
92	$290.36	$825.17	$672.39	$1,169.05	$534.81	$916.84	$382.03
91	$297.11	$844.36	$688.02	$1,196.22	$547.25	$938.16	$390.91
90	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
89	$310.62	$882.75	$719.30	$1,250.62	$572.13	$980.81	$408.68
88	$317.37	$901.93	$734.93	$1,277.80	$584.56	$1,002.12	$417.56
87	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
86	$330.88	$940.33	$766.22	$1,332.19	$609.45	$1,044.79	$435.34
85	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
84	$344.38	$978.69	$797.48	$1,386.54	$634.31	$1,087.41	$453.10
83	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
82	$357.89	$1,017.09	$828.77	$1,440.94	$659.20	$1,130.08	$470.88

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$364.64	$1,036.27	$844.40	$1,468.11	$671.63	$1,151.39	$479.76
80	$371.39	$1,055.45	$860.03	$1,495.29	$684.06	$1,172.70	$488.64
79	$378.15	$1,074.66	$875.68	$1,522.51	$696.51	$1,194.04	$497.53
78	$384.90	$1,093.85	$891.31	$1,549.68	$708.95	$1,215.36	$506.41
77	$391.65	$1,113.03	$906.94	$1,576.86	$721.38	$1,236.67	$515.29
76	$398.40	$1,132.21	$922.57	$1,604.04	$733.81	$1,257.98	$524.17
75	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
74	$432.17	$1,228.18	$1,000.78	$1,740.00	$796.01	$1,364.62	$568.61
73	$459.18	$1,304.94	$1,063.32	$1,848.75	$845.76	$1,449.90	$604.14
72	$486.19	$1,381.70	$1,125.87	$1,957.50	$895.51	$1,535.19	$639.68
71	$513.20	$1,458.46	$1,188.42	$2,066.25	$945.26	$1,620.48	$675.22
70	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
69	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
68	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
67	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
66	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
65	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75

Attachment N

Retiree Medical - 2021 Plan Year

Monthly Contribution Rates for Individuals Age 57, 58, 59 and 60 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$280.91	$798.32	$650.50	$1,131.00	$517.41	$887.00	$369.59
94	$287.93	$818.27	$666.76	$1,159.26	$530.34	$909.17	$378.83
93	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
92	$301.98	$858.20	$699.30	$1,215.83	$556.22	$953.54	$397.32
91	$309.00	$878.15	$715.55	$1,244.10	$569.15	$975.70	$406.55
90	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
89	$323.04	$918.05	$748.06	$1,300.62	$595.01	$1,020.03	$425.02
88	$330.07	$938.03	$764.34	$1,328.93	$607.96	$1,042.23	$434.27
87	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
86	$344.11	$977.93	$796.86	$1,385.46	$633.82	$1,086.57	$452.75
85	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
84	$358.16	$1,017.85	$829.39	$1,442.02	$659.69	$1,130.92	$471.23
83	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
82	$372.20	$1,057.76	$861.90	$1,498.55	$685.56	$1,175.26	$489.70

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$379.23	$1,077.73	$878.18	$1,526.86	$698.50	$1,197.45	$498.95
80	$386.25	$1,097.68	$894.44	$1,555.12	$711.43	$1,219.62	$508.19
79	$393.27	$1,117.63	$910.70	$1,583.38	$724.36	$1,241.79	$517.43
78	$400.29	$1,137.58	$926.95	$1,611.65	$737.29	$1,263.95	$526.66
77	$407.32	$1,157.56	$943.23	$1,639.95	$750.24	$1,286.15	$535.91
76	$414.34	$1,177.51	$959.49	$1,668.22	$763.17	$1,308.32	$545.15
75	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
74	$449.45	$1,277.29	$1,040.79	$1,809.58	$827.84	$1,419.18	$591.34
73	$477.54	$1,357.12	$1,105.84	$1,922.67	$879.58	$1,507.88	$628.30
72	$505.63	$1,436.95	$1,170.89	$2,035.77	$931.32	$1,596.58	$665.26
71	$533.73	$1,516.81	$1,235.96	$2,148.90	$983.08	$1,685.31	$702.23
70	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
69	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
68	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
67	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
66	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
65	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19

Attachment O

Retiree Medical - 2022 Plan Year

Monthly Contribution Rates for Individuals Age 57, 58, 59 and 60 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$292.14	$830.23	$676.51	$1,176.21	$538.09	$922.46	$384.37
94	$299.45	$851.01	$693.44	$1,205.65	$551.56	$945.55	$393.99
93	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
92	$314.05	$892.50	$727.25	$1,264.43	$578.45	$991.65	$413.20
91	$321.36	$913.27	$744.17	$1,293.86	$591.91	$1,014.72	$422.81
90	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
89	$335.97	$954.79	$778.01	$1,352.68	$618.82	$1,060.86	$442.04
88	$343.27	$975.54	$794.91	$1,382.07	$632.27	$1,083.91	$451.64
87	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
86	$357.88	$1,017.06	$828.74	$1,440.90	$659.18	$1,130.04	$470.86
85	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
84	$372.48	$1,058.55	$862.55	$1,499.68	$686.07	$1,176.14	$490.07
83	$379.79	$1,079.33	$879.48	$1,529.11	$699.54	$1,199.23	$499.69
82	$387.09	$1,100.07	$896.38	$1,558.50	$712.98	$1,222.27	$509.29

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$394.39	$1,120.82	$913.29	$1,587.89	$726.43	$1,245.33	$518.90
80	$401.70	$1,141.59	$930.22	$1,617.32	$739.89	$1,268.41	$528.52
79	$409.00	$1,162.34	$947.12	$1,646.72	$753.34	$1,291.46	$538.12
78	$416.31	$1,183.11	$964.05	$1,676.15	$766.80	$1,314.54	$547.74
77	$423.61	$1,203.86	$980.95	$1,705.54	$780.25	$1,337.59	$557.34
76	$430.91	$1,224.60	$997.86	$1,734.93	$793.69	$1,360.64	$566.95
75	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
74	$467.43	$1,328.39	$1,082.43	$1,881.97	$860.96	$1,475.96	$615.00
73	$496.64	$1,411.40	$1,150.07	$1,999.57	$914.76	$1,568.19	$653.43
72	$525.86	$1,494.44	$1,217.73	$2,117.22	$968.58	$1,660.45	$691.87
71	$555.07	$1,577.45	$1,285.38	$2,234.82	$1,022.38	$1,752.69	$730.31
70	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
69	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
68	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
67	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
66	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
65	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75

Attachment P

Retiree Medical - 2019 Plan Year

Monthly Contribution Rates for Individuals Less Than Age 57 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$259.72	$738.10	$601.43	$1,045.68	$478.38	$820.09	$341.71
94	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
93	$285.69	$811.90	$661.57	$1,150.25	$526.21	$902.09	$375.88
92	$298.67	$848.79	$691.63	$1,202.51	$550.12	$943.08	$392.96
91	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
90	$324.65	$922.62	$751.79	$1,307.11	$597.97	$1,025.11	$427.14
89	$344.12	$977.95	$796.88	$1,385.50	$633.83	$1,086.59	$452.76
88	$363.60	$1,033.31	$841.99	$1,463.93	$669.71	$1,148.10	$478.39
87	$383.08	$1,088.68	$887.10	$1,542.36	$705.60	$1,209.62	$504.02
86	$402.56	$1,144.04	$932.21	$1,620.79	$741.48	$1,271.13	$529.65
85	$422.04	$1,199.40	$977.32	$1,699.22	$777.36	$1,332.64	$555.28
84	$441.52	$1,254.76	$1,022.43	$1,777.65	$813.24	$1,394.15	$580.91
83	$461.00	$1,310.12	$1,067.54	$1,856.08	$849.12	$1,455.66	$606.54
82	$480.47	$1,365.45	$1,112.62	$1,934.47	$884.98	$1,517.13	$632.15

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$499.95	$1,420.81	$1,157.73	$2,012.90	$920.86	$1,578.64	$657.78
80	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
79	$538.91	$1,531.53	$1,247.95	$2,169.76	$992.62	$1,701.66	$709.04
78	$558.39	$1,586.89	$1,293.06	$2,248.19	$1,028.50	$1,763.17	$734.67
77	$577.87	$1,642.25	$1,338.17	$2,326.62	$1,064.38	$1,824.68	$760.30
76	$597.35	$1,697.61	$1,383.28	$2,405.05	$1,100.26	$1,886.19	$785.93
75	$616.83	$1,752.97	$1,428.39	$2,483.48	$1,136.14	$1,947.70	$811.56
74	$636.30	$1,808.30	$1,473.48	$2,561.87	$1,172.00	$2,009.18	$837.18
73	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
72	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
71	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
70	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
69	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
68	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
67	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
66	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
65	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27

Attachment Q

Retiree Medical - 2020 Plan Year

Monthly Contribution Rates for Individuals Less Than Age 57 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$270.10	$767.60	$625.47	$1,087.48	$497.50	$852.87	$355.37
94	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
93	$297.11	$844.36	$688.02	$1,196.22	$547.25	$938.16	$390.91
92	$310.62	$882.75	$719.30	$1,250.62	$572.13	$980.81	$408.68
91	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
90	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
89	$357.89	$1,017.09	$828.77	$1,440.94	$659.20	$1,130.08	$470.88
88	$378.15	$1,074.66	$875.68	$1,522.51	$696.51	$1,194.04	$497.53
87	$398.40	$1,132.21	$922.57	$1,604.04	$733.81	$1,257.98	$524.17
86	$418.66	$1,189.79	$969.49	$1,685.61	$771.13	$1,321.96	$550.83
85	$438.92	$1,247.37	$1,016.41	$1,767.18	$808.45	$1,385.94	$577.49
84	$459.18	$1,304.94	$1,063.32	$1,848.75	$845.76	$1,449.90	$604.14
83	$479.43	$1,362.49	$1,110.22	$1,930.28	$883.06	$1,513.85	$630.79
82	$499.69	$1,420.07	$1,157.13	$2,011.85	$920.38	$1,577.82	$657.44

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$519.95	$1,477.65	$1,204.05	$2,093.42	$957.70	$1,641.80	$684.10
80	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
79	$560.47	$1,592.80	$1,297.88	$2,256.56	$1,032.33	$1,769.74	$737.41
78	$580.72	$1,650.35	$1,344.77	$2,338.09	$1,069.63	$1,833.68	$764.05
77	$600.98	$1,707.93	$1,391.69	$2,419.67	$1,106.95	$1,897.66	$790.71
76	$621.24	$1,765.50	$1,438.61	$2,501.24	$1,144.26	$1,961.63	$817.37
75	$641.50	$1,823.08	$1,485.52	$2,582.81	$1,181.58	$2,025.60	$844.02
74	$661.75	$1,880.63	$1,532.41	$2,664.34	$1,218.88	$2,089.54	$870.66
73	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
72	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
71	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
70	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
69	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
68	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
67	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
66	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
65	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44

Attachment R

Retiree Medical - 2021 Plan Year

Monthly Contribution Rates for Individuals Less Than Age 57 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$280.91	$798.32	$650.50	$1,131.00	$517.41	$887.00	$369.59
94	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
93	$309.00	$878.15	$715.55	$1,244.10	$569.15	$975.70	$406.55
92	$323.04	$918.05	$748.06	$1,300.62	$595.01	$1,020.03	$425.02
91	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
90	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
89	$372.20	$1,057.76	$861.90	$1,498.55	$685.56	$1,175.26	$489.70
88	$393.27	$1,117.63	$910.70	$1,583.38	$724.36	$1,241.79	$517.43
87	$414.34	$1,177.51	$959.49	$1,668.22	$763.17	$1,308.32	$545.15
86	$435.41	$1,237.39	$1,008.28	$1,753.05	$801.98	$1,374.85	$572.87
85	$456.48	$1,297.27	$1,057.07	$1,837.88	$840.79	$1,441.38	$600.59
84	$477.54	$1,357.12	$1,105.84	$1,922.67	$879.58	$1,507.88	$628.30
83	$498.61	$1,417.00	$1,154.63	$2,007.50	$918.39	$1,574.41	$656.02
82	$519.68	$1,476.88	$1,203.42	$2,092.34	$957.20	$1,640.94	$683.74

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$540.75	$1,536.76	$1,252.21	$2,177.17	$996.01	$1,707.47	$711.46
80	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
79	$582.88	$1,656.49	$1,349.78	$2,346.79	$1,073.61	$1,840.51	$766.90
78	$603.95	$1,716.37	$1,398.57	$2,431.62	$1,112.42	$1,907.04	$794.62
77	$625.02	$1,776.24	$1,447.36	$2,516.46	$1,151.22	$1,973.56	$822.34
76	$646.09	$1,836.12	$1,496.15	$2,601.29	$1,190.03	$2,040.09	$850.06
75	$667.16	$1,896.00	$1,544.94	$2,686.12	$1,228.84	$2,106.62	$877.78
74	$688.22	$1,955.85	$1,593.71	$2,770.91	$1,267.63	$2,173.12	$905.49
73	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
72	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
71	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
70	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
69	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
68	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
67	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
66	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
65	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98

Attachment S

Retiree Medical - 2022 Plan Year

Monthly Contribution Rates for Individuals Less Than Age 57 by January 1, 2019

Applicable to Local G-555 Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$292.14	$830.23	$676.51	$1,176.21	$538.09	$922.46	$384.37
94	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
93	$321.36	$913.27	$744.17	$1,293.86	$591.91	$1,014.72	$422.81
92	$335.97	$954.79	$778.01	$1,352.68	$618.82	$1,060.86	$442.04
91	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
90	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
89	$387.09	$1,100.07	$896.38	$1,558.50	$712.98	$1,222.27	$509.29
88	$409.00	$1,162.34	$947.12	$1,646.72	$753.34	$1,291.46	$538.12
87	$430.91	$1,224.60	$997.86	$1,734.93	$793.69	$1,360.64	$566.95
86	$452.82	$1,286.87	$1,048.60	$1,823.14	$834.05	$1,429.83	$595.78
85	$474.73	$1,349.14	$1,099.33	$1,911.36	$874.41	$1,499.01	$624.60
84	$496.64	$1,411.40	$1,150.07	$1,999.57	$914.76	$1,568.19	$653.43
83	$518.56	$1,473.70	$1,200.83	$2,087.83	$955.14	$1,637.41	$682.27
82	$540.47	$1,535.96	$1,251.57	$2,176.04	$995.49	$1,706.59	$711.10

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$562.38	$1,598.23	$1,302.30	$2,264.25	$1,035.85	$1,775.77	$739.92
80	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
79	$606.20	$1,722.76	$1,403.78	$2,440.68	$1,116.56	$1,914.14	$797.58
78	$628.11	$1,785.03	$1,454.51	$2,528.90	$1,156.92	$1,983.32	$826.40
77	$650.02	$1,847.29	$1,505.25	$2,617.11	$1,197.27	$2,052.50	$855.23
76	$671.93	$1,909.56	$1,555.99	$2,705.32	$1,237.63	$2,121.69	$884.06
75	$693.84	$1,971.82	$1,606.73	$2,793.54	$1,277.98	$2,190.87	$912.89
74	$715.75	$2,034.09	$1,657.46	$2,881.75	$1,318.34	$2,260.05	$941.71
73	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
72	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
71	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
70	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
69	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
68	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
67	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
66	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
65	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93

Wage Schedules

2.75% Increase Effective June 16, 2018

2.75% Increase Effective June 16, 2019

2.75% Increase Effective June 16, 2020

2.75% Increase Effective June 16, 2021

Wage Schedules June 16, 2018 to June 15, 2022 Job Title	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
Air Conditioning Technician A	$39.13	$40.20	$41.31	$42.44
Air Conditioning Technician B	$37.76	$38.80	$39.87	$40.96
Bench Machinist A	$36.08	$37.07	$38.09	$39.13
Bench Machinist B	$33.64	$34.57	$35.52	$36.49
Beta Analyzer Technician A	$39.13	$40.20	$41.31	$42.44
Beta Analyzer Technician B	$37.76	$38.80	$39.87	$40.96
Blacksmith A	$36.47	$37.47	$38.50	$39.56
Blacksmith B	$33.64	$34.57	$35.52	$36.49
Blacksmith C	$32.37	$33.26	$34.17	$35.11
C&M Technician A	$39.13	$40.20	$41.31	$42.44
C&M Technician B	$37.76	$38.80	$39.87	$40.96
Carpenter A	$36.47	$37.47	$38.50	$39.56
Carpenter B	$33.64	$34.57	$35.52	$36.49
Collector A	$37.09	$38.11	$39.16	$40.24
Collector B	$34.03	$34.97	$35.93	$36.92
Collector C	$32.37	$33.26	$34.17	$35.11
Communications Specialist A	$41.20	$42.34	$43.50	$44.70
Communications Specialist B	$40.16	$41.27	$42.40	$43.57
Communication Technician A	$37.09	$38.11	$39.16	$40.24
Communication Technician B	$34.03	$34.97	$35.93	$36.92
Communication Technician C	$32.37	$33.26	$34.17	$35.11
Compressor Operator A	$37.09	$38.11	$39.16	$40.24

Wage Schedules June 16, 2018 to June 15, 2022 Job Title	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
Compressor Operator B	$34.03	$34.97	$35.93	$36.92
Compressor Operator C	$32.37	$33.26	$34.17	$35.11
Compressor Technician A	$39.13	$40.20	$41.31	$42.44
Compressor Technician B	$37.76	$38.80	$39.87	$40.96
Customer Service Representative A	$37.09	$38.11	$39.16	$40.24
Customer Service Representative B	$34.03	$34.97	$35.93	$36.92
Customer Service Representative C	$32.37	$33.26	$34.17	$35.11
Customer Service Technician A	$39.13	$40.20	$41.31	$42.44
Customer Service Technician B	$37.76	$38.80	$39.87	$40.96
Dispatcher-Reader A	$34.31	$35.25	$36.22	$37.22
Dispatcher-Reader B	$33.19	$34.10	$35.04	$36.00
Dispatcher-Reader C	$32.37	$33.26	$34.17	$35.11
Field Operator A	$37.09	$38.11	$39.16	$40.24
Field Operator B	$34.03	$34.97	$35.93	$36.92
Field Operator C	$32.37	$33.26	$34.17	$35.11
Fitter Operator A	$37.09	$38.11	$39.16	$40.24
Fitter Operator B	$34.03	$34.97	$35.93	$36.92
Fitter Operator C	$32.37	$33.26	$34.17	$35.11
Fork Lift Operator A	$33.19	$34.10	$35.04	$36.00
Fork Lift Operator B	$32.37	$33.26	$34.17	$35.11
Gas Detection Technician A	$36.47	$37.47	$38.50	$39.56
Gas Operations Technician A	$39.13	$40.20	$41.31	$42.44

Wage Schedules June 16, 2018 to June 15, 2022 Job Title	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
Gas Operations Technician B	$37.76	$38.80	$39.87	$40.96
Heavy Equipment Operator A	$36.47	$37.47	$38.50	$39.56
Heavy Equipment Operator B	$34.31	$35.25	$36.22	$37.22
Inspector A	$36.47	$37.47	$38.50	$39.56
Inspector B	$34.31	$35.25	$36.22	$37.22
Lead Machinist A	$39.13	$40.20	$41.31	$42.44
Lead Mechanic A	$39.13	$40.20	$41.31	$42.44
Lead Mechanic B	$37.76	$38.80	$39.87	$40.96
Light Equipment Operator A	$34.31	$35.25	$36.22	$37.22
Light Equipment Operator B	$33.19	$34.10	$35.04	$36.00
Light Equipment Operator C	$32.37	$33.26	$34.17	$35.11
Machinist A	$36.47	$37.47	$38.50	$39.56
Machinist B	$33.64	$34.57	$35.52	$36.49
Mechanic A	$36.47	$37.47	$38.50	$39.56
Mechanic B	$33.64	$34.57	$35.52	$36.49
M&C Specialist	$41.20	$42.34	$43.50	$44.70
M&C Technician A	$39.13	$40.20	$41.31	$42.44
M&C Technician B	$37.76	$38.80	$39.87	$40.96
M&C Operator A	$37.09	$38.11	$39.16	$40.24
M&C Operator B	$34.03	$34.97	$35.93	$36.92
Millwright A	$36.08	$37.07	$38.09	$39.13
Millwright B	$33.64	$34.57	$35.52	$36.49

Wage Schedules June 16, 2018 to June 15, 2022 Job Title	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
Millwright C	$32.37	$33.26	$34.17	$35.11
Natural Gas Vehicle Specialist A	$41.20	$42.34	$43.50	$44.70
Tapping/Stoppering Specialist A	$41.20	$42.34	$43.50	$44.70
Tapping/Stoppering Specialist B	$40.16	$41.27	$42.40	$43.57
Tapping/Stoppering Technician A	$39.13	$40.20	$41.31	$42.44
Tapping/Stoppering Technician B	$37.76	$38.80	$39.87	$40.96
Tapping/Stoppering Operator A	$37.09	$38.11	$39.16	$40.24
Tapping/Stoppering Operator B	$34.03	$34.97	$35.93	$36.92
Tapping/Stoppering Operator C	$32.37	$33.26	$34.17	$35.11
Technical Service Specialist A	$41.20	$42.34	$43.50	$44.70
Technical Service Specialist B	$40.16	$41.27	$42.40	$43.57
Technical Service Specialist C	$39.13	$40.20	$41.31	$42.44
Test Mechanic A	$36.47	$37.47	$38.50	$39.56
Test Mechanic B	$33.64	$34.57	$35.52	$36.49
Utility Person Customer Service - Dispatcher GF A	$34.31	$35.25	$36.22	$37.22
Utility Person Customer Service - Dispatcher GF B	$33.19	$34.10	$35.04	$36.00
Utility Person Customer Service - Dispatcher GF C	$32.37	$33.26	$34.17	$35.11
Utility Person Customer Service - Inspector GF A	$36.47	$37.47	$38.50	$39.56

Wage Schedules June 16, 2018 to June 15, 2022 Job Title	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
Utility Person Customer Service - Inspector GF B	$34.31	$35.25	$36.22	$37.22
Vacuum Truck Mechanic Specialist A	$41.20	$42.34	$43.50	$44.70
Vacuum Truck Mechanic Specialist B	$40.16	$41.27	$42.40	$43.57
Vacuum Truck Specialist A	$41.20	$42.34	$43.50	$44.70
Vacuum Truck Specialist B	$40.16	$41.27	$42.40	$43.57
Vacuum Truck Technician A	$39.13	$40.20	$41.31	$42.44
Vacuum Truck Technician B	$37.76	$38.80	$39.87	$40.96
Vacuum Truck Fitter Operator A	$37.09	$38.11	$39.16	$40.24
Vacuum Truck Fitter Operator B	$34.03	$34.97	$35.93	$36.92
Vacuum Truck Fitter Operator C	$32.37	$33.26	$34.17	$35.11
Weldor Crew Leader A	$41.20	$42.34	$43.50	$44.70
Weldor Specialist A	$40.16	$41.27	$42.40	$43.57
Well Cleaner A	$37.76	$38.80	$39.87	$40.96
Well Hand A	$37.09	$38.11	$39.16	$40.24
Well Hand B	$34.03	$34.97	$35.93	$36.92
Well Specialist A	$39.13	$40.20	$41.31	$42.44

Physical Progression Schedule Effective June 16, 2018 through June 15, 2019

Job Title	Start	6 Mo	12 Mo	24 Mo	36 Mo	48 Mo	60 Mo
Building Maintenance Person	$27.66	$28.31	$29.28	$30.23	$30.78		
Custodian	$18.35	$19.88	$20.39				
Customer Service Rider	$19.29						
Gas Detection Equipment Operator	$27.66	$28.31	$29.28	$30.78	$32.37	$34.30	
Helper	$26.72	$27.66	$28.31	$29.28	$30.23		
M&C Helper	$26.72	$27.66	$28.31	$29.28	$30.23		
Helper FMS	$21.68		$22.55	$23.45	$24.39	$25.36	
Helper FMS 2013	$21.68		$22.55	$23.45	$24.39	$25.36	
Helper Operations	$21.68		$22.55	$23.45	$24.39	$25.36	
Mechanic Helper	$26.72	$27.66	$28.31	$30.23	$32.37		
Meter Reader GF	$26.72	$27.66	$28.31	$29.28	$30.23	$31.24	$32.37
Meter Reader 2001	$19.89		$20.73	$21.56	$22.43	$23.32	$24.26
Utility Person	$30.78	$32.37					
Utility Person - Customer Service	$26.72		$28.31	$29.28	$32.37	$33.43	
Warehouse Person	$30.78	$32.37					
Weldor	$30.78	$32.37	$34.59	$36.47	$37.76	$39.13	

Physical Progression Schedule Effective June 16, 2019 through June 15, 2020

Job Title	Start	6 Mo	12 Mo	24 Mo	36 Mo	48 Mo	60 Mo
Building Maintenance Person	$28.42	$29.09	$30.09	$31.06	$31.63		
Custodian	$18.86	$20.43	$20.95				
Customer Service Rider	$19.82						
Gas Detection Equipment Operator	$28.42	$29.09	$30.09	$31.63	$33.26	$35.24	
Helper	$27.45	$28.42	$29.09	$30.09	$31.06		
M&C Helper	$27.45	$28.42	$29.09	$30.09	$31.06		
Helper FMS	$22.28		$23.17	$24.09	$25.06	$26.06	
Helper FMS 2013	$22.28		$23.17	$24.09	$25.06	$26.06	
Helper Operations	$22.28		$23.17	$24.09	$25.06	$26.06	
Mechanic Helper	$27.45	$28.42	$29.09	$31.06	$33.26		
Meter Reader GF	$27.45	$28.42	$29.09	$30.09	$31.06	$32.09	$33.26
Meter Reader 2001	$20.44		$21.31	$22.15	$23.05	$23.97	$24.93
Utility Person	$31.63	$33.26					
Utility Person - Customer Service	$27.45		$29.09	$30.09	$33.26	$34.35	
Warehouse Person	$31.63	$33.26					
Weldor	$31.63	$33.26	$35.54	$37.47	$38.80	$40.20	

Physical Progression Schedule Effective June 16, 2020 through June 15, 2021

Job Title	Start	6 Mo	12 Mo	24 Mo	36 Mo	48 Mo	60 Mo
Building Maintenance Person	$29.20	$29.89	$30.92	$31.91	$32.50		
Custodian	$19.37	$20.99	$21.52				
Customer Service Rider	$20.36						
Gas Detection Equipment Operator	$29.20	$29.89	$30.92	$32.50	$34.17	$36.21	
Helper	$28.20	$29.20	$29.89	$30.92	$31.91		
M&C Helper	$28.20	$29.20	$29.89	$30.92	$31.91		
Helper FMS	$22.89		$23.81	$24.75	$25.75	$26.77	
Helper FMS 2013	$22.89		$23.81	$24.75	$25.75	$26.77	
Helper Operations	$22.89		$23.81	$24.75	$25.75	$26.77	
Mechanic Helper	$28.20	$29.20	$29.89	$31.91	$34.17		
Meter Reader GF	$28.20	$29.20	$29.89	$30.92	$31.91	$32.98	$34.17
Meter Reader 2001	$21.00		$21.89	$22.76	$23.68	$24.62	$25.61
Utility Person	$32.50	$34.17					
Utility Person - Customer Service	$28.20		$29.89	$30.92	$34.17	$35.30	
Warehouse Person	$32.50	$34.17					
Weldor	$32.50	$34.17	$36.51	$38.50	$39.87	$41.31	

Physical Progression Schedule Effective June 16, 2021 through June 15, 2022

Job Title	Start	6 Mo	12 Mo	24 Mo	36 Mo	48 Mo	60 Mo
Building Maintenance Person	$30.01	$30.71	$31.77	$32.79	$33.39		
Custodian	$19.91	$21.57	$22.11				
Customer Service Rider	$20.92						
Gas Detection Equipment Operator	$30.01	$30.71	$31.77	$33.39	$35.11	$37.21	
Helper	$28.98	$30.01	$30.71	$31.77	$32.79		
M&C Helper	$28.98	$30.01	$30.71	$31.77	$32.79		
Helper FMS	$23.52		$24.47	$25.44	$26.46	$27.51	
Helper FMS 2013	$23.52		$24.47	$25.44	$26.46	$27.51	
Helper Operations	$23.52		$24.47	$25.44	$26.46	$27.51	
Mechanic Helper	$28.98	$30.01	$30.71	$32.79	$35.11		
Meter Reader GF	$28.98	$30.01	$30.71	$31.77	$32.79	$33.88	$35.11
Meter Reader 2001	$21.58		$22.49	$23.38	$24.33	$25.30	$26.32
Utility Person	$33.39	$35.11					
Utility Person - Customer Service	$28.98		$30.71	$31.77	$35.11	$36.27	
Warehouse Person	$33.39	$35.11					
Weldor	$33.39	$35.11	$37.52	$39.56	$40.96	$42.44	

Range Classification – Clerical
Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or After June 16, 1988

	Effective 16-Jun-18		Effective 16-Jun-19		Effective 16-Jun-20		Effective 16-Jun-21	
Job Title	**Min**	**Max**	**Min**	**Max**	**Min**	**Max**	**Min**	**Max**
Asset Data Maintenance Operator	$17.23	$27.51	$17.71	$28.26	$18.19	$29.04	$18.69	$29.84
Chief Mail Clerk	$24.97	$31.86	$25.65	$32.74	$26.36	$33.64	$27.09	$34.56
City Plant Clerk	$17.23	$33.45	$17.71	$34.36	$18.19	$35.31	$18.69	$36.28
Computer Operator	$17.23	$33.45	$17.71	$34.36	$18.19	$35.31	$18.69	$36.28
Data Entry Operator	$17.23	$27.51	$17.71	$28.26	$18.19	$29.04	$18.69	$29.84
Data Entry Operator - Part Time	$17.23	$27.51	$17.71	$28.26	$18.19	$29.04	$18.69	$29.84
Data Processing Clerk	$17.23	$33.46	$17.71	$34.38	$18.19	$35.32	$18.69	$36.29
Dist Operations Clerk	$17.23	$30.33	$17.71	$31.17	$18.19	$32.02	$18.69	$32.90
Field Clerk	$17.23	$33.45	$17.71	$34.36	$18.19	$35.31	$18.69	$36.28
General Accounting Clerk	$17.23	$33.45	$17.71	$34.36	$18.19	$35.31	$18.69	$36.28
General Operating Clerk	$17.23	$33.45	$17.71	$34.36	$18.19	$35.31	$18.69	$36.28
Integrator Operator	$17.23	$27.51	$17.71	$28.26	$18.19	$29.04	$18.69	$29.84
Lead Data Entry Operator	$26.20	$33.45	$26.92	$34.36	$27.66	$35.31	$28.42	$36.28
Mail & Stockroom Clerk	$17.23	$27.51	$17.71	$28.26	$18.19	$29.04	$18.69	$29.84
Meter Records Clerk	$24.96	$31.86	$25.64	$32.74	$26.35	$33.64	$27.07	$34.56
Stenographer	$17.23	$24.96	$17.71	$25.64	$18.19	$26.35	$18.69	$27.07
Stenographer Clerk	$19.43	$27.51	$19.96	$28.26	$20.51	$29.04	$21.08	$29.84
Storekeeper	$24.96	$31.86	$25.64	$32.74	$26.35	$33.64	$27.07	$34.56
Technician	$17.23	$33.45	$17.71	$34.36	$18.19	$35.31	$18.69	$36.28

Range Classification – Clerical

Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or After June 16, 1988

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$17.22	$17.69	$18.18	$18.68
2	3 Months	$17.42	$17.90	$18.39	$18.89
3	3 Months	$17.68	$18.17	$18.67	$19.18
4	3 Months	$17.86	$18.35	$18.85	$19.37
5	3 Months	$18.11	$18.61	$19.12	$19.65
6	6 Months	$18.57	$19.08	$19.60	$20.14
7	6 Months	$18.97	$19.49	$20.03	$20.58
8	6 Months	$19.43	$19.96	$20.51	$21.08
9	6 Months	$19.87	$20.42	$20.98	$21.56
10	6 Months	$20.30	$20.86	$21.44	$22.02
11	6 Months	$20.76	$21.33	$21.91	$22.52
12	6 Months	$21.26	$21.84	$22.44	$23.06
13	6 Months	$21.75	$22.35	$22.96	$23.60
14	6 Months	$22.22	$22.84	$23.46	$24.11
15	6 Months	$22.76	$23.39	$24.03	$24.69
16	6 Months	$23.26	$23.90	$24.56	$25.24
17	6 Months	$23.78	$24.43	$25.10	$25.79
18	6 Months	$24.36	$25.03	$25.72	$26.43
19	6 Months	$24.96	$25.64	$26.35	$27.07

Range Classification – Customer Relations
Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or After June 16, 1988

	Effective 16-Jun-18		Effective 16-Jun-19		Effective 16-Jun-20		Effective 16-Jun-21	
Job Title	Min	Max	Min	Max	Min	Max	Min	Max
Cust Relations Spec - Bilingual	$20.86	$34.45	$21.43	$35.40	$22.02	$36.37	$22.63	$37.37
Cust Relations Spec - Part Time	$20.86	$34.45	$21.43	$35.40	$22.02	$36.37	$22.63	$37.37
Customer Relations Specialist	$20.86	$34.45	$21.43	$35.40	$22.02	$36.37	$22.63	$37.37
Customer Relations Lead Specialist	$27.93	$35.12	$28.70	$36.09	$29.48	$37.08	$30.30	$38.10
Dispatch Specialist - Part time	$20.86	$34.45	$21.43	$35.40	$22.02	$36.37	$22.63	$37.37
Dispatch Specialist	$20.86	$34.45	$21.43	$35.40	$22.02	$36.37	$22.63	$37.37

Range Classification – Customer Relations
Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or After June 16, 1988

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$20.86	$21.43	$22.02	$22.63
2	6 Months	$21.50	$22.09	$22.69	$23.32
3	12 Months	$22.17	$22.78	$23.41	$24.05
4	18 Months	$22.81	$23.44	$24.08	$24.74
5	24 Months	$23.46	$24.10	$24.77	$25.45
6	30 Months	$24.12	$24.78	$25.46	$26.16
7	36 Months	$24.75	$25.43	$26.13	$26.85
8	42 Months	$25.41	$26.11	$26.83	$27.56
9	48 Months	$26.06	$26.77	$27.51	$28.27
10	54 Months	$26.69	$27.43	$28.18	$28.96
11	60 Months	$27.37	$28.13	$28.90	$29.69

Range Classification – Universal Agent
Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or Before June 16, 1988

Job Title	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
Cust Relations Spec B1988 - UA Start	$39.32	$40.40	$41.51	$42.66
Cust Relations Spec B1988 - UA 6 Months	$39.54	$40.63	$41.74	$42.89
Cust Relations Spec B1988 - UA 12 Months	$39.92	$41.02	$42.14	$43.30
Customer Relations Lead Spec UA B1988	$40.72	$41.84	$42.99	$44.17

Range Classification – Universal Agent

Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or After June 16, 1988

	Effective 16-Jun-18		Effective 16-Jun-19		Effective 16-Jun-20		Effective 16-Jun-21	
Job Title	Min	Max	Min	Max	Min	Max	Min	Max
Cust Relations Spec - UA Start	$20.95	$34.62	$21.53	$35.57	$22.12	$36.55	$22.73	$37.55
Cust Relations Spec - UA 6 Months	$21.06	$34.78	$21.64	$35.74	$22.24	$36.72	$22.85	$37.73
Cust Relations Spec - UA 12 Months	$21.29	$35.12	$21.88	$36.09	$22.48	$37.08	$23.09	$38.10
Customer Relations Lead Spec UA	$28.48	$35.84	$29.27	$36.82	$30.07	$37.84	$30.90	$38.88

Customer Relations Specialist After 1988 – Universal Agent Start

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$20.95	$21.53	$22.12	$22.73
2	6 Months	$21.63	$22.22	$22.83	$23.46
3	12 Months	$22.30	$22.91	$23.54	$24.19
4	18 Months	$22.93	$23.56	$24.21	$24.88
5	24 Months	$23.59	$24.24	$24.91	$25.59
6	30 Months	$24.24	$24.91	$25.59	$26.29
7	36 Months	$24.91	$25.59	$26.30	$27.02
8	42 Months	$25.51	$26.21	$26.94	$27.68
9	48 Months	$26.19	$26.91	$27.65	$28.41
10	54 Months	$26.82	$27.56	$28.31	$29.09
11	60 Months	$27.51	$28.26	$29.04	$29.84

Customer Relations Specialist After 1988 – Universal Agent 6 Months

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$21.06	$21.64	$22.24	$22.85
2	6 Months	$21.74	$22.34	$22.95	$23.59
3	12 Months	$22.39	$23.00	$23.64	$24.29
4	18 Months	$23.04	$23.67	$24.32	$24.99
5	24 Months	$23.70	$24.36	$25.03	$25.71
6	30 Months	$24.35	$25.02	$25.71	$26.42
7	36 Months	$25.01	$25.70	$26.40	$27.13
8	42 Months	$25.64	$26.34	$27.07	$27.81
9	48 Months	$26.31	$27.04	$27.78	$28.55
10	54 Months	$26.97	$27.71	$28.48	$29.26
11	60 Months	$27.62	$28.38	$29.16	$29.96

Customer Relations Specialist After 1988 – Universal Agent 12 Months

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$21.29	$21.88	$22.48	$23.09
2	6 Months	$21.95	$22.55	$23.17	$23.81
3	12 Months	$22.62	$23.24	$23.88	$24.53
4	18 Months	$23.27	$23.91	$24.57	$25.25
5	24 Months	$23.91	$24.57	$25.24	$25.94
6	30 Months	$24.59	$25.26	$25.96	$26.67
7	36 Months	$25.27	$25.96	$26.67	$27.41
8	42 Months	$25.90	$26.62	$27.35	$28.10
9	48 Months	$26.58	$27.31	$28.06	$28.84
10	54 Months	$27.23	$27.98	$28.75	$29.54
11	60 Months	$27.93	$28.70	$29.48	$30.30

Range Classification – Clerical

Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or Before June 16, 1988

	Effective 16-Jun-18		Effective 16-Jun-19		Effective 16-Jun-20		Effective 16-Jun-21	
Job Title	Min	Max	Min	Max	Min	Max	Min	Max
Chief Mail Clerk	$29.46	$37.41	$30.27	$38.44	$31.10	$39.50	$31.96	$40.58
City Plant Clerk	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Customer Accounts Clerk	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Customer Relations Specialist	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Customer Relations Lead Spec	$27.93	$39.92	$28.70	$41.02	$29.48	$42.14	$30.30	$43.30
Data Entry Operator	$17.23	$32.14	$17.71	$33.02	$18.19	$33.93	$18.69	$34.87
Data Processing Clerk	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Dispatch Specialist	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Dispatch Specialist – Part-time	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Field Clerk	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
General Accounting Clerk	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
General Operating Clerk	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44
Lead Data Entry Operator	$30.85	$39.13	$31.69	$40.20	$32.57	$41.31	$33.46	$42.44
Mail and Stockroom Clerk	$17.23	$32.14	$17.71	$33.02	$18.19	$33.93	$18.69	$34.87
Meter Records Clerk	$29.46	$37.41	$30.27	$38.44	$31.10	$39.50	$31.96	$40.58
Storekeeper	$29.46	$37.41	$30.27	$38.44	$31.10	$39.50	$31.96	$40.58
Technician	$17.23	$39.13	$17.71	$40.20	$18.19	$41.31	$18.69	$42.44

Range Classification – Clerical: Hourly Rates Effective June 16, 2018 through June 15, 2022 For Employees Hired On or Before June 16, 1988

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$17.23	$17.71	$18.19	$18.69
2	3 Months	$17.49	$17.97	$18.46	$18.97
3	3 Months	$17.79	$18.28	$18.78	$19.29
4	3 Months	$18.11	$18.61	$19.12	$19.65
5	3 Months	$18.35	$18.86	$19.37	$19.91
6	6 Months	$18.78	$19.30	$19.83	$20.38
7	6 Months	$19.18	$19.71	$20.25	$20.81
8	6 Months	$19.64	$20.18	$20.73	$21.30
9	6 Months	$20.03	$20.58	$21.14	$21.72
10	6 Months	$20.46	$21.02	$21.60	$22.19
11	6 Months	$20.91	$21.48	$22.08	$22.68
12	6 Months	$21.43	$22.02	$22.63	$23.25
13	6 Months	$22.01	$22.61	$23.24	$23.88
14	6 Months	$22.53	$23.15	$23.79	$24.44
15	6 Months	$23.09	$23.72	$24.38	$25.05
16	6 Months	$23.78	$24.43	$25.10	$25.79
17	6 Months	$24.63	$25.31	$26.00	$26.72
18	6 Months	$25.27	$25.96	$26.67	$27.41
19	6 Months	$26.11	$26.83	$27.56	$28.32
20	6 Months	$26.94	$27.68	$28.44	$29.23
21	6 Months	$27.80	$28.57	$29.35	$30.16
22	6 Months	$28.68	$29.47	$30.28	$31.11
23	6 Months	$29.46	$30.27	$31.10	$31.96

Range Classification – Physical
Hourly Rates Effective June 16, 2018 through June 15, 2022

	Effective 16-Jun-18		Effective 16-Jun-19		Effective 16-Jun-20		Effective 16-Jun-21	
Job Title	**Min**	**Max**	**Min**	**Max**	**Min**	**Max**	**Min**	**Max**
Engineering Technician	$24.62	$39.13	$25.30	$40.20	$25.99	$41.31	$26.71	$42.44
Technician Specialist	$30.85	$40.16	$31.69	$41.27	$32.57	$42.40	$33.46	$43.57

Range Classification – Physical
Hourly Rates Effective June 16, 2018 through June 15, 2022

Steps	Increment	Effective 16-Jun-18	Effective 16-Jun-19	Effective 16-Jun-20	Effective 16-Jun-21
1	Start	$24.63	$25.31	$26.00	$26.72
2	6 Months	$25.27	$25.96	$26.67	$27.41
3	6 Months	$26.11	$26.83	$27.56	$28.32
4	6 Months	$26.94	$27.68	$28.44	$29.23
5	6 Months	$27.80	$28.57	$29.35	$30.16
6	6 Months	$28.68	$29.47	$30.28	$31.11
7	6 Months	$29.46	$30.27	$31.10	$31.96

NOTES

A. All Progression Schedules: (Physical Progression, Range Classifications, Physical; Range Classification Clerical; Range Classifications, Customer Relations):

1. Rate determined by time since last progression increase, not years of Company service. Only credited service is counted toward progression, except that periods of absence longer than 30 days due to sickness, excluding FMLA qualifying absences, will not be counted toward progression. If an employee's performance does not warrant an increase as scheduled, the employee will be terminated under the provisions of Article IX of this Agreement.

2. Voluntary Reclassification and/or transfer to a job: Upon voluntary relocation or transfer, the employee's rate of pay will be determined in accordance with Attachment D.

3. In no instance will automatic progression extend beyond the range of any classification. Only credited service when worked is counted as time in Range Classification Progression Schedule.

B. Range Classification Progression – Clerical

1. In the event that an employee is hired at a monthly rate higher than the starting rate he/she will be given an adjustment at the end of 3 months which will bring him/her to the next higher progression rate. Further, progressions will then be in accordance with the Range Classification Progression-Clerical schedule.

C. Range Classification – Clerical; Range Classification – Customer Relations; Range Classification – Physical

1. Upon completion of the respective progression schedules, employees will be eligible for merit adjustments. Merit increases will be based on performance evaluation.

SUPPLEMENTAL AGREEMENTS
(Attachments)

THIS AGREEMENT is made and entered into by and between THE EAST OHIO GAS COMPANY, now doing business as "DOMINION ENERGY OHIO," hereinafter referred to as the "Company" and THE GAS WORKERS UNION, LOCAL G-555 Utility Workers Union of America, AFL-CIO, hereinafter referred to as the "Union."

Section 1. The following list of Letters of Agreement, previously sent to the Union by the Company on the dates indicated, are hereby incorporated herein by reference and made a part hereof as fully as if set forth herein in their entirety:

A. Letter from Mr. D. N. D'Alessandro, Co-chairperson, Management Negotiating Committee, to Ms. Eileen A. Lange, Union President, dated June 15, 2001, and entitled "Inclement Weather."

B. Letter from Mr. David J. Davis, Chairman, Management Negotiating Committee, to Mr. James Prentis, Executive President dated June 16, 2006 regarding use of temporary help for absences due to vacations, civic duty, personal leaves of absence, prompt transfers under Article XIV and XV and extended medical disability.

C. Eliminated

D. Letter from Mr. W. Pat Branch, Manager Labor Relations to Mr. Michael A. Coleman dated May 15, 2018 entitled "Bidding Rules."

E. Letter from Mr. D. N. D'Alessandro, Chairperson, Management Negotiating Committee, to Ms. Eileen A. Lange, Union President, dated June 15, 2001, and entitled "Assignment of Security Personnel in Cleveland Customer Service."

F. Letter from Mr. David J. Davis, Manager Labor Relations to Mr. Jim Prentis dated June 16, 2006 entitled "Regular Part-Time Employment."

G. Letter from Mr. W. Pat Branch, Manager Labor Relations to Mr. Michael A. Coleman dated July 28 2014 entitled "Dominion Annual Incentive Plan."

H. Home Start Guidelines

These letters constitute a part of this Supplemental Agreement, and the parties agree that the text of these letters will be printed as an attachment to the collective bargaining agreement.

I. Local G-555 and Local 69-II Merger Transition Plan dated December 3, 2007.

J. Out of Service Area Agreement dated August 4, 2014.

K. Commercial Driver's License Guidelines dated November 11, 2008.

L. Memorandum of Understanding – Roving Field Clerk dated June 15, 2018.

N. Article IV attachment N dated June 15, 2018.

O. Memorandum of Understanding – Absence Control dated March 21, 2013.

P. Standby Duty Guidelines

Q. Memorandum of Understanding – NGV Specialist dated April 14, 2016.

R. Memorandum of Understanding – New Hire Payments dated April 16, 2018.

S. Retirement Notice Payment

Section 2. This Supplemental Agreement shall be in effect June 16, 2018 until and including June 15, 2022, and for renewal periods of one (1) year thereafter, unless the Basic Agreement is canceled by either party as of June 15, 2022, or any June 15th date thereafter, by giving notice in writing at least sixty (60) days prior to the termination date of June 15, 2022, or any annual termination date thereafter. Cancellation of the Basic Agreement will also act as cancellation of this Supplemental Agreement.

ATTACHMENT A

June 15, 2001

Natural Gas Workers Union,
Local 555 S.E.I.U. - AFL-CIO
815 Superior Avenue, Room 1115
Cleveland, Ohio 44114

ATTENTION: Ms. Eileen A. Lange, President

Re: Inclement Weather

The Company recognizes that Meter Readers, by the nature of their job duties, may be subjected at times to long periods of extremely severe cold weather conditions which prevent meters from being read.

The decision not to read meters because of inclement weather will be made at the local level by the Division or District Manager after consulting with the local Union Representative.

The following pay options will be offered to Meter Readers who have already reported to work when inclement weather is declared during the first two hours of the workday.

1). Two hours reporting allowance and 6 hours Off Personal, or

2). Two hours reporting allowance and 8 hours of vacation, i.e., ten hours at the straight time rate.

3). The opportunity to work the remainder of the day wherever work may be available within their reporting location.

With the decision being made at the local level, there may be situations where Meter Readers at one location work while Meter Readers at another location are sent home because of inclement weather. There may also be inclement weather situations where not all Meter Readers are given

the opportunity to perform other types of work because of an insufficient work load. In such situations, preference will be given on the basis of department seniority.

It is understood that such decisions are based on a number of variables (e.g. weather conditions, division location, and operational needs, etc.) and as such will not be considered to be precedent setting. Management will use prudent judgment in the determination to not read meters because of severe weather conditions.

This letter rescinds C. A. Distaulo's letter of June 15, 1997.

Very truly yours,
Dale N. D'Alessandro
Director, Human Resources and Labor Relations

ATTACHMENT B

June 16, 2006
Gas Workers Union, Local G-555
Utility Workers Union of America (AFL-CIO)
7777 Exchange Street
Suite 11
Valley View, Ohio 44125

ATTENTION: Mr. James A. Prentis, Executive President
RE: Use of Temporary Help

The Company may engage the services of temporary help only to replace employees absent because of medical disability, vacations, civic duty, leaves of absence and prompt transfers under Article XIV and XV when the period of absence is expected to be ten (10) working days or longer. Temporary help will be released from employment upon the return to work of the regular employee.

The Company will discuss each case with the concerned Union Representative, and the Company will exert every reasonable effort to hold open such positions by methods such as temporary transfers of personnel or by engaging the services of temporary help.

David J. Davis
Manager, Labor Relations

This letter rescinds Mr. Richard Kochick's letter dated June 14, 1994.

ATTACHMENT D

May 15, 2018
Gas Workers Union, Local G-555
Utility Workers Union of America (AFL-CIO)
7777 Exchange Street
Suite 11
Valley View, Ohio 44125

ATTENTION: Mr. Eddie Hall
Executive President

RE: Bidding Rule Clarifications

1. **Bidding down – Same Location**

Bidding down is not permitted within a job family at the same reporting location. For example, a C&M Technician cannot transfer to a C&M Helper or Fitter-Operator job title nor can a Customer Service Representative A or B transfer to a Utility Person Customer Service or an FMS Helper 2013 position if the posted job title is at the same reporting location.

2. **Bidding Down – Different Location (Within Job Family)**

Bidding down is permitted within a job family at a different reporting location. The job posting will determine the job title sought to meet the operational need. Management, at its discretion, may designate on the posting the ability to award a job title at a higher classification. The rules for determining awarded pay rates on each posting type are described below:

Job Posting – No Special Designations

- The maximum rate of pay will be limited to the highest contractual rate for the posted classification.
- Advancement within the department will follow the

rules as defined by the job description and or job family agreements.

Job Posting - Designates Ability to Award at Higher Classification

- Management may post a job with the ability to award at a higher classification.
- An employee who is awarded the job title, will retain their current title and pay rate.

3. **Bidding to another classification. (Outside of Job Family)**

Any employee who bids, qualifies and accepts a voluntary transfer from one classification to another will be paid at the appropriate contractual rate for the job title as it was posted or at their current rate of pay, whichever is higher. In no case, however, will the employee's pay exceed the maximum contractual rate for the physical job classification posted or the maximum contractual rate for the clerical job classification posted.

4.–**Annual Voluntary Transfer Review Process**

The Company will review with the Union Executive Board, at the time of the annual Wage Audit, any transfer requests on file for potential location only transfers. Upon mutual agreement, the Company and the Union will allow location transfers if there is a like request from an employee within the same job classification and job title at the location where the transfer is being requested. The individual requesting a location transfer must meet all job requirements, have a good work performance record, and have no Type III disciplines within the past 12 months on their work record. The employees requesting the transfer will agree to take the scheduled shift of the employee they are replacing until the next scheduled shift selection.

Note - Definitions

For the purpose of this Agreement (Attachment D), definitions are as follows:

Job Family – A group of classifications that perform similar work (e.g. – FMS, GMR, C&M are separate job families).

Classification – A grouping of job titles within the job family (e.g. – Helper, Operator, Technician are separate classifications within C&M job family).

Job Title – An assignment made to each employee that defines their job description and wage earner rate (e.g. – C&M Technician A, Field Operator C, FMS A).

Very truly yours,

W. Pat Branch

Manager, Labor Relations

This letter rescinds Pat Branch's letter of July 28, 2014.

ATTACHMENT E

June 15, 2001

Natural Gas Workers Union, Local 555
S.E.I.U. – AFL-CIO
815 Superior Avenue, Room 1115
Cleveland, Ohio 44114

ATTENTION: Ms. Eileen A. Lange, President

RE: Assignment of Security Personnel in Field Metering Services

The following security assignments are agreed to by the Company at the present time.

1). To fulfill the second shift security needs in the Cleveland Division, the Company will hire twelve (12) employees in Field Metering Services.

2). At a minimum the Company will assign two (2), two (2) person vehicles to each of the Cleveland Shops during the second shift and at a minimum of one (1), two (2) person vehicles during the third shift.

3). The third shift will utilize two (2) Field Metering Service Personnel.

4). Any one (1) person Field Metering Services vehicle may request the assistance of a safety backup if after receiving or arriving at a stop the employee feels such assistance is necessary.

Management also agrees that it will continually review this situation in all districts, and take appropriate action as necessary recognizing with the Union that the safety of our employees is of mutual concern.

This letter rescinds C. A. Distaulo letter of June 15, 1997.

Very truly yours,

Dale N. D'Alessandro
Director, Human Resources
and Labor Relations

ATTACHMENT F
Regular Part-Time Employment
(Customer Relations Range Classification)

June 16, 2006
Local G-555
Utility Workers Union of America, AFL-CIO
7777 Exchange St.
Valley View, Ohio 44125

Attn: Mr. James Prentis
Executive President

Re: Regular Part-Time Employment–
Customer Relations Range Classification
(per 11/7/97 Modification is part-time Agreement)

The following criteria applies to the hiring of Regular Part-time employees:

a. Part-time employment opportunities will be limited to no more than 40 in the Customer Service Center Akron and no more than 5 part-time clerical positions in the Dispatch Department.

b. Regular part-time employees will be offered a minimum average of 1,000 hours per year, but may, with the approval of management, elect to be scheduled for less.

c. Part-time employees will be paid on an hourly basis for actual hours worked. The rate of pay will be the CRS start rate.

d. Regular part-time employees will continue on the progression schedule. It will be based on actual days worked. (Twenty-two [22] days worked equal one month for progression purposes).

e. Departmental operations determine the normal work schedule on a weekly basis:

For example:

Four hours a day, five days a week
Two eight-hour days per week
Three eight-hour days per week
Alternating weeks of two eight-hour days the first week and three eight-hour days the second week

Employees will be permitted two (2) successful job bids or transfers from full-time to part-time or part-time to full-time in a four (4) year period.

Very truly yours,
David J. Davis
Manager, Labor Relations

This letter rescinds Dale N. D'Alessandro's letter dated June 15, 2001.

ATTACHMENT G

Dominion Annual Incentive Plan (AIP)

July 28, 2014
Local G-555
Utility Workers Union of America, AFL-CIO
7777 Exchange St.
Valley View, Ohio 44125

Attn: Mr. Michael A. Coleman Executive President

In each year of the contract all active Local G-555 employees will be eligible for the Dominion Annual Incentive Plan (AIP) effective January 1, 2012. Details of the Plan are as follows:

During the term of this Agreement, all active, full-time regular and part-time employees (who work at least 1,000 hours in the calendar year) as of December 31 of each year, will be eligible to share in the Company's success as participants under the guidelines of the Dominion Annual Incentive Plan (AIP). The specific goals, metrics and performance factors will be determined by the Company at the beginning of each performance (calendar) year and reviewed with the Local G-555 Executive Board. The goals, metrics and performance factors for bargaining unit employees covered by this Agreement will be comparable in definition, measure and achievement as those used in the incentive plan for non-union, non-management employees of the Company.

Upon achievement of goals, employees will be awarded up to 4.5% of Qualified Earnings (the sum of base pay and overtime) for the term of the contract. Payment will be included in the employees' first pay in March following the performance year.

Incentive award will be prorated for new hires, and for employees who retire or are on disability during the year.

Incentive awards are subject to all applicable taxes, and are not considered compensation for benefits purposes, or for computing base pay, Savings Plan contributions or Pension Plan calculations.

Very truly yours,
W. Pat Branch
Manager, Labor Relations

This letter rescinds Alex J. Soja's letter of August 3, 2011.

ATTACHMENT H

Home Start Guidelines

The Company and Union recognize that Home Start provides advantages to the company operations, their employees, and the customer.

1. Management will discuss with the local Union Representative the needs and opportunities for employees in the program. Prior to any changes in an agreement made with the local Union Representative management will notify Union leadership. Local agreements will be reviewed and approved by the Company and the Union Executive Board.

2. Participation on the part of an employee will be voluntary. It is understood that failure to comply with the conditions of this agreement will result in ineligibility to participate in this program.

3. Participants must arrive at their first stop within 15 minutes of start of their shift, and clear with their supervisor and/or Central Dispatch prior to departing from the assigned area for the day.

4. Employees who do not work call out overtime in locations that assign home start vehicles for the purpose of responding to emergency call outs may not be eligible to participate in the Home start program.

5. Vehicles and equipment taken home are to be used for company purposes only. Vehicles must be legally parked and kept locked at all times. Only Dominion employees are permitted in the vehicle at any time. The Company will have access to any home-based vehicle.

6. Participants will coordinate warehouse transactions to maintain stock/materials.

7. Participants will be responsible for ensuring vehicle maintenance and coordinating with the Fleet Maintenance supervisors. Daily vehicle inspections will include:

a) Tracking of mileage and scheduling of appropriate maintenance

b) Monitoring and maintaining fluid levels, i.e.: oil, radiator, etc.

c) Keeping tires properly inflated

d) Performing daily vehicle walk around inspection

e) Reporting any vehicle problems directly to supervisor, including mobile communication equipment

8. Participants will be scheduled and notified of Company meetings, and will be expected to report to their reporting office at the scheduled time when necessary.

9. If either party chooses to terminate the home start agreement, there must be a 30-day notice given prior to termination of agreement.

ATTACHMENT I

Local G-555 and Local 69-II Merger Transition Plan

The following outlines the plan to transition River union members into the Local G-555 collective bargaining agreement.

1. VEBA and HRA

Subject to the approval of the Utility Workers Union of America National Health and Welfare Fund, the Utility Workers Union of America, the River Gas members, the Executive Boards of Local G-555 and Local 69-II the VEBA will be liquidated as soon as practical after January 1, 2008 (the effective date). Upon liquidation, the balance in the fund will be transferred to the Local G-555 VEBA and allocated to the Health Reimbursement Arrangement (HRA) accounts for 23 active members and 2 retired employees.

The Company will not make contributions to the HRA for River employees on January 1, 2008 and January 1, 2009. Contributions to the Local G-555 HRA that are negotiated in June of 2009 will include River employees.

Any costs to the Fund associated with this liquidation and transfer will be paid from the River Gas VEBA prior to transfer.

The obligation of the company to make contributions to the River Gas VEBA fund will cease after December 31, 2007. The River Gas VEBA will cease to provide benefits for members and retirees after December 31, 2007.

A revised Participation Agreement will be completed and executed as soon as practical after the effective date of the merger.

2. Wages

Upon liquidation of the Local 69-II VEBA fund on the effective date each Local 69-II member will receive a 1.5% wage increase.

On the effective date River Gas union members will be

transitioned to a comparable hourly rate in the Local G-555 collective bargaining agreement. See Exhibit # 1.

Prior to the 2008 Annual Wage Audit the Union Executive Board will review classifications and wages for all former River members. With mutual agreement, any required adjustments will be addressed during the 2008 Annual Wage Audit.

3. Annual Incentive Plan (AIP)

On the effective date River members will be eligible for the Dominion Annual Incentive Plan (AIP) outlined in the current Local G-555 collective bargaining agreement. River members will not receive an AIP payout in 2008.

River employees will participate in the Annual Incentive Plan (AIP) for plan year 2008 payable in 2009 as outlined in the current Local G-555 contract.

4. Job Titles

Job titles for River members will transition to Local G-555 job titles as detailed in Exhibit # 1.

Within two weeks after the effective date of the merger the Company will post one (1) Field Clerk position to be filled by a current River employee.

There are currently four salaried positions at River that perform duties of a similar nature to the Engineering Technician and Field Clerk classifications in the Local G-555 collective bargaining agreement. After the effective date of the merger discussions will be held with the Union and the Company to develop a transition plan for bargaining unit work currently being performed by salaried employees to ensure that all bargaining unit work is performed by Local G-555 members.

5. Health and Welfare Benefits – Active Members

Benefits for services or events that occur prior to the effective date will be provided under the terms of the current River Gas medical, dental, vision, flexible spending

account, life insurance, and long term disability plans, as applicable. Benefits for services or events that occur on or after the effective date will be provided under the terms of the applicable Local G-555 plan.

River employees will be provided an opportunity through a special open enrollment period to enroll in any of the current G-555 plans to be effective 1/1/2008. If new elections are not received by December 14, River employees will be enrolled automatically in the G-555 plan(s) corresponding with their current River election.

On the effective date River members would begin paying the monthly contribution rates for Health and Welfare plans outlined in the current Local G-555 collective bargaining agreement. See Exhibit # 2.

6. Savings Plan

The River Gas savings plan will be merged into the Local G-555 plan as of the effective date. Members' account balances in the River Gas savings plan will be transferred to the Local G-555 plan as of that date. Member and company contributions for pay received on or after the effective date will be made under the terms of the Local G-555 plan.

7. Pension Plan

The River Gas pension plan will be merged into the current Local G-555 plan as of the effective date. River Gas members will begin to accrue benefits under the Local G-555 plan beginning on the effective date. However, for River Gas members, the benefit will be calculated as if the River Gas Pension Plan remained in effect.

The following highlights the major differences between the River Plan and the Local G-555 plan:

- The River Gas Permanent Supplement ($11 per month per year of Part A service) will remain unchanged.
- The River Gas Supplemental Retirement Allowance will remain at $470 per month payable until age 62.

- Pay considered for Part A & B will continue to use the River Gas definition. Exhibit # 3.
- The Part B and Special Retirement Account effective date of 4/1/2003 remains unchanged.

8. Retiree Medical

The River Gas retiree medical plan will be merged into the Local G-555 plan as of the effective date. Benefits for members who retired on or before the effective date will remain unchanged. Benefits for members who were age 52 or older as of January 1, 2007 and who retire after the effective date will continue to be based on the provisions set forth in the current River Gas benefit program. Benefits for all other members who retire after the effective date will be based on the Local G-555 retirement plan.

9. Retiree Life Insurance

The River Gas retiree life insurance plan will be merged into the Local G-555 plan as of the effective date. Benefits for members retired on or before the effective date will remain unchanged. Benefits for members who were age 52 or older as of January 1 2007 and who retire after the effective date will continue to be based on the provisions set forth in the current River Gas benefit program. Benefits for all other members who retire after the effective date will be based on the Local G-555 plan.

10. Seniority Rights

For the purpose of job openings, promotions, or reclassifications there shall be two bidding units; Dominion Energy Ohio and the River Gas Division of Dominion Energy Ohio.

First priority for open positions will be given to the senior qualified and eligible employees within the affected bidding unit. If no selection is made from within the affected bidding unit, the second priority will be given to senior qualified eligible employees within the unaffected bidding unit.

11. Short Term Disability

On the effective date River employees will be covered by the Local G-555 Sickness and Disability Policy. Sickness benefits for River employees will refresh on the effective date.

12. This agreement is subject to the approval of the Utility Workers Union of America, the Executive Committee of Local G-555, the Executive Board of Local 69-Division II, and River Gas members.

On the effective date, the current agreement between The East Ohio Gas Company, River Gas Division, and The Utility Workers Union of America, (United Gas Workers Union) Local No. 69, Division II AFL-CIO will expire. Immediately thereafter, River employees will be covered by the Agreement of Wages and Working Conditions between Dominion East Ohio and The Gas Workers Union Local G-555 Utility Workers Union of America AFL-CIO that expires on June 15, 2009.

Date: December 3, 2007

For the Company	**For the Union**
Robert D. Hagy Director, Operations	Michael A. Coleman Executive President Gas Workers, Local G-555, UWUA
Alex J. Soja Human Resources Consultant	Charlie D. Rittenhouse President UWUA Local 69-II

Note: All Exhibits referenced throughout this attachment are maintained by the Secretary of the Union and the Labor Relations Department.

ATTACHMENT J

Out of Service Area Agreement

Dominion East Ohio (the Company) and the Gas Workers Union, Local G-555, UWUA (the Union) reached an agreement on October 25, 2007 regarding employees who work outside of their normal service area.

1. The Company agrees that transportation and lodging made necessary because of assignments by the Company away from the employee's regular Service Area will be provided and paid for by the Company. Single room accommodations will be provided at the place of lodging designated by the Company if available. The Company will provide all necessary meals of reasonable costs whenever such assignment requires overnight lodging.

2. Except in emergency situations, local Union Presidents involved will be notified in advance when it becomes necessary to assign Union eligible employees to a location outside of their normal service area. In emergency situations local Presidents will be notified about out of service area assignments as soon as practical. Local Presidents will be provided information regarding the location of the assignment, the type of work being done, the length of the assignment, and the names of Union employees who are being assigned outside of their normal service area.

3. All employees required to work out of their regular Service Area requiring an overnight stay will be paid a supplement of $**25** per day in addition to the premiums and allowances outlined in Article VIII of the Collective Bargaining Agreement.

4. In addition to the above items all provisions of the Collective Bargaining Agreement will be adhered to.

5. Any disputes arising from this agreement will be subject to the grievance and arbitration procedures as set forth in the Collective Bargaining agreement.

Signed: August 4, 2014

For the Company	For the Union
W. Pat Branch Manager Labor Relations	Michael A. Coleman Executive President Gas Workers, Local G-555, UWUA

Carrie Fanelly
Director, Customer Service

This letter rescinds Alex J. Soja's letter dated October 25, 2007.

ATTACHMENT K

Commercial Driver's License Guidelines

The following guidelines apply to employees who are in classifications that require them to maintain a valid Commercial Driver's License (CDL) but become disqualified as a CDL driver under the Federal Motor Carrier Regulations.

- Any CDL license holder who is disqualified from operating a CDL vehicle will be given an accommodation from the date the employee is disqualified as a CDL driver. The maximum total accommodation for an employee will not exceed twelve (12) months.
- The Company, at its discretion, will allow the employee to remain in his or her current position and location. There may be occasions, however, when operational needs do not permit a 12-month accommodation. In those cases, the employee will be reassigned to a position for which they are qualified at any location in the Company. Local management will discuss any reassignments with the local Union Representative before the reassignment is made.
- An employee who is reassigned by the Company to another position will be paid at the appropriate rate for that position based on the employee's years of service.
- A CDL license holder who is not qualified to operate a CDL vehicle at the end of the 12-month accommodation period will be terminated if they have not qualified for another position within the Company.

Signed: November 11, 2008

Michael A. Coleman, *Executive President, Gas Workers, Local G-555, UWUA*

Eric S. Hall, *Director, Gas Operations*

Michael S. Stevens, *Manager, Gas Operations*

Mark E. Barnes, *Manager, Gas Operations*

Alex J. Soja, *Labor Relations Advisor*

ATTACHMENT L

Memorandum of Understanding
Roving Field Clerk

An agreement was reached between Dominion Energy Ohio (the "Company") and The Gas Workers Union, Local G-555, UWUA (the "Union") for a Roving Field Clerk position. The purpose of this agreement is to create a clerical position that provides flexibility and improved utilization of clerical resources throughout the DEO service territory but is not intended to replace Field Clerk positions at the local shops.

The parties agree to the following terms for a Roving Field Clerk position:

- The parties agree to four (4) Roving Field Clerk positions. The Roving Field Clerk positions will be posted and filled in accordance with the current Collective Bargaining Agreement.
- The Roving Field Clerk will be assigned to a home office but would be expected to report to other DEO office locations throughout the designated service area as defined below:
  - The Roving Field Clerk positions designated for the Northern offices (Eastern, Western, Northeast, 55th Street Center, and Ashtabula) could be located at either the E. 55th Street Center or Eastern shop. This designation will be reflected on any future job postings.
  - Two (2) Roving Field Clerk positions will be designated for the Southern offices (Akron, Canton, Youngstown, New Philadelphia, N. Canton, Ohio Technical Training Center [OTTC], and Wooster). The positions will be located at Akron, and Canton.

Assignments for the Roving Field Clerks will be made primarily on a weekly or monthly basis depending on the duration of a potential absence situation, however daily changes

may be necessary. Except in emergency situations, Roving Field Clerks will be given a 24-hour notice prior to a change in their work assignment.

- The Roving Field Clerks will perform all of the duties within the Field Clerk classification and may be utilized in all functional areas.
- Cross training within the Field Clerk classification will be provided based on a skills assessment and operational needs.
- The Roving Field Clerks will report from home using their personal vehicle and will be on site and available for work at the normal shift start times for the position to which they are assigned.
- The Roving Field Clerks will be paid mileage for the use of their personal vehicle based on the distance from their home office location to the assigned work location.
- The parties will review the use of the Roving Field Clerks quarterly or as needed to ensure that the intent of the agreement is being carried out. Any changes to this agreement must be mutually agreed upon by the Company and the Union in writing. Any disputes arising from this agreement will be subject to the grievance and arbitration procedures as set forth in the Collective Bargaining Agreement.

Signed: June 15, 2018

W. Pat Branch Manager, Labor Relations	Eddie Hall Executive President Gas Workers Local G-555 UWUA

<u>This letter rescinds the Roving Field Clerk MOU dated July 17, 2008.</u>

Attachment M
Local G-555 and Local No. 308
Merger Transition Plan

This Attachment M replaces and supersedes the Attachment M which was attached to the Tentative Agreement, Merger of Local 308 with Local G-555, entered into by and among the parties on December 28, 2012.

1. Pension Plan

Former West Ohio Gas employees will accrue benefits under the Local G-555 plan. However, the benefit under the Local G-555 pension plan for employees listed on Exhibit #4 will continue to be calculated as if the West Ohio Gas Pension Plan remained in effect. Accordingly, the following provisions continue to apply to the employees listed on Exhibit #4:

- The Local 308 Permanent Supplement remains at $10 per month for each year of Part A service and will include completed months as a fraction of a year.
- The Local 308 Supplemental Retirement Allowance will remain at $500 per month payable until age 62.
- Pay considered for Parts A and B will continue to use the Local 308 definition.
- The Part B and Special Retirement Account credit of 2% of an employee's eligible compensation that was effective on January 1, 2003 remains unchanged for Local 308.

Members hired on or after January 11, 2013 will earn pension benefits in accordance with the Local G-555 pension plan, without regard to this Attachment M.

2. Retiree Medical

Benefits for former Local 308 employees retired before January 11, 2013 will continue to be provided in accordance with the Company's previous collective bargaining

agreements, as applicable to such retirees. Retiree medical benefits for employees listed on Exhibit #4 and retiring on or after January 11, 2013 shall be provided in accordance with the terms of the "RETIREE MEDICAL AND LIFE INSURANCE" section of Article XII of the 2010 West Ohio Gas CBA. Accordingly, the following provisions continue to apply to the employees listed on Exhibit #4:

- Employees age 58 or older as of January 1, 2011 will continue to be covered under Medical Plan 1. See Exhibit #2 – Medical Plan Summary Plan Document date January 1, 2003.
- Employees age 55, 56, and 57 as of January 1, 2011 will continue to be covered under Medical Option C at 75% of the non-union rate.
- Employees under age 55 as of January 1, 2011 will continue to be eligible for coverage under Option C at 100% of the non-union rate.
- Continue mandatory Medicare HMO's where available.
- Employee must be at least age 55 with at least 10 years of pension service and immediately commence pension benefit upon employment termination to be eligible for retiree medical.

Members hired on or after January 11, 2013 will participate in retiree medical benefits in accordance with the Local G-555 retiree medical plan, without regard to this Attachment M.

3. Retiree Life Insurance

Benefits for former Local 308 employees who retired before January 11, 2013 will continue to be provided in accordance with the Company's previous collective bargaining agreements, as applicable to such retirees. Retiree life insurance benefits for employees listed on Exhibit #4 who retired or will retire on or after January 11, 2013 shall

be provided in accordance with the terms of the "RETIREE MEDICAL AND LIFE INSURANCE" section of Article XII of the 2010 West Ohio Gas CBA. Accordingly, the following provisions continue to apply to the employees listed on Exhibit #4:

- Current employees age 55 and older as of January 1, 2008 will have Company paid life insurance based on 50% of their final base pay with a maximum amount of $50,000.
- Current employees under the age of 55 as of January 1, 2008 will have Company paid life insurance of $10,000.
- Employees hired after January 1, 2008 will not have Company paid life insurance.

Members hired on or after January 11, 2013 will be governed by the Local G-555 retiree life insurance plans, without regard to this Attachment M.

4 Seniority Rights

On January 11, 2013, the West Ohio Division will become a separate seniority unit.

For the purpose of job openings, promotions, or reclassifications there shall be three bidding units: Dominion East Ohio, River Gas Division, and the West Ohio Gas Division.

First priority for open positions will be given to the senior qualified and eligible employees within the affected bidding unit. If no selection is made from within the affected bidding unit, the second and third priority will be given to senior qualified eligible employees within the unaffected bidding units as outlined below.

- Open positions in G-555: G-555 (1), River (2), and Lima (3).
- Open positions in River: River (1), G-555 (2), and Lima (3).

- Open positions in Lima: Lima (1), G-555 (2), and River (3).

5. Transfers

The Company and the Union agree to the following with respect to transfers under the provisions of Article XV of the Local G-555 collective bargaining agreement:

- No current employees in the West Ohio Division as of the Effective Date will be involuntarily transferred or temporarily transferred to a location outside of the West Ohio Division service area, regardless of parity in hourly wage rates. See Exhibit # 4.
- Employees hired after the Effective Date will be subject to the terms and conditions of Article XV once parity is reached in the hourly wage rate.
- No employees in the East Ohio or River Gas Divisions will be involuntarily transferred or temporarily transferred to the West Ohio Division.
- Employees may work outside of their normal service area in accordance with Attachment J – Out of Service Area Agreement of the Local G-555 collective bargaining agreement.
- Employees who voluntarily accept a transfer to another division under the provisions of Section 15.1 will be paid at the appropriate hourly wage rate respective to that division.

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Contract Supplemental Agreement - Update

This Contract Supplemental Agreement is made and entered into by and between The East Ohio Gas Company, now doing business as "Dominion Energy Ohio" hereinafter referred to as the "Company" and the Gas Workers Union, Local G-555, Utility Workers Union of America, AFL-CIO, hereinafter referred to as the "Union."

Union-represented Employees of the Company's West Ohio Division shall be covered by the Agreement of Wages and Working Conditions between Dominion Energy Ohio and The Gas Workers Union Local G-555 Utility Workers Union of America, AFL-CIO, that expires on June 15, 2022 ("the Basic Agreement"), and this Supplemental Agreement. This Supplemental Agreement, including all attachments, is incorporated into and made a part of the Basic Agreement.

This Supplemental Agreement shall be in effect for all periods during which the Basic Agreement remains in effect. Cancellation of the Basic Agreement will also act as cancellation of this Supplemental Agreement. Notwithstanding any other provisions of the Basic Agreement or this Supplemental Agreement, under no circumstances will this Supplemental Agreement be canceled prior to cancellation of the Basic Agreement absent the written consent of the Executive Committee of the Union.

For Dominion East Ohio Gas

By: W. Pat Branch
Manager, Labor Relations

Sam Mercurio
Director, Pipeline Operations

Thomas D'Agostino
Manager, Gas Operations, Gas Measurement & Regulation

Zachary Goodson
Supervisor Gas Project Planning & Controls,
Project Prioritization

Amanda Konkoly
Manager, Human Resources

Jessica Brown
Associate HR Specialist

For The Gas Workers Union, Local G-555
Utility Workers Union of America AFL-CIO:

By: Rich A. Cossell
Utility Workers Union of America
National Representative

Eddie Hall
Executive President

Robyn Arbogast
Executive Vice President

Mick Prendergast
Executive Secretary

Paul Talboo
Executive Treasurer

Wil Soto
Business Manager

Debbie Moffitt
Union Representative

Jim Davis
Union Representative

Robert J. Newsome
Union Representative

Tim Reindel
Union Representative

Dominic L. Rios
Union Representative

Retiree Medical Cost Chart
Applicable to West Ohio Employees Retiring On or After January 1, 2019 Who Were Age 63 or 64 by January 1, 2019

	Age on January 1, 2019	
Total Age + Service at Retirement	63	64
95 and greater	25%	19%
94	26%	20%
93	27%	21%
92	28%	22%
91	29%	23%
90	30%	24%
89	31%	25%
88	32%	26%
87	33%	27%

		Age on January 1, 2019		
Total Age + Service at Retirement		63		64
86		34%		28%
85		35%		29%
84		36%		30%
83		37%		31%
82		38%		32%
81		39%		33%
80		40%		34%
79		42%		35%
78		44%		36%
77		46%		38%
76		48%		40%

		Age on January 1, 2019		
Total Age + Service at Retirement		63		64
75		50%		42%
74		52%		45%
73		54%		47%
72		56%		49%
71		58%		51%
70		60%		53%
69		60%		55%
68		60%		57%
67		63%		60%
66		64%		61%
65		70%		63%

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

- Find your total age + service at retirement in the left column.
- Follow across to the column for your age on January 1, 2019.
- The percentage in the box should then be multiplied by .75 to arrive at the percentage you would be required to pay.

Example: if your age + service at retirement will be 90 and you are age 64 on 1/1/2019, you would pay 18% (24% times .75) of the pre-65 nonunion active employee cost.

Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal, Child(ren) and Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal, child(ren) and family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

Determination of Retiree Cost Every January 1 After Retirement – Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active nonunion employee cost for that year. Retirees will receive notice of the contribution increase.

Retiree Medical - 2019 Plan Year
Monthly Contribution Rates for Individuals Age 64 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$92.52	$262.93	$214.25	$372.50	$170.41	$292.14	$121.73
94	$97.39	$276.77	$225.53	$392.11	$179.38	$307.52	$128.14
93	$102.26	$290.61	$236.80	$411.72	$188.35	$322.89	$134.54
92	$107.13	$304.45	$248.08	$431.33	$197.32	$338.27	$140.95
91	$112.00	$318.29	$259.36	$450.93	$206.29	$353.65	$147.36
90	$116.87	$332.13	$270.64	$470.54	$215.26	$369.03	$153.77
89	$121.74	$345.97	$281.91	$490.15	$224.23	$384.40	$160.17
88	$126.61	$359.81	$293.19	$509.76	$233.20	$399.78	$166.58
87	$131.48	$373.65	$304.47	$529.36	$242.17	$415.16	$172.99
86	$136.35	$387.49	$315.75	$548.97	$251.14	$430.54	$179.40
85	$141.22	$401.33	$327.02	$568.58	$260.11	$445.91	$185.80
84	$146.09	$415.17	$338.30	$588.19	$269.08	$461.29	$192.21
83	$150.96	$429.01	$349.58	$607.80	$278.05	$476.67	$198.62
82	$155.83	$442.85	$360.86	$627.40	$287.02	$492.05	$205.03

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$160.70	$456.69	$372.13	$647.01	$295.99	$507.42	$211.43
80	$165.57	$470.53	$383.41	$666.62	$304.96	$522.80	$217.84
79	$170.44	$484.37	$394.69	$686.23	$313.93	$538.18	$224.25
78	$175.31	$498.21	$405.97	$705.83	$322.90	$553.56	$230.66
77	$185.05	$525.89	$428.52	$745.05	$340.84	$584.31	$243.47
76	$194.79	$553.57	$451.08	$784.26	$358.78	$615.07	$256.29
75	$204.53	$581.25	$473.63	$823.48	$376.72	$645.82	$269.10
74	$219.14	$622.77	$507.46	$882.30	$403.63	$691.95	$288.32
73	$228.87	$650.43	$529.99	$921.48	$421.56	$722.68	$301.12
72	$238.61	$678.11	$552.55	$960.69	$439.50	$753.44	$313.94
71	$248.35	$705.79	$575.10	$999.91	$457.44	$784.19	$326.75
70	$258.09	$733.47	$597.66	$1,039.12	$475.38	$814.95	$339.57
69	$267.83	$761.15	$620.21	$1,078.34	$493.32	$845.70	$352.38
68	$277.57	$788.83	$642.77	$1,117.55	$511.26	$876.46	$365.20
67	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
66	$297.05	$844.19	$687.88	$1,195.98	$547.14	$937.97	$390.83
65	$306.79	$871.87	$710.43	$1,235.20	$565.08	$968.72	$403.64

Retiree Medical - 2020 Plan Year
Monthly Contribution Rates for Individuals Age 64 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$96.22	$273.45	$222.82	$387.40	$177.23	$303.83	$126.60
94	$101.29	$287.86	$234.56	$407.81	$186.57	$319.84	$133.27
93	$106.35	$302.24	$246.27	$428.19	$195.89	$335.81	$139.92
92	$111.42	$316.64	$258.02	$448.60	$205.22	$351.82	$146.60
91	$116.48	$331.02	$269.73	$468.97	$214.54	$367.79	$153.25
90	$121.55	$345.43	$281.47	$489.38	$223.88	$383.80	$159.92
89	$126.61	$359.81	$293.19	$509.76	$233.20	$399.78	$166.58
88	$131.68	$374.22	$304.93	$530.17	$242.54	$415.79	$173.25
87	$136.74	$388.60	$316.65	$550.54	$251.86	$431.77	$179.91
86	$141.80	$402.98	$328.37	$570.92	$261.18	$447.75	$186.57
85	$146.87	$417.39	$340.11	$591.33	$270.52	$463.76	$193.24
84	$151.93	$431.77	$351.82	$611.70	$279.84	$479.73	$199.89
83	$157.00	$446.18	$363.56	$632.11	$289.18	$495.74	$206.56
82	$162.06	$460.56	$375.28	$652.49	$298.50	$511.72	$213.22

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$167.13	$474.97	$387.02	$672.90	$307.84	$527.73	$219.89
80	$172.19	$489.35	$398.74	$693.27	$317.16	$543.71	$226.55
79	$177.26	$503.76	$410.48	$713.68	$326.50	$559.72	$233.22
78	$182.32	$518.14	$422.20	$734.06	$335.82	$575.70	$239.88
77	$192.45	$546.92	$445.66	$774.84	$354.47	$607.68	$253.21
76	$202.58	$575.71	$469.11	$815.63	$373.13	$639.66	$266.53
75	$212.71	$604.50	$492.57	$856.41	$391.79	$671.65	$279.86
74	$227.90	$647.67	$527.75	$917.57	$419.77	$719.62	$299.85
73	$238.03	$676.46	$551.21	$958.36	$438.43	$751.61	$313.18
72	$248.16	$705.25	$574.66	$999.14	$457.09	$783.59	$326.50
71	$258.29	$734.03	$598.12	$1,039.93	$475.74	$815.57	$339.83
70	$268.42	$762.82	$621.58	$1,080.71	$494.40	$847.56	$353.16
69	$278.54	$791.58	$645.02	$1,121.46	$513.04	$879.52	$366.48
68	$288.67	$820.37	$668.47	$1,162.24	$531.70	$911.50	$379.80
67	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
66	$308.93	$877.95	$715.39	$1,243.81	$569.02	$975.48	$406.46
65	$319.06	$906.74	$738.85	$1,284.60	$587.68	$1,007.47	$419.79

Retiree Medical - 2021 Plan Year
Monthly Contribution Rates for Individuals Age 64 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$100.07	$284.39	$231.73	$402.90	$184.32	$315.98	$131.66
94	$105.34	$299.37	$243.94	$424.12	$194.03	$332.63	$138.60
93	$110.61	$314.34	$256.14	$445.34	$203.73	$349.26	$145.53
92	$115.87	$329.29	$268.32	$466.52	$213.42	$365.87	$152.45
91	$121.14	$344.27	$280.52	$487.73	$223.13	$382.51	$159.38
90	$126.41	$359.24	$292.73	$508.95	$232.83	$399.15	$166.32
89	$131.68	$374.22	$304.93	$530.17	$242.54	$415.79	$173.25
88	$136.94	$389.17	$317.11	$551.35	$252.23	$432.40	$180.17
87	$142.21	$404.15	$329.32	$572.57	$261.94	$449.05	$187.11
86	$147.48	$419.12	$341.52	$593.78	$271.64	$465.68	$194.04
85	$152.74	$434.07	$353.70	$614.96	$281.33	$482.29	$200.96
84	$158.01	$449.05	$365.90	$636.18	$291.04	$498.93	$207.89
83	$163.28	$464.03	$378.11	$657.40	$300.75	$515.58	$214.83
82	$168.54	$478.97	$390.29	$678.58	$310.43	$532.18	$221.75

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$173.81	$493.95	$402.49	$699.79	$320.14	$548.82	$228.68
80	$179.08	$508.93	$414.70	$721.01	$329.85	$565.47	$235.62
79	$184.35	$523.90	$426.90	$742.23	$339.55	$582.10	$242.55
78	$189.61	$538.85	$439.08	$763.41	$349.24	$598.71	$249.47
77	$200.15	$568.81	$463.49	$805.84	$368.66	$632.00	$263.34
76	$210.68	$598.73	$487.87	$848.24	$388.05	$665.24	$277.19
75	$221.22	$628.69	$512.28	$890.68	$407.47	$698.53	$291.06
74	$237.02	$673.59	$548.87	$954.29	$436.57	$748.42	$311.85
73	$247.55	$703.51	$573.25	$996.69	$455.96	$781.66	$325.70
72	$258.08	$733.44	$597.64	$1,039.08	$475.36	$814.92	$339.56
71	$268.62	$763.39	$622.04	$1,081.52	$494.77	$848.19	$353.42
70	$279.15	$793.32	$646.43	$1,123.91	$514.17	$881.45	$367.28
69	$289.69	$823.27	$670.84	$1,166.35	$533.58	$914.73	$381.15
68	$300.22	$853.20	$695.22	$1,208.75	$552.98	$947.98	$395.00
67	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
66	$321.29	$913.07	$744.01	$1,293.58	$591.78	$1,014.50	$422.72
65	$331.82	$943.00	$768.40	$1,335.97	$611.18	$1,047.76	$436.58

Retiree Medical - 2022 Plan Year
Monthly Contribution Rates for Individuals Age 64 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$104.08	$295.78	$241.02	$419.05	$191.70	$328.64	$136.94
94	$109.55	$311.33	$253.68	$441.07	$201.78	$345.91	$144.13
93	$115.03	$326.90	$266.37	$463.13	$211.87	$363.21	$151.34
92	$120.51	$342.48	$279.07	$485.20	$221.97	$380.53	$158.56
91	$125.99	$358.05	$291.76	$507.26	$232.06	$397.83	$165.77
90	$131.46	$373.60	$304.42	$529.28	$242.14	$415.10	$172.96
89	$136.94	$389.17	$317.11	$551.35	$252.23	$432.40	$180.17
88	$142.42	$404.74	$329.80	$573.41	$262.32	$449.70	$187.38
87	$147.90	$420.32	$342.49	$595.47	$272.42	$467.01	$194.59
86	$153.38	$435.89	$355.18	$617.54	$282.51	$484.31	$201.80
85	$158.85	$451.44	$367.85	$639.56	$292.59	$501.59	$209.00
84	$164.33	$467.01	$380.54	$661.63	$302.68	$518.89	$216.21
83	$169.81	$482.58	$393.23	$683.69	$312.77	$536.19	$223.42
82	$175.29	$498.16	$405.92	$705.75	$322.87	$553.50	$230.63

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$180.76	$513.70	$418.59	$727.78	$332.94	$570.77	$237.83
80	$186.24	$529.28	$431.28	$749.84	$343.04	$588.08	$245.04
79	$191.72	$544.85	$443.97	$771.90	$353.13	$605.38	$252.25
78	$197.20	$560.42	$456.66	$793.97	$363.22	$622.68	$259.46
77	$208.15	$591.54	$482.01	$838.05	$383.39	$657.25	$273.86
76	$219.11	$622.69	$507.39	$882.18	$403.58	$691.86	$288.28
75	$230.06	$653.81	$532.75	$926.27	$423.75	$726.44	$302.69
74	$246.50	$700.53	$570.82	$992.46	$454.03	$778.35	$324.32
73	$257.45	$731.65	$596.18	$1,036.55	$474.20	$812.93	$338.73
72	$268.41	$762.79	$621.56	$1,080.67	$494.38	$847.53	$353.15
71	$279.36	$793.91	$646.91	$1,124.76	$514.55	$882.10	$367.55
70	$290.32	$825.06	$672.29	$1,168.89	$534.74	$916.71	$381.97
69	$301.27	$856.18	$697.65	$1,212.97	$554.91	$951.29	$396.38
68	$312.23	$887.33	$723.03	$1,257.10	$575.10	$985.90	$410.80
67	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
66	$334.14	$949.59	$773.77	$1,345.31	$615.45	$1,055.08	$439.63
65	$345.10	$980.74	$799.15	$1,389.44	$635.64	$1,089.69	$454.05

Retiree Medical - 2019 Plan Year
Monthly Contribution Rates for Individuals Age 63 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$121.74	$345.97	$281.91	$490.15	$224.23	$384.40	$160.17
94	$126.61	$359.81	$293.19	$509.76	$233.20	$399.78	$166.58
93	$131.48	$373.65	$304.47	$529.36	$242.17	$415.16	$172.99
92	$136.35	$387.49	$315.75	$548.97	$251.14	$430.54	$179.40
91	$141.22	$401.33	$327.02	$568.58	$260.11	$445.91	$185.80
90	$146.09	$415.17	$338.30	$588.19	$269.08	$461.29	$192.21
89	$150.96	$429.01	$349.58	$607.80	$278.05	$476.67	$198.62
88	$155.83	$442.85	$360.86	$627.40	$287.02	$492.05	$205.03
87	$160.70	$456.69	$372.13	$647.01	$295.99	$507.42	$211.43
86	$165.57	$470.53	$383.41	$666.62	$304.96	$522.80	$217.84
85	$170.44	$484.37	$394.69	$686.23	$313.93	$538.18	$224.25
84	$175.31	$498.21	$405.97	$705.83	$322.90	$553.56	$230.66
83	$180.18	$512.05	$417.24	$725.44	$331.87	$568.93	$237.06
82	$185.05	$525.89	$428.52	$745.05	$340.84	$584.31	$243.47

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$189.92	$539.73	$439.80	$764.66	$349.81	$599.69	$249.88
80	$194.79	$553.57	$451.08	$784.26	$358.78	$615.07	$256.29
79	$204.53	$581.25	$473.63	$823.48	$376.72	$645.82	$269.10
78	$214.27	$608.93	$496.19	$862.69	$394.66	$676.58	$281.92
77	$224.01	$636.61	$518.74	$901.91	$412.60	$707.33	$294.73
76	$233.74	$664.27	$541.27	$941.08	$430.53	$738.06	$307.53
75	$243.48	$691.95	$563.83	$980.30	$448.47	$768.82	$320.35
74	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
73	$262.96	$747.31	$608.94	$1,058.73	$484.35	$830.33	$345.98
72	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
71	$282.44	$802.67	$654.05	$1,137.16	$520.23	$891.84	$371.61
70	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
69	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
68	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
67	$306.79	$871.87	$710.43	$1,235.20	$565.08	$968.72	$403.64
66	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
65	$340.88	$968.75	$789.38	$1,372.45	$627.87	$1,076.37	$448.50

Retiree Medical - 2020 Plan Year
Monthly Contribution Rates for Individuals Age 63 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$126.61	$359.81	$293.19	$509.76	$233.20	$399.78	$166.58
94	$131.68	$374.22	$304.93	$530.17	$242.54	$415.79	$173.25
93	$136.74	$388.60	$316.65	$550.54	$251.86	$431.77	$179.91
92	$141.80	$402.98	$328.37	$570.92	$261.18	$447.75	$186.57
91	$146.87	$417.39	$340.11	$591.33	$270.52	$463.76	$193.24
90	$151.93	$431.77	$351.82	$611.70	$279.84	$479.73	$199.89
89	$157.00	$446.18	$363.56	$632.11	$289.18	$495.74	$206.56
88	$162.06	$460.56	$375.28	$652.49	$298.50	$511.72	$213.22
87	$167.13	$474.97	$387.02	$672.90	$307.84	$527.73	$219.89
86	$172.19	$489.35	$398.74	$693.27	$317.16	$543.71	$226.55
85	$177.26	$503.76	$410.48	$713.68	$326.50	$559.72	$233.22
84	$182.32	$518.14	$422.20	$734.06	$335.82	$575.70	$239.88
83	$187.38	$532.52	$433.92	$754.43	$345.14	$591.68	$246.54
82	$192.45	$546.92	$445.66	$774.84	$354.47	$607.68	$253.21

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$197.51	$561.30	$457.37	$795.21	$363.79	$623.65	$259.86
80	$202.58	$575.71	$469.11	$815.63	$373.13	$639.66	$266.53
79	$212.71	$604.50	$492.57	$856.41	$391.79	$671.65	$279.86
78	$222.84	$633.29	$516.03	$897.20	$410.45	$703.64	$293.19
77	$232.96	$662.05	$539.47	$937.94	$429.09	$735.60	$306.51
76	$243.09	$690.84	$562.92	$978.73	$447.75	$767.58	$319.83
75	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
74	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
73	$273.48	$777.20	$633.30	$1,101.09	$503.72	$863.54	$359.82
72	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
71	$293.74	$834.78	$680.21	$1,182.66	$541.04	$927.51	$386.47
70	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
69	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
68	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
67	$319.06	$906.74	$738.85	$1,284.60	$587.68	$1,007.47	$419.79
66	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
65	$354.51	$1,007.48	$820.94	$1,427.33	$652.97	$1,119.40	$466.43

Retiree Medical - 2021 Plan Year
Monthly Contribution Rates for Individuals Age 63 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$131.68	$374.22	$304.93	$530.17	$242.54	$415.79	$173.25
94	$136.94	$389.17	$317.11	$551.35	$252.23	$432.40	$180.17
93	$142.21	$404.15	$329.32	$572.57	$261.94	$449.05	$187.11
92	$147.48	$419.12	$341.52	$593.78	$271.64	$465.68	$194.04
91	$152.74	$434.07	$353.70	$614.96	$281.33	$482.29	$200.96
90	$158.01	$449.05	$365.90	$636.18	$291.04	$498.93	$207.89
89	$163.28	$464.03	$378.11	$657.40	$300.75	$515.58	$214.83
88	$168.54	$478.97	$390.29	$678.58	$310.43	$532.18	$221.75
87	$173.81	$493.95	$402.49	$699.79	$320.14	$548.82	$228.68
86	$179.08	$508.93	$414.70	$721.01	$329.85	$565.47	$235.62
85	$184.35	$523.90	$426.90	$742.23	$339.55	$582.10	$242.55
84	$189.61	$538.85	$439.08	$763.41	$349.24	$598.71	$249.47
83	$194.88	$553.83	$451.28	$784.63	$358.95	$615.35	$256.40
82	$200.15	$568.81	$463.49	$805.84	$368.66	$632.00	$263.34

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$205.41	$583.75	$475.67	$827.02	$378.34	$648.60	$270.26
80	$210.68	$598.73	$487.87	$848.24	$388.05	$665.24	$277.19
79	$221.22	$628.69	$512.28	$890.68	$407.47	$698.53	$291.06
78	$231.75	$658.61	$536.66	$933.07	$426.86	$731.77	$304.91
77	$242.28	$688.54	$561.05	$975.47	$446.26	$765.03	$318.77
76	$252.82	$718.49	$585.46	$1,017.90	$465.67	$798.31	$332.64
75	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
74	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
73	$284.42	$808.29	$658.63	$1,145.13	$523.87	$898.08	$374.21
72	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
71	$305.49	$868.17	$707.42	$1,229.96	$562.68	$964.61	$401.93
70	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
69	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
68	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
67	$331.82	$943.00	$768.40	$1,335.97	$611.18	$1,047.76	$436.58
66	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
65	$368.69	$1,047.78	$853.78	$1,484.42	$679.09	$1,164.18	$485.09

Retiree Medical - 2022 Plan Year
Monthly Contribution Rates for Individuals Age 63 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$136.94	$389.17	$317.11	$551.35	$252.23	$432.40	$180.17
94	$142.42	$404.74	$329.80	$573.41	$262.32	$449.70	$187.38
93	$147.90	$420.32	$342.49	$595.47	$272.42	$467.01	$194.59
92	$153.38	$435.89	$355.18	$617.54	$282.51	$484.31	$201.80
91	$158.85	$451.44	$367.85	$639.56	$292.59	$501.59	$209.00
90	$164.33	$467.01	$380.54	$661.63	$302.68	$518.89	$216.21
89	$169.81	$482.58	$393.23	$683.69	$312.77	$536.19	$223.42
88	$175.29	$498.16	$405.92	$705.75	$322.87	$553.50	$230.63
87	$180.76	$513.70	$418.59	$727.78	$332.94	$570.77	$237.83
86	$186.24	$529.28	$431.28	$749.84	$343.04	$588.08	$245.04
85	$191.72	$544.85	$443.97	$771.90	$353.13	$605.38	$252.25
84	$197.20	$560.42	$456.66	$793.97	$363.22	$622.68	$259.46
83	$202.67	$575.97	$469.32	$815.99	$373.30	$639.95	$266.65
82	$208.15	$591.54	$482.01	$838.05	$383.39	$657.25	$273.86

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$213.63	$607.12	$494.70	$860.12	$393.49	$674.56	$281.07
80	$219.11	$622.69	$507.39	$882.18	$403.58	$691.86	$288.28
79	$230.06	$653.81	$532.75	$926.27	$423.75	$726.44	$302.69
78	$241.02	$684.95	$558.13	$970.39	$443.93	$761.04	$317.11
77	$251.97	$716.07	$583.49	$1,014.48	$464.10	$795.62	$331.52
76	$262.93	$747.22	$608.87	$1,058.61	$484.29	$830.23	$345.94
75	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
74	$284.84	$809.49	$659.60	$1,146.82	$524.65	$899.41	$374.76
73	$295.80	$840.63	$684.98	$1,190.95	$544.83	$934.01	$389.18
72	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
71	$317.71	$902.90	$735.72	$1,279.16	$585.19	$1,003.20	$418.01
70	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
69	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
68	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
67	$345.10	$980.74	$799.15	$1,389.44	$635.64	$1,089.69	$454.05
66	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
65	$383.44	$1,089.70	$887.93	$1,543.81	$706.26	$1,210.75	$504.49

Retiree Medical Cost Chart
Applicable to West Ohio Employees Retiring On or After January 1, 2019 Who Were Less than Age 63 by January 1, 2019

	Age on January 1, 2019	
Total Age + Service at Retirement	60	61 and 62
95 and greater	25%	19%
94	26%	20%
93	27%	21%
92	28%	22%
91	29%	23%
90	30%	24%
89	31%	25%
88	32%	26%
87	33%	27%

	Age on January 1, 2019			
Total Age + Service at Retirement		60		61 and 62
86		34%		28%
85		35%		29%
84		36%		30%
83		37%		31%
82		38%		32%
81		39%		33%
80		40%		34%
79		42%		35%
78		44%		36%
77		46%		38%
76		48%		40%

	Age on January 1, 2019			
Total Age + Service at Retirement		60		61 and 62
75		50%		42%
74		52%		45%
73		54%		47%
72		56%		49%
71		58%		51%
70		60%		53%
69		60%		55%
68		60%		57%
67		63%		60%
66		64%		61%
65		70%		63%

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

- Find your total age + service at retirement in the left column.
- Follow across to the column for your age on January 1, 2019.
- The box shows the percentage you would pay.

Example: if your age + service at retirement will be 90 and you are age 61 on 1/1/2019, you would pay 30% of the pre-65 nonunion active employee cost.

Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal and/or Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal or family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

Determination of Retiree Cost Every January 1 After Retirement – Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active employee cost for that year. Retirees will receive notice of the contribution increase.

Retiree Medical - 2019 Plan Year
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$162.32	$461.30	$375.88	$653.53	$298.98	$512.54	$213.56
94	$168.82	$479.77	$390.94	$679.70	$310.95	$533.07	$222.12
93	$175.31	$498.21	$405.97	$705.83	$322.90	$553.56	$230.66
92	$181.80	$516.66	$420.99	$731.96	$334.86	$574.05	$239.19
91	$188.29	$535.10	$436.02	$758.09	$346.81	$594.54	$247.73
90	$194.79	$553.57	$451.08	$784.26	$358.78	$615.07	$256.29
89	$201.28	$572.02	$466.10	$810.39	$370.74	$635.56	$264.82
88	$207.77	$590.46	$481.13	$836.52	$382.69	$656.05	$273.36
87	$214.27	$608.93	$496.19	$862.69	$394.66	$676.58	$281.92
86	$220.76	$627.38	$511.21	$888.82	$406.62	$697.07	$290.45
85	$227.25	$645.82	$526.24	$914.95	$418.57	$717.56	$298.99
84	$233.74	$664.27	$541.27	$941.08	$430.53	$738.06	$307.53
83	$240.24	$682.74	$556.32	$967.25	$442.50	$758.58	$316.08
82	$246.73	$701.18	$571.35	$993.38	$454.45	$779.07	$324.62

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$253.22	$719.63	$586.38	$1,019.51	$466.41	$799.57	$333.16
80	$259.72	$738.10	$601.43	$1,045.68	$478.38	$820.09	$341.71
79	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
78	$285.69	$811.90	$661.57	$1,150.25	$526.21	$902.09	$375.88
77	$298.67	$848.79	$691.63	$1,202.51	$550.12	$943.08	$392.96
76	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
75	$324.65	$922.62	$751.79	$1,307.11	$597.97	$1,025.11	$427.14
74	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
73	$350.62	$996.43	$811.93	$1,411.67	$645.81	$1,107.12	$461.31
72	$363.60	$1,033.31	$841.99	$1,463.93	$669.71	$1,148.10	$478.39
71	$376.59	$1,070.23	$872.07	$1,516.23	$693.64	$1,189.12	$495.48
70	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
69	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
68	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
67	$409.05	$1,162.48	$947.24	$1,646.92	$753.43	$1,291.62	$538.19
66	$415.55	$1,180.95	$962.29	$1,673.09	$765.40	$1,312.14	$546.74
65	$454.50	$1,291.64	$1,052.49	$1,829.91	$837.14	$1,435.13	$597.99

Retiree Medical - 2020 Plan Year
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$168.82	$479.77	$390.94	$679.70	$310.95	$533.07	$222.12
94	$175.57	$498.95	$406.57	$706.88	$323.38	$554.38	$231.00
93	$182.32	$518.14	$422.20	$734.06	$335.82	$575.70	$239.88
92	$189.07	$537.32	$437.83	$761.23	$348.25	$597.01	$248.76
91	$195.83	$556.53	$453.48	$788.45	$360.70	$618.35	$257.65
90	$202.58	$575.71	$469.11	$815.63	$373.13	$639.66	$266.53
89	$209.33	$594.89	$484.75	$842.80	$385.56	$660.98	$275.42
88	$216.08	$614.08	$500.38	$869.98	$398.00	$682.30	$284.30
87	$222.84	$633.29	$516.03	$897.20	$410.45	$703.64	$293.19
86	$229.59	$652.47	$531.66	$924.38	$422.88	$724.95	$302.07
85	$236.34	$671.65	$547.29	$951.55	$435.31	$746.26	$310.95
84	$243.09	$690.84	$562.92	$978.73	$447.75	$767.58	$319.83
83	$249.85	$710.05	$578.58	$1,005.95	$460.20	$788.93	$328.73
82	$256.60	$729.23	$594.21	$1,033.12	$472.63	$810.24	$337.61

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$263.35	$748.41	$609.84	$1,060.30	$485.06	$831.55	$346.49
80	$270.10	$767.60	$625.47	$1,087.48	$497.50	$852.87	$355.37
79	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
78	$297.11	$844.36	$688.02	$1,196.22	$547.25	$938.16	$390.91
77	$310.62	$882.75	$719.30	$1,250.62	$572.13	$980.81	$408.68
76	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
75	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
74	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
73	$364.64	$1,036.27	$844.40	$1,468.11	$671.63	$1,151.39	$479.76
72	$378.15	$1,074.66	$875.68	$1,522.51	$696.51	$1,194.04	$497.53
71	$391.65	$1,113.03	$906.94	$1,576.86	$721.38	$1,236.67	$515.29
70	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
69	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
68	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
67	$425.41	$1,208.97	$985.12	$1,712.79	$783.56	$1,343.27	$559.71
66	$432.17	$1,228.18	$1,000.78	$1,740.00	$796.01	$1,364.62	$568.61
65	$472.68	$1,343.31	$1,094.59	$1,903.10	$870.63	$1,492.54	$621.91

Retiree Medical - 2021 Plan Year
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$175.57	$498.95	$406.57	$706.88	$323.38	$554.38	$231.00
94	$182.59	$518.90	$422.82	$735.14	$336.31	$576.54	$240.23
93	$189.61	$538.85	$439.08	$763.41	$349.24	$598.71	$249.47
92	$196.64	$558.83	$455.36	$791.71	$362.19	$620.91	$258.72
91	$203.66	$578.78	$471.62	$819.98	$375.12	$643.08	$267.96
90	$210.68	$598.73	$487.87	$848.24	$388.05	$665.24	$277.19
89	$217.70	$618.68	$504.13	$876.50	$400.98	$687.41	$286.43
88	$224.73	$638.66	$520.41	$904.81	$413.93	$709.61	$295.68
87	$231.75	$658.61	$536.66	$933.07	$426.86	$731.77	$304.91
86	$238.77	$678.56	$552.92	$961.34	$439.79	$753.94	$314.15
85	$245.79	$698.51	$569.18	$989.60	$452.72	$776.11	$323.39
84	$252.82	$718.49	$585.46	$1,017.90	$465.67	$798.31	$332.64
83	$259.84	$738.44	$601.71	$1,046.17	$478.60	$820.47	$341.87
82	$266.86	$758.39	$617.97	$1,074.43	$491.53	$842.64	$351.11

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$273.89	$778.37	$634.25	$1,102.74	$504.48	$864.84	$360.36
80	$280.91	$798.32	$650.50	$1,131.00	$517.41	$887.00	$369.59
79	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
78	$309.00	$878.15	$715.55	$1,244.10	$569.15	$975.70	$406.55
77	$323.04	$918.05	$748.06	$1,300.62	$595.01	$1,020.03	$425.02
76	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
75	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
74	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
73	$379.23	$1,077.73	$878.18	$1,526.86	$698.50	$1,197.45	$498.95
72	$393.27	$1,117.63	$910.70	$1,583.38	$724.36	$1,241.79	$517.43
71	$407.32	$1,157.56	$943.23	$1,639.95	$750.24	$1,286.15	$535.91
70	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
69	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
68	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
67	$442.43	$1,257.34	$1,024.54	$1,781.31	$814.91	$1,397.02	$582.11
66	$449.45	$1,277.29	$1,040.79	$1,809.58	$827.84	$1,419.18	$591.34
65	$491.59	$1,397.05	$1,138.37	$1,979.24	$905.46	$1,552.24	$646.78

Retiree Medical - 2022 Plan Year
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$182.59	$518.90	$422.82	$735.14	$336.31	$576.54	$240.23
94	$189.89	$539.65	$439.73	$764.54	$349.76	$599.60	$249.84
93	$197.20	$560.42	$456.66	$793.97	$363.22	$622.68	$259.46
92	$204.50	$581.17	$473.56	$823.36	$376.67	$645.73	$269.06
91	$211.80	$601.91	$490.47	$852.75	$390.11	$668.78	$278.67
90	$219.11	$622.69	$507.39	$882.18	$403.58	$691.86	$288.28
89	$226.41	$643.43	$524.30	$911.57	$417.02	$714.91	$297.89
88	$233.72	$664.21	$541.23	$941.00	$430.49	$738.00	$307.51
87	$241.02	$684.95	$558.13	$970.39	$443.93	$761.04	$317.11
86	$248.32	$705.70	$575.03	$999.79	$457.38	$784.09	$326.71
85	$255.63	$726.47	$591.96	$1,029.22	$470.84	$807.17	$336.33
84	$262.93	$747.22	$608.87	$1,058.61	$484.29	$830.23	$345.94
83	$270.23	$767.97	$625.77	$1,088.00	$497.74	$853.28	$355.54
82	$277.54	$788.74	$642.70	$1,117.43	$511.20	$876.36	$365.16

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$284.84	$809.49	$659.60	$1,146.82	$524.65	$899.41	$374.76
80	$292.14	$830.23	$676.51	$1,176.21	$538.09	$922.46	$384.37
79	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
78	$321.36	$913.27	$744.17	$1,293.86	$591.91	$1,014.72	$422.81
77	$335.97	$954.79	$778.01	$1,352.68	$618.82	$1,060.86	$442.04
76	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
75	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
74	$379.79	$1,079.33	$879.48	$1,529.11	$699.54	$1,199.23	$499.69
73	$394.39	$1,120.82	$913.29	$1,587.89	$726.43	$1,245.33	$518.90
72	$409.00	$1,162.34	$947.12	$1,646.72	$753.34	$1,291.46	$538.12
71	$423.61	$1,203.86	$980.95	$1,705.54	$780.25	$1,337.59	$557.34
70	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
69	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
68	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
67	$460.13	$1,307.64	$1,065.52	$1,852.58	$847.51	$1,452.90	$605.39
66	$467.43	$1,328.39	$1,082.43	$1,881.97	$860.96	$1,475.96	$615.00
65	$511.25	$1,452.92	$1,183.90	$2,058.39	$941.67	$1,614.32	$672.65

Retiree Medical Cost Chart
Applicable to West Ohio Employees Retiring On or After January 1, 2019 Who Were Less than Age 60 by January 1, 2019

	Age on January 1, 2019		
Total Age + Service at Retirement	Less than 53 (and all employees hired on or after 1-1-08)	53 through 57	58 and 59
95 and greater	40%	40%	25%
94	42%	41%	26%
93	44%	42%	27%
92	46%	43%	28%
91	48%	44%	29%
90	50%	45%	30%
89	53%	46%	31%
88	56%	47%	32%
87	59%	48%	33%

	Age on January 1, 2019			
Total Age + Service at Retirement	Less than 53 (and all employees hired on or after 1-1-08)	53 through 57	58 and 59
86	62%	49%	34%
85	65%	50%	35%
84	68%	51%	36%
83	71%	52%	37%
82	74%	53%	38%
81	77%	54%	39%
80	80%	55%	40%
79	83%	56%	42%
78	86%	57%	44%
77	89%	58%	46%
76	92%	59%	48%

	Age on January 1, 2019			
Total Age + Service at Retirement	Less than 53 (and all employees hired on or after 1-1-08)	53 through 57	58 and 59
75	95%	60%	50%
74	98%	64%	52%
73	100%	68%	54%
72	100%	72%	56%
71	100%	76%	58%
70	100%	80%	60%
69	100%	80%	60%
68	100%	80%	60%
67	100%	80%	63%
66	100%	80%	64%
65	100%	80%	70%

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

- Find your total age + service at retirement in the left column.
- Follow across to the column for your age on January 1, 2019.
- The box shows the percentage you would pay.

Example: if your age + service at retirement will be 90 and you are age 58 on 1/1/2019, you would pay 30% of the pre-65 non-Union active employee cost. Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal and/or Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal or family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

Determination of Retiree Cost Every January 1 After Retirement – Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active employee cost for that year. Retirees will receive notice of the contribution increase.

Retiree Medical - 2019 Plan Year
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$259.72	$738.10	$601.43	$1,045.68	$478.38	$820.09	$341.71
94	$266.21	$756.54	$616.46	$1,071.81	$490.33	$840.58	$350.25
93	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
92	$279.19	$793.43	$646.52	$1,124.07	$514.24	$881.57	$367.33
91	$285.69	$811.90	$661.57	$1,150.25	$526.21	$902.09	$375.88
90	$292.18	$830.35	$676.60	$1,176.38	$538.17	$922.59	$384.42
89	$298.67	$848.79	$691.63	$1,202.51	$550.12	$943.08	$392.96
88	$305.17	$867.26	$706.68	$1,228.68	$562.09	$963.60	$401.51
87	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
86	$318.15	$904.15	$736.74	$1,280.94	$586.00	$1,004.59	$418.59
85	$324.65	$922.62	$751.79	$1,307.11	$597.97	$1,025.11	$427.14
84	$331.14	$941.07	$766.82	$1,333.24	$609.93	$1,045.61	$435.68
83	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
82	$344.12	$977.95	$796.88	$1,385.50	$633.83	$1,086.59	$452.76

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$350.62	$996.43	$811.93	$1,411.67	$645.81	$1,107.12	$461.31
80	$357.11	$1,014.87	$826.96	$1,437.80	$657.76	$1,127.61	$469.85
79	$363.60	$1,033.31	$841.99	$1,463.93	$669.71	$1,148.10	$478.39
78	$370.10	$1,051.79	$857.04	$1,490.10	$681.69	$1,168.63	$486.94
77	$376.59	$1,070.23	$872.07	$1,516.23	$693.64	$1,189.12	$495.48
76	$383.08	$1,088.68	$887.10	$1,542.36	$705.60	$1,209.62	$504.02
75	$389.57	$1,107.12	$902.13	$1,568.49	$717.55	$1,230.11	$512.56
74	$415.55	$1,180.95	$962.29	$1,673.09	$765.40	$1,312.14	$546.74
73	$441.52	$1,254.76	$1,022.43	$1,777.65	$813.24	$1,394.15	$580.91
72	$467.49	$1,328.56	$1,082.57	$1,882.21	$861.07	$1,476.15	$615.08
71	$493.46	$1,402.36	$1,142.71	$1,986.77	$908.90	$1,558.15	$649.25
70	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
69	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
68	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
67	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
66	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
65	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41

Retiree Medical - 2020 Plan Year
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$270.10	$767.60	$625.47	$1,087.48	$497.50	$852.87	$355.37
94	$276.86	$786.81	$641.12	$1,114.69	$509.95	$874.21	$364.26
93	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
92	$290.36	$825.17	$672.39	$1,169.05	$534.81	$916.84	$382.03
91	$297.11	$844.36	$688.02	$1,196.22	$547.25	$938.16	$390.91
90	$303.87	$863.57	$703.67	$1,223.44	$559.70	$959.50	$399.80
89	$310.62	$882.75	$719.30	$1,250.62	$572.13	$980.81	$408.68
88	$317.37	$901.93	$734.93	$1,277.80	$584.56	$1,002.12	$417.56
87	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
86	$330.88	$940.33	$766.22	$1,332.19	$609.45	$1,044.79	$435.34
85	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
84	$344.38	$978.69	$797.48	$1,386.54	$634.31	$1,087.41	$453.10
83	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
82	$357.89	$1,017.09	$828.77	$1,440.94	$659.20	$1,130.08	$470.88

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$364.64	$1,036.27	$844.40	$1,468.11	$671.63	$1,151.39	$479.76
80	$371.39	$1,055.45	$860.03	$1,495.29	$684.06	$1,172.70	$488.64
79	$378.15	$1,074.66	$875.68	$1,522.51	$696.51	$1,194.04	$497.53
78	$384.90	$1,093.85	$891.31	$1,549.68	$708.95	$1,215.36	$506.41
77	$391.65	$1,113.03	$906.94	$1,576.86	$721.38	$1,236.67	$515.29
76	$398.40	$1,132.21	$922.57	$1,604.04	$733.81	$1,257.98	$524.17
75	$405.16	$1,151.42	$938.23	$1,631.26	$746.26	$1,279.33	$533.07
74	$432.17	$1,228.18	$1,000.78	$1,740.00	$796.01	$1,364.62	$568.61
73	$459.18	$1,304.94	$1,063.32	$1,848.75	$845.76	$1,449.90	$604.14
72	$486.19	$1,381.70	$1,125.87	$1,957.50	$895.51	$1,535.19	$639.68
71	$513.20	$1,458.46	$1,188.42	$2,066.25	$945.26	$1,620.48	$675.22
70	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
69	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
68	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
67	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
66	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
65	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75

Retiree Medical - 2021 Plan Year
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$280.91	$798.32	$650.50	$1,131.00	$517.41	$887.00	$369.59
94	$287.93	$818.27	$666.76	$1,159.26	$530.34	$909.17	$378.83
93	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
92	$301.98	$858.20	$699.30	$1,215.83	$556.22	$953.54	$397.32
91	$309.00	$878.15	$715.55	$1,244.10	$569.15	$975.70	$406.55
90	$316.02	$898.10	$731.81	$1,272.36	$582.08	$997.87	$415.79
89	$323.04	$918.05	$748.06	$1,300.62	$595.01	$1,020.03	$425.02
88	$330.07	$938.03	$764.34	$1,328.93	$607.96	$1,042.23	$434.27
87	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
86	$344.11	$977.93	$796.86	$1,385.46	$633.82	$1,086.57	$452.75
85	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
84	$358.16	$1,017.85	$829.39	$1,442.02	$659.69	$1,130.92	$471.23
83	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
82	$372.20	$1,057.76	$861.90	$1,498.55	$685.56	$1,175.26	$489.70

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$379.23	$1,077.73	$878.18	$1,526.86	$698.50	$1,197.45	$498.95
80	$386.25	$1,097.68	$894.44	$1,555.12	$711.43	$1,219.62	$508.19
79	$393.27	$1,117.63	$910.70	$1,583.38	$724.36	$1,241.79	$517.43
78	$400.29	$1,137.58	$926.95	$1,611.65	$737.29	$1,263.95	$526.66
77	$407.32	$1,157.56	$943.23	$1,639.95	$750.24	$1,286.15	$535.91
76	$414.34	$1,177.51	$959.49	$1,668.22	$763.17	$1,308.32	$545.15
75	$421.36	$1,197.46	$975.74	$1,696.48	$776.10	$1,330.48	$554.38
74	$449.45	$1,277.29	$1,040.79	$1,809.58	$827.84	$1,419.18	$591.34
73	$477.54	$1,357.12	$1,105.84	$1,922.67	$879.58	$1,507.88	$628.30
72	$505.63	$1,436.95	$1,170.89	$2,035.77	$931.32	$1,596.58	$665.26
71	$533.73	$1,516.81	$1,235.96	$2,148.90	$983.08	$1,685.31	$702.23
70	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
69	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
68	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
67	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
66	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
65	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19

Retiree Medical - 2022 Plan Year
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$292.14	$830.23	$676.51	$1,176.21	$538.09	$922.46	$384.37
94	$299.45	$851.01	$693.44	$1,205.65	$551.56	$945.55	$393.99
93	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
92	$314.05	$892.50	$727.25	$1,264.43	$578.45	$991.65	$413.20
91	$321.36	$913.27	$744.17	$1,293.86	$591.91	$1,014.72	$422.81
90	$328.66	$934.02	$761.08	$1,323.25	$605.36	$1,037.78	$432.42
89	$335.97	$954.79	$778.01	$1,352.68	$618.82	$1,060.86	$442.04
88	$343.27	$975.54	$794.91	$1,382.07	$632.27	$1,083.91	$451.64
87	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
86	$357.88	$1,017.06	$828.74	$1,440.90	$659.18	$1,130.04	$470.86
85	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
84	$372.48	$1,058.55	$862.55	$1,499.68	$686.07	$1,176.14	$490.07
83	$379.79	$1,079.33	$879.48	$1,529.11	$699.54	$1,199.23	$499.69
82	$387.09	$1,100.07	$896.38	$1,558.50	$712.98	$1,222.27	$509.29

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$394.39	$1,120.82	$913.29	$1,587.89	$726.43	$1,245.33	$518.90
80	$401.70	$1,141.59	$930.22	$1,617.32	$739.89	$1,268.41	$528.52
79	$409.00	$1,162.34	$947.12	$1,646.72	$753.34	$1,291.46	$538.12
78	$416.31	$1,183.11	$964.05	$1,676.15	$766.80	$1,314.54	$547.74
77	$423.61	$1,203.86	$980.95	$1,705.54	$780.25	$1,337.59	$557.34
76	$430.91	$1,224.60	$997.86	$1,734.93	$793.69	$1,360.64	$566.95
75	$438.22	$1,245.38	$1,014.79	$1,764.36	$807.16	$1,383.73	$576.57
74	$467.43	$1,328.39	$1,082.43	$1,881.97	$860.96	$1,475.96	$615.00
73	$496.64	$1,411.40	$1,150.07	$1,999.57	$914.76	$1,568.19	$653.43
72	$525.86	$1,494.44	$1,217.73	$2,117.22	$968.58	$1,660.45	$691.87
71	$555.07	$1,577.45	$1,285.38	$2,234.82	$1,022.38	$1,752.69	$730.31
70	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
69	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
68	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
67	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
66	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
65	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75

Retiree Medical - 2019 Plan Year
Monthly Contribution Rates for Individuals Less Than Age 56 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$259.72	$738.10	$601.43	$1,045.68	$478.38	$820.09	$341.71
94	$272.70	$774.99	$631.49	$1,097.94	$502.29	$861.08	$358.79
93	$285.69	$811.90	$661.57	$1,150.25	$526.21	$902.09	$375.88
92	$298.67	$848.79	$691.63	$1,202.51	$550.12	$943.08	$392.96
91	$311.66	$885.71	$721.71	$1,254.81	$574.05	$984.10	$410.05
90	$324.65	$922.62	$751.79	$1,307.11	$597.97	$1,025.11	$427.14
89	$344.12	$977.95	$796.88	$1,385.50	$633.83	$1,086.59	$452.76
88	$363.60	$1,033.31	$841.99	$1,463.93	$669.71	$1,148.10	$478.39
87	$383.08	$1,088.68	$887.10	$1,542.36	$705.60	$1,209.62	$504.02
86	$402.56	$1,144.04	$932.21	$1,620.79	$741.48	$1,271.13	$529.65
85	$422.04	$1,199.40	$977.32	$1,699.22	$777.36	$1,332.64	$555.28
84	$441.52	$1,254.76	$1,022.43	$1,777.65	$813.24	$1,394.15	$580.91
83	$461.00	$1,310.12	$1,067.54	$1,856.08	$849.12	$1,455.66	$606.54
82	$480.47	$1,365.45	$1,112.62	$1,934.47	$884.98	$1,517.13	$632.15

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$499.95	$1,420.81	$1,157.73	$2,012.90	$920.86	$1,578.64	$657.78
80	$519.43	$1,476.17	$1,202.84	$2,091.33	$956.74	$1,640.15	$683.41
79	$538.91	$1,531.53	$1,247.95	$2,169.76	$992.62	$1,701.66	$709.04
78	$558.39	$1,586.89	$1,293.06	$2,248.19	$1,028.50	$1,763.17	$734.67
77	$577.87	$1,642.25	$1,338.17	$2,326.62	$1,064.38	$1,824.68	$760.30
76	$597.35	$1,697.61	$1,383.28	$2,405.05	$1,100.26	$1,886.19	$785.93
75	$616.83	$1,752.97	$1,428.39	$2,483.48	$1,136.14	$1,947.70	$811.56
74	$636.30	$1,808.30	$1,473.48	$2,561.87	$1,172.00	$2,009.18	$837.18
73	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
72	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
71	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
70	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
69	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
68	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
67	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
66	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27
65	$649.29	$1,845.22	$1,503.56	$2,614.17	$1,195.93	$2,050.20	$854.27

Retiree Medical - 2020 Plan Year
Monthly Contribution Rates for Individuals Less Than Age 56 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$270.10	$767.60	$625.47	$1,087.48	$497.50	$852.87	$355.37
94	$283.61	$805.99	$656.76	$1,141.87	$522.38	$895.53	$373.15
93	$297.11	$844.36	$688.02	$1,196.22	$547.25	$938.16	$390.91
92	$310.62	$882.75	$719.30	$1,250.62	$572.13	$980.81	$408.68
91	$324.12	$921.12	$750.56	$1,304.97	$597.00	$1,023.44	$426.44
90	$337.63	$959.51	$781.85	$1,359.37	$621.88	$1,066.10	$444.22
89	$357.89	$1,017.09	$828.77	$1,440.94	$659.20	$1,130.08	$470.88
88	$378.15	$1,074.66	$875.68	$1,522.51	$696.51	$1,194.04	$497.53
87	$398.40	$1,132.21	$922.57	$1,604.04	$733.81	$1,257.98	$524.17
86	$418.66	$1,189.79	$969.49	$1,685.61	$771.13	$1,321.96	$550.83
85	$438.92	$1,247.37	$1,016.41	$1,767.18	$808.45	$1,385.94	$577.49
84	$459.18	$1,304.94	$1,063.32	$1,848.75	$845.76	$1,449.90	$604.14
83	$479.43	$1,362.49	$1,110.22	$1,930.28	$883.06	$1,513.85	$630.79
82	$499.69	$1,420.07	$1,157.13	$2,011.85	$920.38	$1,577.82	$657.44

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$519.95	$1,477.65	$1,204.05	$2,093.42	$957.70	$1,641.80	$684.10
80	$540.21	$1,535.22	$1,250.96	$2,174.99	$995.01	$1,705.76	$710.75
79	$560.47	$1,592.80	$1,297.88	$2,256.56	$1,032.33	$1,769.74	$737.41
78	$580.72	$1,650.35	$1,344.77	$2,338.09	$1,069.63	$1,833.68	$764.05
77	$600.98	$1,707.93	$1,391.69	$2,419.67	$1,106.95	$1,897.66	$790.71
76	$621.24	$1,765.50	$1,438.61	$2,501.24	$1,144.26	$1,961.63	$817.37
75	$641.50	$1,823.08	$1,485.52	$2,582.81	$1,181.58	$2,025.60	$844.02
74	$661.75	$1,880.63	$1,532.41	$2,664.34	$1,218.88	$2,089.54	$870.66
73	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
72	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
71	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
70	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
69	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
68	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
67	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
66	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44
65	$675.26	$1,919.02	$1,563.70	$2,718.73	$1,243.76	$2,132.20	$888.44

Retiree Medical - 2021 Plan Year
Monthly Contribution Rates for Individuals Less Than Age 56 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$280.91	$798.32	$650.50	$1,131.00	$517.41	$887.00	$369.59
94	$294.95	$838.22	$683.02	$1,187.53	$543.27	$931.34	$388.07
93	$309.00	$878.15	$715.55	$1,244.10	$569.15	$975.70	$406.55
92	$323.04	$918.05	$748.06	$1,300.62	$595.01	$1,020.03	$425.02
91	$337.09	$957.98	$780.60	$1,357.19	$620.89	$1,064.40	$443.51
90	$351.14	$997.90	$813.13	$1,413.76	$646.76	$1,108.75	$461.99
89	$372.20	$1,057.76	$861.90	$1,498.55	$685.56	$1,175.26	$489.70
88	$393.27	$1,117.63	$910.70	$1,583.38	$724.36	$1,241.79	$517.43
87	$414.34	$1,177.51	$959.49	$1,668.22	$763.17	$1,308.32	$545.15
86	$435.41	$1,237.39	$1,008.28	$1,753.05	$801.98	$1,374.85	$572.87
85	$456.48	$1,297.27	$1,057.07	$1,837.88	$840.79	$1,441.38	$600.59
84	$477.54	$1,357.12	$1,105.84	$1,922.67	$879.58	$1,507.88	$628.30
83	$498.61	$1,417.00	$1,154.63	$2,007.50	$918.39	$1,574.41	$656.02
82	$519.68	$1,476.88	$1,203.42	$2,092.34	$957.20	$1,640.94	$683.74

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$540.75	$1,536.76	$1,252.21	$2,177.17	$996.01	$1,707.47	$711.46
80	$561.82	$1,596.64	$1,301.01	$2,262.00	$1,034.82	$1,774.01	$739.19
79	$582.88	$1,656.49	$1,349.78	$2,346.79	$1,073.61	$1,840.51	$766.90
78	$603.95	$1,716.37	$1,398.57	$2,431.62	$1,112.42	$1,907.04	$794.62
77	$625.02	$1,776.24	$1,447.36	$2,516.46	$1,151.22	$1,973.56	$822.34
76	$646.09	$1,836.12	$1,496.15	$2,601.29	$1,190.03	$2,040.09	$850.06
75	$667.16	$1,896.00	$1,544.94	$2,686.12	$1,228.84	$2,106.62	$877.78
74	$688.22	$1,955.85	$1,593.71	$2,770.91	$1,267.63	$2,173.12	$905.49
73	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
72	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
71	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
70	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
69	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
68	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
67	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
66	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98
65	$702.27	$1,995.78	$1,626.25	$2,827.48	$1,293.51	$2,217.49	$923.98

Retiree Medical - 2022 Plan Year
Monthly Contribution Rates for Individuals Less Than Age 56 by January 1, 2019
Applicable to West Ohio Employees Retiring On or After January 1, 2019

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
95	$292.14	$830.23	$676.51	$1,176.21	$538.09	$922.46	$384.37
94	$306.75	$871.75	$710.34	$1,235.04	$565.00	$968.59	$403.59
93	$321.36	$913.27	$744.17	$1,293.86	$591.91	$1,014.72	$422.81
92	$335.97	$954.79	$778.01	$1,352.68	$618.82	$1,060.86	$442.04
91	$350.57	$996.28	$811.81	$1,411.46	$645.71	$1,106.95	$461.24
90	$365.18	$1,037.81	$845.65	$1,470.29	$672.63	$1,153.10	$480.47
89	$387.09	$1,100.07	$896.38	$1,558.50	$712.98	$1,222.27	$509.29
88	$409.00	$1,162.34	$947.12	$1,646.72	$753.34	$1,291.46	$538.12
87	$430.91	$1,224.60	$997.86	$1,734.93	$793.69	$1,360.64	$566.95
86	$452.82	$1,286.87	$1,048.60	$1,823.14	$834.05	$1,429.83	$595.78
85	$474.73	$1,349.14	$1,099.33	$1,911.36	$874.41	$1,499.01	$624.60
84	$496.64	$1,411.40	$1,150.07	$1,999.57	$914.76	$1,568.19	$653.43
83	$518.56	$1,473.70	$1,200.83	$2,087.83	$955.14	$1,637.41	$682.27
82	$540.47	$1,535.96	$1,251.57	$2,176.04	$995.49	$1,706.59	$711.10

Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Spouse < 65	Spouse < 65 Child(ren)	Child(ren)
81	$562.38	$1,598.23	$1,302.30	$2,264.25	$1,035.85	$1,775.77	$739.92
80	$584.29	$1,660.49	$1,353.04	$2,352.47	$1,076.20	$1,844.95	$768.75
79	$606.20	$1,722.76	$1,403.78	$2,440.68	$1,116.56	$1,914.14	$797.58
78	$628.11	$1,785.03	$1,454.51	$2,528.90	$1,156.92	$1,983.32	$826.40
77	$650.02	$1,847.29	$1,505.25	$2,617.11	$1,197.27	$2,052.50	$855.23
76	$671.93	$1,909.56	$1,555.99	$2,705.32	$1,237.63	$2,121.69	$884.06
75	$693.84	$1,971.82	$1,606.73	$2,793.54	$1,277.98	$2,190.87	$912.89
74	$715.75	$2,034.09	$1,657.46	$2,881.75	$1,318.34	$2,260.05	$941.71
73	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
72	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
71	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
70	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
69	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
68	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
67	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
66	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93
65	$730.36	$2,075.61	$1,691.29	$2,940.58	$1,345.25	$2,306.18	$960.93

Attachment M – Exhibit # 4
Revised to Reflect Seniority in the Local 308 Collective Bargaining Agreement Dated March 16, 2010
West Ohio Union Employees As of December 28, 2012

	Last Name	First Name	Service Date
1	Bradley	Clarence G	9/11/79
2	Shelley	Jeffrey D	2/23/81
3	Faller	Samuel L	8/10/81
4	Reindel	Timothy J	2/27/89
5	Wilkerson	Anthony C	3/20/89
6	Evers	Dale R	5/30/89
7	Lyle	James R	1/29/90
8	Zuber	Jan Lynn	2/4/91
9	Flexter	Marty E	3/11/91
10	Jones	Michael D	3/18/91
11	Mock	Shari A	8/27/92
12	Reiff	Jeffrey A	8/31/92
13	Johnson Jr	David A	9/14/92
14	Sawmiller	Aaron A	5/10/93
15	Schnipke	Donna	6/1/93
16	Landwehr	Michelle A	8/9/93
17	Horton	Steven A	8/11/93
18	Vogt	James L	8/23/93
19	Lohr III	George E	10/11/93
20	Stewart	Clarence M	1/3/94
21	Watson	Vanessa	1/31/94
22	Dodds	Thomas B	10/31/94
23	Christman	Cristine A	1/30/95
24	Smith	Jeffrey D	3/16/95
25	Lindeman	Daniel J	3/27/95
26	Bowman	Daniel B	1/18/96

	Last Name	First Name	Service Date
27	Schumann	Susan K	1/22/96
28	Cross	Amy J	1/24/96
29	Maenle	Sharon E	4/26/96
30	Tabler	John P	5/6/96
31	Dorley	Dan M	5/7/96
32	Wheeler	Daniel P	5/28/96
33	Carder	Timothy A	5/31/96
34	Rutter	Gina L	1/29/97
35	Williams	Timothy B	2/3/97
36	McDuffie Jr	Tommy J	2/10/97
37	Riepenhoff	Tim	8/25/97
38	Nocera	Timothy J	10/13/97
39	Maag	Barry J	6/30/08

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ATTACHMENT N

Amendment to Collective Bargaining Agreement Article IV

Effective June 16, 2018, the Company will grant the Union a total of 9,360 hours of Company paid time. These hours can be used between June 16, 2018 and June 15, 2022.

The Union may use the hours of Company paid time for any of its members or Representatives for legitimate Union business that would ordinarily be invoiced to the Union. At least one day of advance notice will be required for Union clearance and a reason for the clearance must be provided to the Company.

The Company will track the number of hours used during the term of the current Collective Bargaining Agreement and will provide the Union with a monthly update to include a cumulative total of hours used. The Union will be notified when the hours have been exhausted.

Notwithstanding any other provisions of the current Collective Bargaining Agreement which expires on June 15, 2022, the Company agrees to pay the Union President and one other Union Officer who shall be a member of the Union Executive Board, designated by the Union President, to attend to their union responsibilities as representatives of the Company's bargaining unit employees. Both the President and the Designated Officer shall be paid at their regular straight time rate of pay provided in the current Collective Bargaining Agreement for 8 hours per day or 40 hours per week. The Union President and/or Designated Officer will be entitled to overtime pay on for work performed beyond eight hours per day or forty hours per week that is within the job description of their Dominion Energy classification as listed within the Current Collective Bargaining Agreement. The Union must advise the Company in writing who the President is and who the other Designated Officer will be to receive compensation. While performing their Union

responsibilities, the Union President and the Designated Officer shall be treated in all respects as employees of the Company, and shall be entitled to receive all the same benefits and privileges of their regular job except as to overtime. The Union President and the Designated Officer will be required to report their time in the Company's time entry system but shall not be required to furnish detailed documentation of their daily activities, except as necessary to document overtime worked performed within their job description of their Dominion Energy classification as listed within the current collective bargaining agreement, or to document time off for vacation, sickness, absences due to civic services, or as necessary to comply with Section 302 of the National Labor Relations Act.

This Amendment supersedes Article IV, Section 4.1, 4.4, and 4.5 of the Collective Bargaining Agreement. This Amendment will become effective June 16, 2018 upon recommendation by the Union's Wage and Grievance Committee, subject to approval by the Executive Committee, and subject to ratification by the members of the UWUA Local G-555.

Signed: June 15, 2018

For the Company	For the Union
W. Pat Branch Manager, Labor Relations	Eddie Hall Executive President, Local G-555, Utility Workers Union of America, AFL-CIO

ATTACHMENT O
Absence Control Program

The document serves as an understanding between Local G-555 and Dominion Energy Ohio regarding the Absence Control Program for Union eligible employees.

1. Each month Human Resources will prepare an Attendance Report to document absenteeism for all Union employees over the last twelve (12) months.

2. All absences not protected by Family Medical Leave (FML) will be included in the report.

3. The following non-FML time codes in SAP will be used to generate the report:

- 2020 – Sick Pay
- 2021 – Sick with No Pay
- 2350 – Unpaid Time Off without Permission

4. The Absence Report will be sent to all Managers on a monthly basis. Each Manager will review the absences in their respective areas.

5. Managers will follow the guidelines below when reviewing absences in their area:

- Employees with 40 to 55 hours of absence in a 12-month period should be coached.
- Both partial days and full days will be counted as an occurrence.
- Employees that reach 56 or more hours, combined with 4 or more occurrences will be reviewed. Progressive disciplinary action may result.

6. Employees who currently have active disciplines for attendance will remain in the discipline process. They will continue to be disciplined progressively using the criteria of 56 hours and four or more occurrences in a 12-month period.

This letter rescinds Mike Reed's letter on March 21, 2013.

For the Company	For the Union
Amanda Konkoly Manager, Human Resources	Eddie Hall Executive President, Local G-555, Utility Workers Union of America, AFL-CIO
Sam Mercurio Director, Gas Operations	

ATTACHMENT P

Standby Duty Guidelines

To maintain acceptable after-hour emergency response, management will discuss with the local Union Representative the needs and opportunities for employees in the program. The Company and Union Leadership may add agreed upon additional terms as an attachment to the Standby Duty Guidelines. Prior to any changes in an agreement made with the local Union Representative management will notify Union leadership. Local agreements will be reviewed and approved by the Company and the Union Executive Board.

a) The parties acknowledge and agree that due to the nature of the Company services operations, the Company may, at times, require employees to assume Standby Duty status and thus be prepared to report immediately for Duty at any time as needed. Where such Standby Duty is required, schedules shall be posted so as to provide employees on Standby Duty with advanced notice.

b) Employees will be paid the amount of $36.00 for each twenty-four (24) hour period, when assigned to Standby Duty; increasing to $37.00 on June 16, 2019, to $38.00 on June 16, 2020, and to $39.00 on June 16, 2021.

c) Employees called out while on Standby Duty will be paid in accordance with Article VIII of the Local G-555 agreement.

d) Employees on Standby duty will be called first and required to respond in a timely manner. When additional resources are required, local callout practices and agreements will be initiated.

e) The Company will attempt to schedule an employee on Standby Duty no more than seven (7) twenty-four (24) hour periods during any calendar month.

f) Employees may substitute or trade Standby Duty status with other employees in the same classification or who are

deemed qualified to perform Standby Duty. The Company shall be notified with a schedule change form authorized by the employees making the change, and approved by local management for the period which the trade will take place.

g) If an employee becomes sick, injured or for other reasons is unable to complete his/her tour of Standby Duty, volunteers will be solicited. If there are no volunteers, the least senior qualified person shall be placed on Standby Duty.

h) Employees who elect a vacation period that coincide with the period they are on Standby Duty shall be required to find another employee, as provided for in item (e) above, to replace him/her for such Standby Duty.

i) Stand-by Duty does not supersede an employee's responsibility to participate in volunteer overtime (extended day, scheduled, emergency).

j) If either party chooses to terminate, change or modify the language in a local agreement to the standby duty guidelines, there must be a 30-day notice given to cancel and or discuss any suggested changes or modifications. Any recommended changes or recommendations must be agreed upon with the local Union Representative and management prior to implementation.

ATTACHMENT Q

Memorandum of Understanding
NGV Specialist Assignment

The Company and the Union have reached the following agreement for the NGV specialist. This is a non-precedent setting agreement and applies only to the NGV specialist research and development work. The purpose of the agreement is to compensate employees that have taken on the responsibility to do assigned NGV research and development work and have obtained additional NGV certification.

When this work is needed, a qualified mechanic within the fleet maintenance department can be assigned to do this work. This agreement in no way supersedes the contractual language outlined in the collective bargaining agreement.

Criteria to be assigned as NGV specialist

Temporary upgrades to NGV Specialist classification will be based on qualifications and a recommendation by local management. Candidate must have and maintain the F1 Alternative Fuel ASE certification.

Upgrade Process/Pay Type

Assigned NGV specialist work will be paid an upgraded hourly rate with a minimum of 8 hours when they are assigned this work. An SAP wage type will be used for the hours worked to pay for the mechanic upgrade, which will be equivalent to the Natural Gas Vehicle Specialist A rate.

Either party may terminate this agreement with a 30-day notice given prior to termination of agreement.

The Company and the Union must mutually agree, in writing, to any changes to this agreement. Any disputes arising from this agreement will be subject to the grievance and arbitration procedures as set forth in the collective bargaining agreement.

Signed: April 14, 2016

For the Company	For the Union
W. Pat Branch	Russell Mazzola
Manager, Labor Relations	Executive President,
	Local G-555, Utility Workers
	Union of America, AFL-CIO

ATTACHMENT R

New Hire Payments

All new employees (excluding interns), hired on or after January 1, 2019, will receive a one-time payment of $1,000 (subject to taxes and applicable deductions). This payment will be made in January of the year following the completion of the employee's 90 working-day probationary period. To be eligible to receive the one-time payment, the employee must be in active status on January 1st of the year of the payment.

Signed April 16, 2018

For the Company	For the Union
W. Pat Branch	Eddie Hall
Manager, Labor Relations	Executive President
	Local G-555
	Utility Workers Union

ATTACHMENT S

Retirement Notice

Retirement Window: June 16, 2018 to June 15, 2022

Bargaining Unit Employees who provide a written three (3) month notice to the Company of their expected retirement date within the Election Window above, and who retire on the date specified in their three (3) month written notice, shall be eligible for a one time, lump sum payment of $1000. The aforementioned payment will be included in their final paycheck. Such payment is taxable to the recipient.

Three (3) month written notices must include the employee's retirement effective date (must be the 1st of a month), the employee's signature, and the date signed. Three (3) month written notices should be submitted by email to the Labor Relations Mailbox

(DEOLaborRelations@dominionenergy.com)

and must be received no later than three (3) months prior to the employee's effective retirement date. (e.g. August 1 for a November 1 retirement).

Employees may only utilize this notice provision one time during the Election Window. If the employee elects not to retire on the date provided in their three (3) month written notice, he/she will not receive a one-time lump sum payment as described above.

The Company and the Union agree this program terminates on June 15, 2022.

QUALIFICATIONS FOR GOOD UNION MEMBERS

A good union member is a good citizen. The two go together. A good union member:

- participates in all union activities;
- defends his/her union against anti-labor elements in all walks of life;
- helps his/her union fight all forms of discrimination because of race, creed, color, or sex;
- attends all union meetings and reads all union publications;
- renders a fair day's work for a fair day's pay and conducts himself/herself with dignity and good manners;
- is honest in his/her dealings with his/her co-workers, his/her employer, his/her fellow unionists and his/her fellow citizens;
- respects the democratic tradition of our nation, registers as a voter and casts his/her ballot in elections on the local, state, and Federal levels.

A good union member, in short, is a man or woman who is a good person.