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Location: **NY**

Union: **International Brotherhood of Electrical Workers (IBEW)**

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**Collective
Bargaining
Agreement
and
Interpretations**

between

**KeySpan
Corporation**

and

**Local Union 1049
of the International
Brotherhood of
Electrical Workers**

**February 14, 2001
to
February 13, 2004**

February 13,

February 14,

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*Refer to interpretations for additional material affecting the subject matter.

COLLECTIVE BARGAINING**AGREEMENT****Between****KEYSPAN CORPORATION****and****LOCAL 1049****of the****INTERNATIONAL BROTHERHOOD****OF ELECTRICAL WORKERS**

Agreement made as of the fourteenth day of February 2001, by and between the KeySpan Corporation, a corporation organized and existing under and pursuant to the Transportation Corporations Law of the State of New York, its successors or assigns, hereinafter referred to as the "Company", and Local 1049 of the International Brotherhood of Electrical Workers hereinafter referred to as the "Union". The "Company," shall provide notice of the existence of the terms of this Collective Bargaining Agreement to any purchaser, transferee, assignee or lessee. Such notice shall be in writing with a copy to the "Union," as provided herein.

Witnesseth:

WHEREAS, the parties have met and bargained collectively, and in consideration of the mutual promises herein contained,

The Parties Hereby Agree as Follows:

*Article I.***RECOGNITION**

(a) The Company recognizes the Union as the exclusive bargaining agency as to rates of pay, hours of work and conditions of employment for all physical employees of the Company in the departments and classifications listed in the attached appendix. This recognition is based on the Union's certification by the National Labor Relations Board on November 26, 1947, as the representative for collective bargaining purposes for all production and maintenance employees of the KeySpan Corporation and its predecessor Companies, the Queens Borough Gas and Electric Company and the Nassau and Suffolk Lighting Company (as more specifically set forth in said certification).

The Union is also recognized as bargaining agency for employees in new classifications hereafter established by mutual agreement and covered by this Agreement. New jobs will be established in accordance with Article XXI(c).

(b) It is agreed that all employees covered by this Agreement, and persons employed for employment (other than part time employment) hereafter for job classifications covered by this Agreement, or transferred to employment in such job classification, as a condition of employment, shall be required to obtain and maintain membership in the Union, but such employees shall have thirty (30) days from the date of employment or transfer to obtain such membership, and the Union agrees that such membership will be available to the employee on the same terms and conditions generally applicable to other members.

(c) If an employee covered by this Agreement, or employed for employment (other than part time employment) hereafter for job classifications covered by this Agreement, or transferred to employment in such job classifications, shall fail to obtain and maintain membership in the Union as provided in Article I (b) above, the Company shall within thirty (30) days after receipt of written notice from the Union (the employee having been similarly notified) discharge such employee. The Company and the Union agree to cooperate, in the event that any substantial discharge should be required, so that such discharge shall not unduly interfere with normal operations of the Company.

(d) The Company agrees to deduct from the pay of those members of the Union covered by this Agreement, the Union

membership dues of such members who have signed individual assignments for such deductions. These assignments shall be irrevocable for one (1) year following the date signed, or until the anniversary date of this Agreement, whichever is sooner, but the Company may terminate such deductions in the event the employee's employment is terminated or the employee's position is no longer subject to this agreement. Equal deductions shall be made over a fifty-two (52) week period so that the amounts deducted shall reflect the current month's dues of such employees, and the amount shall be remitted to the Union at its headquarters, 745 Kings Highway, Hauppauge, New York, 11788, not later than the fifteenth (15th) day of the month following the month in which deductions were made.

(e) The Company agrees that in the event the present practices and policies pertaining to the contracting of work are to be extended or changed, the Union shall be advised in advance and given a reasonable opportunity to meet with the Company and discuss the matter. Other things being equal, preference is to be given to contractors whose employees are affiliated with the International Brotherhood of Electrical Workers. The Company will make every effort to stabilize employment in the various departments of the Company within the limits announced to the Union, and agrees that contracting of work will not be used as a means of disturbing such stabilization.

(f) The Union recognizes that the supervision and control of all operations, and the direction of working forces, are vested exclusively in the Company, and the Union recognizes the right of the Company to hire, discharge, layoff, suspend, discipline, promote, demote, or transfer any employee or employees of the Company; such right is subject, however, to the limitations hereinafter imposed by this Agreement.

(g) The Union agrees that its members, who are employees of the Company, will individually and collectively perform efficient work and service, and that they will avoid and discourage waste of materials, time and manpower, and that they will use their influence and best efforts to protect the property of the Company and its interests and to prevent loss of tools and materials, and that they will cooperate with the Company in promoting and advancing the welfare of the Company and the service at all times. In advancing these concepts, the Company and the Union agree to form work methods committees, Quality Circles (whose membership will be voluntary), and other forums to develop more efficient and cost effective work practices, methods and procedures. Any revisions to existing agreements will be subject

to mutual agreement between the Company and the Union in accordance with Article I (i) of this Agreement.

(g-1) The Company and the Union agree that the operation or application of the various provisions of this Agreement shall in no way serve to discriminate against any individuals with respect to their compensation, terms, conditions, or privileges of employment or otherwise affect their status as an employee because of such individual's race, color, religion, sex, age, national origin, disability, marital status, sexual orientation, veteran status, or citizenship status.

(h) The Company shall, upon the certification by the Union, allow any six (6) members of the Union as full-time officers, to represent Local 1049 of the International Brotherhood of Electrical Workers on the property of the KeySpan Corporation, and to be on leave of absence, without pay, during their terms of office as such full time officers. The Company hereby agrees that within thirty (30) days of the termination of said employees' services as such Union officers, they may return to positions with the Company at least equivalent to those which they left without interruption in their seniority and at the prevailing rate of pay. If other employees received a promotion because the Union officials left, it is understood that demotions shall be made on their return to the employ of the Company, if necessary, to make room for their return. Leave of absence for other Union officials may be arranged by mutual agreement.

(i) Wherever the words "mutual agreement" appear in this Agreement, it is understood that the Company and the Union will reach agreement based on "reasonable operating and maintenance requirements". It is not the intent that the phrase "mutual agreement," wherever it appears in this Agreement, shall be utilized as a veto on operations, nor shall it limit the Company in instituting reasonable changes in practices and/or procedures. In the event that a matter subject to "mutual agreement" is not resolved, the issue may be submitted to grievance procedures provided in Article XVII of this Agreement.

(j) The Company and the Union recognize that the introduction of new equipment and procedures and the development of better methods of performing work are essential to the continued well-being of the business. The Company and the Union agree to establish, on a trial basis, "Work Methods Committees" in various Departments presently not having a Work Methods Committee and where it is deemed that such committees would be appropriate. It would be the function of such

committees to review, from a standpoint of efficiency and safety, changes in methods or equipment which would materially affect work practices. Any issue concerning the establishment or continuance of a Work Methods Committee will be submitted to the appropriate member of the Company's General Negotiating Committee for resolution. In consideration, therefore, the Company agrees that no regular employee of the Company on completion of five (5) years of active service shall be subject to a lay-off or a reduction in rate solely because of the introduction by the Company of new equipment, procedures and methods. The Company further agrees that no regular employee of the Company upon completion of five (5) years of active service shall be subject to a lay-off during a period that outside contractors are performing work for the Company which is normally performed by the Company forces; provided that the employee has the skills to perform the work being performed by the outside contractors and further that equipment and sufficient manpower is available to complete the project in the time allocated.

(j-1) Employees who become excess as a result of the introduction of new equipment, procedures and methods may be assigned to perform work in other areas of the Company's operation for which they are qualified.

(j-2) Such excess employees will be offered vacancies occurring in other seniority units and shall receive consideration for such vacancies on the basis of total service with the Company as compared with the total active service of applicants for such vacancies who are in the seniority unit in which the vacancy exists. Such consideration may not, however, supersede the rights of employees who have completed five (5) years of active service with the Company.

(j-3) Employees who receive a pay rate in excess of the pay schedule for the position to which s/he has been assigned under the operation of these provisions shall be subject to "over-the-rate" provisions of the Collective Bargaining Agreement between the Company and the Union.

(j-4) An excess employee who refuses to accept another position for which s/he is qualified may be terminated from the Company, and shall be eligible for a separation allowance as provided in Article XVI.

(j-5) The Company will discuss with the Union any unusual problems involving the placement of personnel arising under these procedures and attempt to resolve such matters.

Article II.*WORKING HOURS**

(a) All employees in all Departments covered by this Agreement shall work on the basis of a forty (40) hour week consisting of five (5) consecutive eight (8) hour days, except as hereinafter provided. Normal working schedules for these employees will provide that these five (5) days are Monday to Friday, inclusive, of each week except shift positions which cover Saturday and Sunday, and except as hereinafter provided.

Sufficient employees shall be scheduled from Tuesday to Saturday to meet the service requirements of the Company. Any existing schedules not in accord with the above are not to be disturbed. Changes in the above schedules or number of employees working Tuesday to Saturday, inclusive, or other existing schedules, shall be arranged by mutual agreement at each location.

(b) Designated hours of labor not specifically provided for in this Agreement shall be arranged by mutual agreement at each location.

(c) All operators and shift employees shall rotate on the watches. The cycle of rotation shall be determined by a vote of all the employees involved. Written notice of the result of such vote shall be forwarded to the supervisor of the department involved, by the Union, and shall govern for the duration of this Agreement. Before taking a vote of the employees, the Union will discuss the cycle of rotation proposals with the Management. In case the Company wishes to change a cycle of rotation, the matter shall first be discussed with an authorized representative of the Union before taking a vote of the employees involved.

*Article III.***OVERTIME AND NIGHT AND SHIFT BONUSES**

* (a) Overtime shall be paid for as outlined below, unless otherwise provided hereinafter. Time and one-half shall be paid for all work ordered and done in excess of the regularly designated eight (8) hours of a regular workday, and for all work ordered and done on the first scheduled day of rest in the regular workweek. Double time shall be paid for all work ordered and done on the second day of rest of the workweek provided the employee has worked or has had excused absence of the basic forty (40) hours of the workweek.

No employee shall be paid both daily and weekly overtime on account of the same hours of overtime worked.

* (b) A callout is a communication to an employee while off duty directing them to proceed immediately to engage in overtime work or to report for such work at a designated time.

An employee who is called out to work shall be paid for a minimum of three (3) hours time at the applicable overtime rate. Pay time for those employees who are called out to proceed immediately to engage in overtime work is to start from the time the call is received, while pay time for those employees called out to report for work at a designated time is to start from the time it is necessary for the employee to leave home in order to reach work at the designated time except, however, no pay for such travel time will be made in those call out cases where an employee has received fifteen (15) hours or more of notice.

Employees who are scheduled to report to work outside of their regularly scheduled basic workday or basic five (5) day workweek, shall be paid for a minimum of three (3) hours time at the applicable overtime rate, with the exception that if they continue to work on into their basic workday within the basic five (5) day workweek, they shall be paid at the applicable rate only for the actual time worked. If the job is canceled, the minimum of three (3) hours time at the applicable overtime rate shall be paid except that no payment shall be made which would be greater than the employee would have earned if the job had not been canceled and no payment shall be made if notice of cancellation is given:

- (1) Before the employee leaves work on the basic workday within the basic five (5) day workweek immediately preceding the day on which the job was to have been done.
- (2) Before the employee leaves work at the end of an overtime work period.
- (3) While the employee is away from work at any time before the end of the basic workday within the basic five (5) day workweek immediately preceding the day on which the job was to have been done.

The above minimum pay provisions do not apply when the employees are required by the Company to attend meetings.

* (c) A notice of not less than forty (40) hours shall be given prior to transfer from one (1) regular schedule of hours or days to another. Failure to give such notice shall entitle all employees involved to overtime for the first eight (8) hours of such change.

* (d) An employee who has worked a continuous period of sixteen (16) hours, or more, shall be entitled to an eight (8) hour period before returning to work. If this eight (8) hour period extends into the employee's regular work schedule, s/he shall lose no time thereby.

Time off, without loss of pay, will be given after other protracted, but not continuous, work in accordance with a schedule to be posted on bulletin boards. The provisions of this callout schedule, however, will not become operative on callouts occurring on a non-regular workday which precedes a regular workday, until sixteen (16) hours prior to the start of the regular workday. The provisions of this callout schedule also shall not apply when the day following the callout is not a regular working day.

An employee who works during those hours of the regular workday for which s/he is entitled to have time off without loss of pay in accordance with the provisions above, shall receive for such time worked an additional straight time pay for this period.

(e) On rotation of shifts when it may become necessary for an employee to work in continuation of an eight (8) hour shift, all time in excess of eight (8) hours shall be paid at the applicable overtime rate.

* (f) When it becomes necessary to work two (2) or more shifts in a day, in order to meet system maintenance schedules or perform any work involving the elimination of an impairment to the operation of a plant or the system, non-shift employees ordinarily assigned to day work may be assigned to night work and shall receive an additional night bonus in addition to their regular day rate, providing that regular night shifts are required for a period exceeding three (3) consecutive days (Saturdays, Sundays, and holidays included). Employees involved are to be given reasonable notice of such work.

When a night shift is established for one (1) day the callout schedule and payment provisions applicable thereunder, as provided by Article III (d), shall apply, but the night (non-rotating) bonus, as provided by Article III (g), will not apply to such work. When night shifts are established for two (2) or three (3) days, overtime will be paid at the applicable overtime rate but neither the additional night (non-rotating) bonus nor the callout provisions will apply to such work.

In cases where a night shift extends to four (4) days or more, the prevailing night (non-rotating) bonus will apply and the overtime will be canceled for the first three (3) days of work.

It is understood that when an employee is assigned to work of the nature described above, on a day that s/he is not usually scheduled to work, the applicable overtime rate without any bonus will apply to all work performed on that day. When an employee is assigned to work of the nature described above, on a day when the employee is usually scheduled to work, and s/he is receiving the additional night (non-rotating) bonus, s/he shall continue to receive the night (non-rotating) bonus, included in his/her base rate for overtime purposes.

* (g) All classifications listed in Appendices hereof working on an intermittent night (rotating shift) basis shall have a cents per hour added to the hourly wage rate for hours worked as follows:

| <u>Effective Date</u> | <u>Hours Worked</u> | | |
|-----------------------|-----------------------------|------------------------------|------------------------------|
| | <u>8 a.m. to 4 p.m.</u> | <u>4 p.m. to 12 Mid.</u> | <u>12 Mid. to 8 a.m.</u> |
| Feb. 14, 2001 | \$.50 | \$1.30 | \$1.30 |
| Feb. 14, 2002 | \$.50 | \$1.40 | \$1.40 |
| Feb. 14, 2003 | \$.50 | \$1.50 | \$1.50 |

The night (non-rotating) bonus for hours worked are as follows:

| <u>Effective Date</u> | <u>Hours Worked</u> | |
|-----------------------|------------------------------|------------------------------|
| | <u>4 p.m. to 12 Mid.</u> | <u>12 Mid. to 8 a.m.</u> |
| Feb. 14, 2001 | \$1.30 | \$1.30 |
| Feb. 14, 2002 | \$1.40 | \$1.40 |
| Feb. 14, 2003 | \$1.50 | \$1.50 |

(g-1) The specified cents per hour shown below shall be added to the base rate for all shift and special schedule employees working on a straight time basis on Sundays and will be paid to such employees only for straight time worked and will be in addition to any other existing shift or night bonus.

| <u>Effective Date</u> | <u>Cents Per Hour</u> |
|-----------------------|-----------------------|
| Feb. 14, 2001 | \$1.40 |
| Feb. 14, 2002 | \$1.40 |
| Feb. 14, 2003 | \$1.50 |

(g-2) For employees who qualify for the Sunday premium provided in Article (g-1) above, an additional cents per hour, as shown below, shall be added to the base rate on Easter Sunday and when Christmas Day (December 25th) falls on a Saturday or Sunday.

| <u>Effective Date</u> | <u>Cents Per Hour</u> |
|-----------------------|-----------------------|
| Feb. 14, 2001 | \$1.40 |
| Feb. 14, 2002 | \$1.40 |
| Feb. 14, 2003 | \$1.50 |

This additional cents per hour will be paid for all hours worked on Easter Sunday and when Christmas Day (December 25th) falls on a Saturday or Sunday, and will be in addition to any other existing shift or night bonus during overtime work performed on these days by such employees.

* (h) An employee who is requested to work on a scheduled day of rest shall be given thirty-six (36) hours' notice before the time that s/he is expected to report for such work.

(i) All employees assigned to do standby duty after regular designated hours of labor shall be paid two (2) hours for each eight (8) hours, or fraction thereof, of standby time. When the employees on standby are called out, they shall receive the applicable overtime rate in addition to the standby time. Minimum pay provisions shall be as outlined in Article III(b).

Employees assigned to work in the territory of another company for emergency restoration purposes, and who are required to board away from home, shall receive standby pay in accordance with the provisions of this Article, for those periods of time they are not in a work status, and are required to remain in that territory.

* (j) Maintenance of service and procedures in the public utility business require, at times, off-schedule or overtime work. The Company agrees that it will make every effort to equitably distribute overtime work, by the classes of work, and the records shall be available to authorized Union representatives. The Union will make every effort to see that its members promptly respond to such off-schedule or overtime calls or assignments.

(k) Shift employees shall work on a basis of forty (40) hour week, consisting of five (5) consecutive eight (8) hour days, following which they have two (2) consecutive days off, except, however, on rotation of shifts and schedules an employee may have one (1), two (2), three (3) or four (4) consecutive days off. On rotations from one (1) shift or schedule to another an employee shall average two (2) consecutive days off. In cases where it becomes necessary to change an employee's regular days off to conform with relief of the position that the employee shall be assigned to, the employee shall have two (2) days off in each week, but shall not work more than seven (7) consecutive days over a period of two (2) calendar weeks, and the employee shall suffer no loss of time. An employee who is scheduled for and works more than seven (7) consecutive straight time days, over a period of two (2) calendar weeks, shall be paid at a rate of time and one half for all such consecutive straight time days worked in excess of seven (7) days. This provision will not apply when employees on shift operations exchange working hours, (Article IX [n]), or when shift schedules are mutually agreed upon.

Article IV.

MEALS

* (a) All employees requested to work a total of two (2) hours, immediately prior to or in continuation of a regular work day, shall be paid a cash allowance of fourteen dollars (\$14.00) for a meal or be furnished a meal except those employees scheduled to work nine and one-half (9½) hours a day [ten (10) hours for a forty (40) hour schedule] for three (3) days duration or more, who will be entitled to a meal only if the work is to continue beyond the

nine and one-half (9½) hours [ten (10) hours for forty (40) hour schedule]. A meal shall be allowed after each five (5) hours of overtime work during the same continuous period after the first meal has been furnished. This meal, and all other meal allowances applicable to this Article, shall be furnished or be paid as a cash allowance of six dollars (\$6.00). The cash allowance for the tenth (10th) hour meal shall be fourteen dollars (\$14.00) for employees subject to paragraph (c) below.

Effective February 14, 2003, the tenth (10th) hour meal shall be \$15.00.

Employees required to leave the job site in order to secure a meal, will be allowed a reasonable length of time in which to eat the meal without loss of pay, provided the work is to continue after the meal.

* (b) When an employee is called out to report to work immediately, s/he shall be furnished with a meal allowance (but shall not be allowed additional reporting time).

* (c) An employee called out or scheduled to work not on a regularly scheduled workday and who has received fifteen (15) hours' notice of such work, shall be entitled to the meal allowance specified in paragraph (a) of this Article. During the normal or agreed to scheduled hours the first or noon-time meal shall be furnished by the employee. An employee who has not received fifteen (15) hours' notice of such work shall also be entitled to the first or noon-time meal.

Article V.

SENIORITY

* (a) Seniority lists for employees in the departments listed below have been mutually agreed to by the Company and the Union prior to the date of this Agreement as amended and will be continued in force. Seniority of employees added to a list shall be the total length of active service in a seniority unit of a department or division as listed below. These lists shall be kept up-to-date, and a copy of all changes shall be furnished to the Union Business Manager.

OrganizationSeniority Unit

| | | |
|----------------------------------|----|----------------------------------|
| <u>01</u> | | |
| •Electric Production Dept. | 01 | Glenwood |
| •Environmental Engineering Dept. | 02 | Port Jefferson |
| •Generation Material Services | 03 | Far Rockaway |
| •Maintenance Services Dept. | 04 | E. F. Barrett |
| | 05 | Northport |
| | 06 | Internal Combustion Div. |
| | 07 | Environmental Operations Div. |
| | 08 | Performance Improvement |
| | 09 | Generation Material Services |
| | 10 | Generation Maintenance |
| | 11 | Insulation Services |
| | 12 | General Shops |
| | 13 | Structural Services |

| | | |
|---|----|---|
| <u>02</u> | | |
| •Electric Design & Construction Dept. | 01 | (Organization and Unit are the same) |
| •Electric Service Department | | |
| •Electric System Operations Dept. | | |
| •Maintenance Services Department (Substation Maintenance Div. - Electric Technicians series only) | | |
| •Collection & Payment Processing Department | | |

| | | |
|--------------------------------|----|---|
| <u>05</u> | | |
| •Gas Field Operations | 01 | Region 1 |
| | 02 | Region 2 |
| | 03 | Region 3 |
| •Gas Marketing and Sales Dept. | 04 | Gas Marketing & Sales |
| •Gas System Operations | 05 | GSO - LNG Plant & Instrument Regulation |
| | 06 | GE - Corrosion Field Ops Support - Gas Metering |

| | | |
|---|----|-----------------------|
| <u>10</u> | | |
| •Fleet Services Dept. | 01 | Fleet Services Dept. |
| •Facilities Management Dept. | 02 | Facilities Management |
| •Purchasing & Materials Management Dept. | 03 | Materials Management |

* (b) "Active service" in all departments and divisions will include layoffs of less than three (3) years, leave of absence for military or naval training in the forces of the United States (provided a certificate is produced indicating satisfactory completion of their period of service), a leave of absence for full-time Union officers, and absence for sick leave or vacations, but will not include other time spent out of the Company's employ.

* (c) It will be necessary for new employees in all departments and divisions to work a probationary period of six (6) consecutive months to establish seniority rights. Employees shall be placed on the seniority list as of the first day of employment upon completion of the above period.

(d) Employees of all departments and divisions who have qualified under paragraph (c), and who have subsequently been separated from the payroll for twelve (12) consecutive months, shall be removed from the seniority list.

(d-1) Employees who have completed one (1) year of active service and who are subsequently laid off or discharged during the current contract year for lack of work shall be removed from the seniority list thirty-six (36) months from the effective date of such layoff or discharge for lack of work.

(e) In the event that it becomes necessary to reduce in rank an employee from the first level of supervision, s/he shall be returned to the classification from which s/he was promoted within the bargaining unit and shall assume in the old seniority unit, a seniority date in accordance with the following:

- (1) Employees promoted to a supervisory position prior to July 1, 1974, will upon return to the seniority unit, assume his/her old seniority plus seniority credit for all time spent in the supervisory position.
- (2) Employees promoted to a supervisory position on or after July 1, 1974, and prior to February 14, 1989 will upon return to the seniority unit, assume their old seniority without credit for time spent in the supervisory position, except, however, if returning to the seniority unit within one year of the date of promotion to the supervisory position, the employee shall receive credit for all time spent in that position.

(3) Effective February 14, 1989:

Employees promoted to a supervisory position and who returns within two (2) years of the promotion will, upon return to their previous classification in their former seniority unit, assume a seniority date as of the day of return, except; however, if returning to the seniority unit within six (6) months of the date of promotion to the supervisory position, the employee shall receive credit for all time spent in that position back to their original unit seniority providing that no employee in the seniority unit is displaced as the result of the initial return of the employee from the first level of supervision. Employees returning after two (2) years can only return to an entry level position in the bargaining unit.

If the employee cannot perform the work of that classification, the classification to which s/he is assigned and the seniority which s/he assumes in it shall be mutually agreed upon by the Company and the Union. If the employee was not promoted from the bargaining unit, the employee shall not be assigned to it unless by mutual agreement.

(f) The following causes shall be considered sufficient for loss of seniority:

- (1) Discharge for cause.
- (2) Resignation.
- (3) Refusal to accept an offer of re-employment at his/her basic classification at the same location or at another location which would not involve an unreasonable inconvenience and expense to the employee.
- (4) Lapse of employment under Article V (d).
- (5) Acceptance of separation allowance.

(g) Length of continuous service with the Company, or predecessor operating companies, shall be known as "Service Time."

(h) Length of continuous service in a seniority group, as defined in Article V (a) shall be known as "Seniority Time."

*Article VI.***SENIORITY PREFERENCE**

* (a) The company will make promotions from personnel in its employ whenever a vacancy exists, and when employees of adequate knowledge, training, skill and ability are available to fill such vacancies. However, the determination of qualifications and capabilities is the sole responsibility of Management and the vacancy may be filled by a new employee.

When a vacancy exists in a job classification covered by the contract, and the senior applicant for the job can meet the standards and qualifications required to perform that particular job competently, the senior applicant for the job, who meets the above requirements, shall be offered the promotion, even though the senior applicant cannot meet the requirements for the next higher job, and may not be the most competent applicant for the job.

Exceptions to the provisions of the preceding paragraph may be made in the case of those job series with a limited number of personnel, and requiring special training for higher classifications in series. (An example of such a case is the Control Technician job in the Electric Production Department.) Exceptions will also be made in considering promotions to positions covered by the contract requiring supervisory and administrative ability. In cases of the exceptions provided for in this paragraph, it is understood that when qualified employees are available, and when qualifications, and capabilities of such employees are equal, seniority will govern.

When the Company passes over a senior employee in favor of a junior employee, in making a promotion to a position, the Union Office shall be advised by the Company, and the Company's reasons shall be given to the Union. At the Union's request the reasons shall be given in writing. If the Union advises the Company, in writing, within seven (7) days thereafter that the Union wishes to discuss the matter, the Union shall be given an opportunity for such discussions and suggestions.

(a-1) Employees hired on or after August 14, 1984 will be eligible for promotion or lateral transfer if they satisfy the following criteria:

- (1) a satisfactory work performance record.
- (2) a satisfactory attendance record as indicated in the employee's last Performance Appraisal.
- (3) a satisfactory overtime response record as indicated in the employee's current Performance Appraisal.
- (4) during the prior one year period the employee was not involved in any accidents due to misconduct, violation of rules or failure to use proper safety devices on the part of the employee; and the employee reported any accidents as promptly as possible under the circumstances.
- (5) no formal disciplinary action above the level of a written warning for the prior one year period.
- (6) an employee denied a promotion or lateral transfer for failure to satisfy one or more of the above criteria may appeal such denial under the reasonable complaint procedures of Article XVII (e). Such appeals shall be processed in accordance with the time limits provided for in Article XVII (a) but in no event shall such processing exceed 30 days from the date the employee was notified of the bypass.

(b) When it is necessary to curtail forces in an occupation group in a seniority unit, which will result in employees being laid off because of lack of work, seniority shall govern. (In those departments where divisional seniority units are established, departmental seniority shall govern.) Starting with the classification in which the surplus exists, those with the least seniority shall be placed in the next lower classification, providing it can be reasonably expected they are capable of filling the position, or they formerly worked in that classification, and if a surplus exists there, then those with the least seniority shall be placed in the next lower classification, provided it can reasonably be expected they are capable of filling the position, or they formerly worked in that classification. When the lowest classification is reached, and a surplus still exists, those employees with the least seniority in that classification shall be laid off, unless there are other employees with less employment in the seniority unit in another occupational group within the seniority unit whose work these employees are qualified to perform.

In this case the displaced employee shall, in turn, replace another employee junior to him/her; or if there is none, then s/he shall be laid off. The seniority of an employee transferred to a lower classification in his/her occupational group, shall transcend the seniority of other employees in that occupational group, for promotions to the classification from which s/he came. Such seniority preference shall remain in effect until such time as the employee refuses an opportunity to return to his/her basic classification at the original location, or at another location, which does not involve an unreasonable inconvenience or expense to the employee.

(c) The Company reserves its right to reorganize, transfer, close or disband any department or part thereof. In case of reorganizing, transferring, closing, or disbanding a department, or part thereof in order to meet operating or maintenance requirements, it is the Company's policy to transfer qualified employees to existing vacancies and in the order of their seniority, in the seniority unit affected, and to rehire qualified former employees when the department or part thereof again becomes active, in the order of their seniority in the unit or units. If all or part of two or more departments are disbanded, a combined seniority list of all employees affected will be prepared, and the transfer or reemployment of qualified employees will be on the basis of this list. The seniority of employees transferred to another seniority unit shall not supersede the seniority of employees in the seniority unit to which transferred, except by agreement with the Union.

(c-1) In case of reorganizing, transferring, closing or disbanding a department or part thereof involving the transfer of employees with all or a portion of their work from one seniority unit to another, employees will be transferred in accordance with their qualifications and seniority in the unit affected. Employees so transferred will establish a seniority date in the seniority unit to which they are transferred equivalent to the seniority date in their previous seniority unit.

Where it is necessary to transfer or relocate employees because their work has been eliminated through new methods, equipment or procedures, the provisions of Article 1 (j) will apply.

(c-2) Employees hired under this agreement will not be subject to the provisions of Article VI (b) until they have been employed within the bargaining unit for sixty (60) consecutive months.

(d) An employee laid off because of a reduction in force shall retain his/her standing of seniority within the limits defined under "seniority," and provided he/she retains his/her seniority within those limits, shall be given preference over new applicants when additions are made to the force, "either temporary or permanent," in the Company, provided s/he is available and that it can reasonably be expected that s/he will prove capable. In the case of reemployment, fourteen (14) days notification by mail will be given to employees laid off, and the Union will be notified. The Company shall be notified within five (5) days after mailing of the Company notice, of desire of the former employee to accept the offer of the job. The foregoing does not preclude the hiring of new employees to fill the job temporarily, until the former employees can be obtained.

(e) Officers, Executive Board Members, and Shop Stewards appointed by the Union in the divisions, sections, or departments, as set forth in paragraph (a) of Article V, shall have seniority during such appointment over the other employees on their respective seniority lists in the event of a layoff, subject to the qualifications and capabilities of the stewards to fill the remaining jobs. The Union agrees there shall be a maximum of seven percent (7%) of the total number of employees represented appointed as Shop Stewards, and that a list of Shop Stewards shall be furnished to the Company. The Company will be notified of changes in the list as they occur.

* (f) When a promotion is to be made to fill a vacancy in a position covered by this Agreement, the Company agrees that a notice of such vacancy shall be posted on the bulletin board at all appropriate locations involved, for a period of seven (7) calendar days, and the Union will be furnished with a copy of such notice.

* (g) An employee returning from a military leave of absence granted by the Company shall be considered for promotion to a classification subject to the collective bargaining agreement as follows:

- (1) To qualify, an employee must have been reinstated to active employment after a leave under the Company's military leave of absence policy.
- (2) Employees qualified under "(1)," is thereby an "applicant" for each job vacancy (i) which occurred during their leave, (ii) within their contract seniority unit, (iii) higher in the normal job progression within the section (or division or department if there is no section) of his/her classification at the time his/her

leave began, (iv) only if, when the vacancy occurred, s/he had greater seniority than the employee who filled the vacancy based on seniority when entering, and that accumulated during service.

- (3) An "applicant" under "(2)" shall be offered the greatest advance in classification which s/he would have been offered if not on leave and if qualified under the contract and interpretations thereunder.
- (4) This opportunity for promotion including time necessary to qualify will be open for three (3) months from the employee's reinstatement to active service and thereafter closed.
- (5) Demotions may be made to fulfill the purpose of the above provisions.

Article VII.

CHANGE OF STATUS

(a) In all cases of promotions, demotions, layoffs, reorganizations or transfers causing a change in an employee's status, the Union office shall be notified by the Company before the effective date of the action, so that the Union may have an opportunity to offer suggestions.

* (b) When an employee is selected for promotion, s/he shall serve a probationary period of six (6) months.

Employees promoted (except to one of the designated Group A positions indicated in Appendices) shall receive a rate of pay equal to one-half of the sum of the rate of their previous regular classification and the rate of the classification to which they are promoted, during the probationary period, or a minimum rate which is five cents (5¢) per hour less than the rate of the position to which promoted, whichever is greater.

Employees promoted shall receive credit for any accumulation of time gained through temporary assignment to the position to which promoted. Credit for temporary assignments to higher grade positions will also be given to all interim positions in line between the employee's regular position and the position to which temporarily assigned, provided the employee has previously been temporarily assigned to such interim positions.

The positions designated as Group A in Appendices are those classifications with a job rating of not more than 242 points. The positions designated as Group A1 in Appendices are those classifications with a job rating of not less than 243 points and not more than 270 points.

NOTE: The above provisions of Article VII (b) do not apply to positions established on a rate range basis.

(b-1) For positions established on a rate range basis:

- (1) When an employee is promoted s/he shall serve a probationary period of six (6) months. The employee promoted shall receive that step rate for the position to which promoted which is next higher to the employee's rate of pay prior to the promotion.
- (2) Progression through the rate range for a position shall be at six (6) month intervals based on satisfactory performance on the job.
- (3) Employees promoted shall receive credit for any accumulation of time gained through temporary assignment to the position to which they are promoted. Credit for temporary assignment to higher grade positions will also be given to all interim positions in line between the employee's regular position and the position to which temporarily assigned, provided the employee has previously been temporarily assigned to such interim positions.
- (4) An employee temporarily assigned to a rate range position shall receive the promotion rate for such temporary assignment and shall be credited with such time toward progression through the rate range for the position.

* (c) Employees promoted shall be given instruction and training in the job. The Company will return an employee to his/her previous classification and rate of pay whenever s/he fails to qualify in a classification in which s/he is serving a probationary promotion.

(c-1) Whenever a record of unsatisfactory performance (or violation of rules) or a record of outstanding performance is to be inserted in an employee's personnel folder, the employee shall be advised of this action and receive a copy of the record. Upon request of an employee, the Company and the Union will review records maintained in the personnel folder to ascertain whether any specific record should be superseded.

(d) Whenever an employee is demoted, disciplined, laid off or discharged for any violation of rules, faults, or mistakes (except in cases involving personal integrity), the Union will be furnished with the findings of fact in the case. If the Union fails to notify the Company within five (5) days thereafter that regular grievance procedure (starting with the supervisor of the person taking the action) is to be followed, the case will be considered closed. In case the action be declared unjustifiable the employee shall be reinstated, and shall be entitled to his/her previous rights and to his/her regular rate of pay for all regular working time lost; pay to start from the time the employee is laid off. In all cases, employees shall be given a reasonable opportunity to meet the job standards before being disciplined, or released.

* (e) An employee who is temporarily assigned to a higher position except to one of the designated Group A and Group A1 positions, the classification of which is covered by this Agreement, shall for the first one hundred and thirty (130) days of work in such temporary assignment, receive a rate of pay equal to one-half ($\frac{1}{2}$) of the sum of the regular classification rate and the classification rate of the position to which assigned, or a minimum rate which is five cents (5¢) per hour less than the rate of the position to which assigned, whichever is greater.

NOTE: The above provisions of Article VII (e) do not apply to positions established on a rate range basis.

(e-1) When an employee has been temporarily assigned to a higher position subject to this Agreement for a period of six (6) months, (except where a temporary assignment is the result of a leave of absence due to sickness, compensable injury, or like reason) then an employee (not necessarily the employee assigned) shall be promoted to such position following standard selection and promotion procedures.

* (e-2) An employee who is temporarily assigned to a higher position for a portion of a regular workday shall be paid at the temporary assignment rate as follows:

- (1) For periods of short duration which it is not reasonable to measure - no additional pay.
- (2) For periods totalling up to four (4) hours in a day - four (4) hours pay at the temporary assignment rate.
- (3) For periods totalling more than four (4) hours and up to eight (8) hours in a day - eight (8) hours pay at the temporary assignment rate.

(f) It is the policy of the Company that substitution in the next higher classification during the vacation period, or prolonged illness, shall be used as a means of training employees.

* (g) Employees temporarily assigned to a lower classification shall receive their regular rate of pay while so engaged. If the assignment is to be permanent, the employee and the Union shall be notified. In the event an employee becomes unable to perform his/her normal duties because of a mental or physical disability, the Company will attempt to provide him/her with work. The employee must be capable of performing the work to which assigned. S/he shall receive at time of assignment, the rate for his/her new classification, except that his/her reduction in pay shall not exceed the maximum reduction limits shown below:

| <u>Service Time</u> | <u>Maximum Reduction</u> |
|------------------------------|--------------------------|
| Less than 5 years | Job Rate |
| 5 years, less than 10 years | 10% |
| 10 years, less than 15 years | 5% |
| 15 years and over | 0% |

Effective February 14, 2001, prior to the application of any general wage increase, employees whose pay may have been reduced below what this table provides will have their pay adjusted upward in accordance with this table, prospectively only.

In cases involving Workers Compensation, the employee may elect to have his/her rate adjusted in accordance with the above schedule or to the job rate in order to qualify for certain provisions of the Workers Compensation Law.

The employee who has less than five (5) years of service time is to be paid the contractual rate for the position to which assigned.

An employee subject to the provisions of this Article who has completed ten (10) years of active service with the Company may be assigned to job vacancies in all seniority units subject to this Agreement over employees in the seniority unit in which the vacancy exists who have not completed five (5) years of active service with the Company and provided that the disabled employee has the necessary qualifications to perform the duties of the vacant position.

A bargaining unit employee subject to the provisions of this Article may bid, and be accepted, for posted job vacancies in all seniority units subject to this Agreement over employees in the seniority unit in which the vacancy exists based on a comparison of the total Local Union 1049 affiliation time, provided that:

- (1) The employee's current job cannot be reasonably modified to accommodate his/her disability;
- (2) It is medically determined that the employee is disabled in his/her current job;
- (3) A reasonable accommodation can be made to accept the disabled employee;
- (4) The disabled employee is entitled to the provisions set forth in subsection (c) of the interpretation of this section (light/restricted duty).

(h) Nothing in this Agreement is intended, nor shall it be construed, as denying to the Company the right to discharge any employee for justifiable cause, nor to lay off employees from time to time when warranted.

(i) Two (2) weeks notice shall be given all regular employees in the event of a layoff, except in cases of temporary cessation of service in an emergency; and except that all new, temporary or seasonal workers will be employed for a definite period or will be given one (1) week's notice in the event of a layoff. The Union will receive notice similar to that given the employees in the above cases.

(j) Personal injury or illness shall not in itself be sufficient grounds for dismissal, provided, however, the employee has the qualifications to properly perform the work to which assigned.

(k) Employees laid off because of lack of work, and rehired at a lower classification, will receive the rate of pay of the lower classification, but will retain their rights to work in their former classification, with preference over an employee who has never worked in that classification.

(l) Employees transferred to another department will carry with them the sick leave and vacation benefits to which they were entitled in their previous department. An employee so transferred who has completed his/her probationary period shall not be considered a "New Employee." An employee who has completed his/her probationary period in one department and who is transferred to another to perform work which is substantially the same as that which s/he has been performing, shall not serve the probationary period, but shall immediately be assigned the proper classification and rate in the new department. If assigned to work which is not substantially the same as that previously performed s/he shall be in a probationary promotion status in the new position.

Article VIII.

TRANSPORTATION

* (a) Employees working out of headquarters at the various points in the Company's system shall be transported to and from such work on the Company's time. A list of headquarters of all departments and divisions will be furnished to the Union and kept up-to-date. The locations shown may be changed, increased, or decreased at the option of the Management, but before making any such change, the Union will be notified, and be given an opportunity to offer suggestions.

* (a-1) Employees who are required to report on a temporary basis to a headquarters other than their regular reporting headquarters

for a period of less than six (6) months shall receive the excess in travel time and mileage, computed on a round trip basis, above that involved in reporting to their regular headquarters. However, in the case of major overhauls in the Electric Production Department and temporary promotion procedures in other departments of the Company, past practices concerning temporary transfers shall continue. Practice covering Construction Department employees reporting to job sites are not to be affected by the provisions of this paragraph.

(b) Company employees using their own automobiles on Company business, by request of the Company, shall be reimbursed for such use at the Internal Revenue Service rate in effect.

* (c) Employees who are called upon regularly to drive trucks, or cars, of the Company, shall have the necessary license, required by the New York State Motor Vehicle Bureau, paid for by the Company.

(d) Employees will be reimbursed for authorized traveling expenses incurred, and not covered by Paragraph (b) of this Article.

Article IX.

GENERAL WORKING RULES

(a) All employees of the Company covered by this Agreement, shall be paid once each week, during their regular hours of employment. The Company will arrange for the payment, at par, of any check issued by the Company.

Effective July 1, 2001, the Company will no longer issue weekly paper pay checks to employees, but will instead directly deposit the wages of every employee directly into the bank account or accounts specified by the employee for that purpose. As of that date, all prior practices of providing employees with paid or unpaid time off to cash or deposit payroll checks or otherwise obtain cash are eliminated.

This direct deposit of an employee's wages shall not cause any employee to be subject to an administrative, processing or other fee by their bank. However, the Company does not guarantee that a bank or automatic teller machine network will not charge a transaction fee for other transactions.

Due to the substantial benefits to both the Company and the Union and its members with respect to their agreement regarding the direct deposit of wages, including the savings realized by both the Company and the employees in eliminating weekly paper paychecks and bank teller transactions and their associated fees, the benefit to employees in having their wages available earlier in the payday than under present payroll practices, and in consideration of other benefits secured by the Union under this Collective Bargaining Agreement, the Union expressly intends the direct deposit agreement to be a knowing and voluntary waiver of the provisions of Section 192 of the New York State Labor Law and any similar statute or regulations, and it is the understanding and intent of the parties that such waiver is valid and enforceable with respect to and on behalf of the individual members of the Union who are employed by the Company.

* (b) The probationary period for employees entering the Company's employ in all departments, shall be not more than six (6) months. During this period an employee may be dismissed by the Company at any time without regard to the other provisions of this Agreement. Before such a dismissal, the Union will be notified and be given an opportunity to discuss the matter. An employee serving his/her probationary period shall be classified as a "New Employee", and will be paid a rate not below ninety percent (90%) of the rate of the grade of work for which employed, and will remain in this classification for not more than the above specified six (6) months, after which time the employee will be given the proper classification and rate, or released.

(c) Instructions as to new devices or equipment adopted by the Company shall be given by the Company, and on Company time to all employees whose duties require the use of such devices or equipment. Instructions as to customers gas appliances approved by the Company shall be given by the Company and on Company time to servicemen or men involved in the operation, servicing or installation of such appliances.

Employees assigned to training outside of the Company's territory shall have time for traveling to and from home and the city where the training is to take place, considered as work time.

* (d) If the Company requires any employee to install a telephone in his/her residence, the first installation charge, the monthly charge and any calls in the Company's business shall be paid for by the Company.

(e) No foreman/forewoman or supervisor, except Working Foreman/ Forewoman covered by this Agreement, shall act in other than a supervisory capacity, except as required in performing the necessary functions of supervision or instruction, protecting life or property, or giving emergency assistance. The primary function of a Non-Working Foreman/Forewoman is supervision, and they are not to perform work which will eliminate an employee in the crew, or interfere with supervision.

(f) All trucks regularly carrying crews shall be equipped with a sanitary means of carrying water, to be used for drinking purposes, and water shall be kept in the container during the day.

* (g) Employees shall not be required to work out of doors in inclement weather, except in the type of work listed below:

- (1) Relieving a potential or an actual impairment to the operation of an electric or gas plant.
- (2) Unloading of coal, coke or oil barges or cars in order to keep the barges or cars on regular schedules.
- (3) Maintaining continuity of electric or gas service or customer premises routines, protecting life or property or insuring safety of service.

The Company supervisor at the job site shall decide what constitutes inclement weather. If no supervisor is at the job site, the person delegated to be in charge of the work shall decide. Indoor work or reasonable yard work shall be assigned as is practicable.

The Company will furnish raincoats, boots and rain hats to employees when their duties require them, and the employees shall be held responsible for the return of such rain apparel, and in good condition; ordinary wear and tear and reasonable loss excepted. The Company shall be responsible for the upkeep of such rain apparel.

(h) In order to meet operating requirements of the Company, it is agreed that in addition to the work customarily performed by employees in their department said employees shall perform other similar or less skilled work for which they are qualified, as required and subject to the limitations detailed in this Agreement. If assigned to work carrying a higher rate of pay, they shall be paid in accordance with the terms of this Agreement pertaining to such temporary assignments. If assigned to work carrying an equal or lower rate of pay,

they shall retain their regular rate during such temporary assignment. Flexibility required between departments, or any conflict with departmental seniority rules, will be discussed with the Union, and an attempt made to reach a mutual agreement; failing which, grievance procedure shall be followed.

(i) Classification of employees at a location shall be posted on a bulletin board, in a conspicuous place, by the Company, and kept up-to-date.

(j) Employees in charge of work, or employees held responsible for the completion of work, shall be advised of changes in location of apparatus, or changes in construction standards, which directly affect the work to which they are assigned.

* (k) The Company agrees to pay employees called for jury duty on a regular working day [part of the regular five (5) day week] and for a period not in excess of two (2) weeks, the difference between the pay received for such jury duty and their regular straight time eight (8) hours pay. This two (2) weeks period may be extended when the employee is held on jury duty for reasons beyond their control.

(l) For the purpose of giving notice to its members of its meetings, and making announcements to its members, the Union shall have the right to make reasonable use of the regular bulletin boards of the Company provided that all such notices shall be submitted to the head of the department or his/her designated representative, for approval and posting, and provided further that such notices and announcements shall be restricted to:

Notices of meetings of the Union;

Notices of its election;

Notices of its appointments to Office, and the results of its elections; and

Notices of its social, educational or recreational affairs; and provided further that such notices and announcements shall contain nothing political or controversial, or reflecting upon the Company, any of its employees (or any labor organization among its employees), the Company may refuse to post notices, announcements or other material which would violate any of the provisions of this paragraph.

(m) When an employee is required by the Company to attend meetings, such meetings shall be held on Company time or the Company will reimburse the employee at the applicable overtime rate for time spent at the meeting.

(n) Employees on shift operations will be permitted, upon approval of their supervisors, to exchange working hours, if they so desire, provided, that in the opinion of the Company, this privilege is not abused, and provided further that this Article shall not require daily or weekly overtime because of Wage and Hour Law or any other regulations.

(o) Present practices in all departments relative to tools will be continued, but employees suffering loss of personal tools while on company property, as a result of fire, breakage or theft through burglary, will have replacement of same made by the Company.

Article X.

SAFETY

(a) The Company shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment. Protective devices and equipment necessary for the proper protection of employees from injury shall be provided by the Company in accordance with the practices now prevailing in each Department. Any new device deemed necessary by the Company for the safety and health of the employees will be provided by the Company.

(b) The safety rules and regulations shall be adhered to by both the Company and the employees, and the Company shall enforce the rules and regulations uniformly. The Company will not require employees to perform a hazardous task for which they are not qualified.

(c) The Company agrees that the Company Safety Committee will meet with the Union Safety Committee, at reasonable intervals, to discuss and consider recommendations and suggestions of the Union regarding existing and proposed safety rules. The Company will forward copies of preliminary accident reports to the Union Business Office.

(d) Upon request from the Occupational Safety & Health Administration (OSHA) the Company will permit one employee designated by the Union to accompany OSHA representatives, during inspection tours of Company facilities and work sites. Such an employee shall suffer no loss in pay while on such inspection tours during the employee's regular hours. The Union will provide the Company with lists of names of employees designated by the Union to participate in such tours.

Article XI.*SICK LEAVE, DEATH IN FAMILY AND INJURY**

(a) Employees hired on or before February 13, 2001 will be eligible for paid sick leave in accordance with the following schedule:

| <u>Service Time</u> | <u>Sick Leave in Calendar Year</u> |
|------------------------------|--|
| Less than 1 year | 2 days full pay 2 days half pay |
| 1 year, less than 2 years | 4 days full pay 4 days half pay |
| 2 years, less than 5 years | 10 days full pay 10 days half pay |
| 5 years, less than 10 years | 25 days full pay 25 days half pay |
| 10 years, less than 15 years | 60 days full pay |
| 15 years, less than 20 years | 75 days full pay |
| 20 years, less than 25 years | 90 days full pay |
| 25 years, less than 30 years | 105 days full pay |
| 30 years and over | 120 days full pay |

In addition to the above schedule of allowances, each active employee is eligible to receive supplemental sick leave benefits which together with his/her basic sick leave allowance (as listed above) will provide the employee with a minimum of twenty-six (26) weeks of sick leave benefits for each calendar year. Such supplemental benefits are payable at a rate of half pay for each illness day commencing with the eighth calendar day from the start of an illness absence and provided that all other sick allowances accruing the employee under the provisions of this Article have been exhausted on the day the supplemental benefits are to commence.

New employees shall have a non-compensable one (1) day waiting period in the case of each sickness absence occurring during the first two (2) years of their employment.

For employees hired on or before February 13, 2001, in the event an employee had not used the sick leave to which s/he was entitled in the year immediately preceding the current year, s/he may, in the current year (in case of a prolonged illness or if required) use the unused portion of such prior sick leave, in addition to the sick leave scheduled above for the current year and after the sick leave allowance for the current year has been exhausted. However, this cumulative provision does not apply to employees with less than two (2) years service time. No employee shall receive more than twice the amount shown in the calendar year schedule during any calendar year or for any one (1) illness except that employees who have attained age 45 and fifteen (15) years of service may receive one (1) additional year's basic sick leave allowance at half pay. Employees may requalify for their basic leave allowance for the same illness after a period of three (3) years has expired in which no illness absence has occurred as a result of that illness.

An employee with five (5) years and less than fifteen (15) years service time as of January 1, who has used all allowances of the current year, and who is suffering an illness which evidently will continue at least as many days as the number of full allowance days the employee has carried over from the previous year, may elect to take a lump sum payment consisting of one-half ($\frac{1}{2}$) of the number of full allowance days remaining from his/her previous year. Such use of the said full allowance days shall convert those full days to half days for the purpose of subsequent sickness allowances.

All instances of sick leave will be recorded on an hourly basis.

All instances of sick leave, including sick leave of a half day or less, shall count as an occurrence.

Employees on the payroll will qualify for a new sick leave allowance on the schedule listed above by entering a new service time category during the course of a calendar year. This new sick leave allowance shall apply for the remainder of the calendar year, but there will be subtracted from this allowance the amount of sick leave which has been taken and paid for previously during that calendar year.

The Company retains the right to demand a doctor's certificate showing that the employee is eligible for sick leave. An employee

absent because of a compensable injury is not eligible for sick leave. Sick leave benefits will become effective upon notification to the Company of the employee's inability to work.

This notification is very important. Unless excused for a reason satisfactory to the Company, the failure of an employee to give notice, or to make sure that someone else gives notice, will be cause for withholding sick leave pay.

Shift employees shall give notice of inability to work at least four (4) hours before the next reporting time, if possible, and day employees shall give notice at a reasonable time before the next reporting time. If any employee fails to observe the Company rules pertaining to sick leave or if they present false statements in attempting to collect sick benefits, the Company may, after investigation, refuse to pay such benefits. The Union agrees that it will cooperate to prevent the abuse of this sick leave privilege. It is also agreed that shift employees shall give the Company forty (40) hours notice if possible, of their reporting back to work so that the Company will not be subject to unreasonable expense in rearranging schedules.

It is agreed that "Service Time" shall include time laid-off [providing the employee has not been laid off for more than one (1) year], and leave of absence. Employees laid off for more than one (1) year, employees accepting a separation allowance, or employees resigning, shall be on the basis of a new employee if re-employed.

Employees suffering a compensable injury while in an "off-duty" status, which has been determined to be not connected with their work in the Company, shall receive allowable sick leave benefits at the appropriate rate, but shall have any Worker's Compensation payments from outside sources deducted from such sick leave pay. Such differential sick leave payments shall be charged in the proportionate amount involved against allowable sick leave.

(a-1) Employees hired on or after February 14, 2001 will be eligible for paid sick leave, according to the following schedule:

| <u>Service Time</u> | <u>Sick Leave in Calendar Year</u> |
|--------------------------------|--|
| Less than 1 year | 0 days |
| 1 year, but less than 3 years | 1 week (5 days) |
| 3 years, but less than 5 years | 2 weeks (10 days) |
| 5 years or more | 1 week for each year of service |

Employees shall not be eligible for "supplemental sick leave" benefits.

Employees will not be eligible to "carry over" sick leave accruals from one calendar year to the next.

All instances of sick leave will be recorded on an hourly basis.

All instances of sick leave, including sick leave of a half day or less, shall count as an occurrence.

(b) An employee shall be granted leave in the case of a death in his/her immediate family, as outlined below. The leave will not be granted unless the employee immediately notifies his/her supervisor of the death and requests the leave.

This leave does not apply against sick leave or vacation allowances.

- (1) Death of wife, husband, father, mother, brother, sister, son or daughter - not more than five (5) consecutive days;
- (2) Death of father-in-law, mother-in-law - not more than three (3) consecutive days;
- (3) Death of grandparents, grandchildren - one (1) day;

- (4) The above leaves may be extended under extenuating circumstances if applied for and approved by Employee and Labor Relations.
- (5) No leave will be granted in the case of death of other relatives.

* (c) In the case of a non-fatal injury incurred in the line of duty, an allowance equal to the difference in compensation pay and regular pay will be made for a period of no longer than twenty-six (26) weeks provided it is determined that the injury was not due to the injured employee's misconduct or violation of rules or failure to utilize proper safety devices and provided the injury was reported at the time it occurred.

Calculations regarding "Compensation Differential" payments shall be based on an employee's net pay, so that the Worker's Compensation payment and the compensation differential will provide the employee with the same net pay after taxes as if the employee had been at work receiving regular base wages.

For employees hired on or after February 14, 2001, the maximum period an employee is eligible for compensation differential will be capped at an amount equivalent to their sick leave eligibility (26 (twenty-six) weeks maximum), but not less than 13 (thirteen) weeks.

**Article XII.*

VACATIONS

* (a) All employees who have had less than one (1) year in the continuous service of the Company prior to January 1st of the current year shall receive vacation in the current year as follows, provided, however, each employee must have completed his/her probationary period before s/he shall receive any vacation.

(a-1) Employees hired on or after July 1st of the previous year, shall receive a vacation of one (1) week in the succeeding year.

(a-2) Employees hired on or before June 30th of the previous year, shall receive two (2) weeks vacation in the succeeding year.

(b) Employees taking one (1) week's vacation time or more, shall be entitled to advance vacation payments.

(c) All employees covered by this Agreement who have had, or will have had, five (5) years of continuous service with the Company prior to July 1st of a calendar year shall receive three (3) weeks vacation with pay, on the basis of a forty (40) hour week, in that calendar year.

(d) All employees who have completed fourteen (14) years of continuous service on or prior to July 1 of a calendar year will receive four (4) weeks vacation, on the basis of a forty (40) hour week, in that year.

(e) All employees who have completed twenty one (21) years of continuous service with the Company on or prior to July 1st of a calendar year shall receive five (5) weeks vacation with pay, on the basis of a forty (40) hour week, in that calendar year.

(f) All employees who have completed 30 years of continuous service with the Company on or prior to July 1 of a calendar year shall receive six (6) weeks vacation on the basis of a forty (40) hour week, in that calendar year.

* (g) It is agreed that employees should take their vacations at the scheduled time. However, if an employee is required by the Company to work during his/her vacation period, s/he shall be paid at the rate of time and one-half for such work, and also be paid his/her vacation pay. Employees required to work during their vacation period shall be given all possible reasonable notice of such work.

The time for taking vacations shall be such as is mutually agreeable to employer and employee and subject to the following. Employees shall be permitted to schedule up to two (2) weeks of their vacation during the period from June 1 through September 30 of the year. The Company may require that employees entitled to more than two (2) weeks of vacation to take that portion of their vacation exceeding two (2) weeks outside of the period of June 1 through September 30.

* (h) Vacation notices and schedules for taking same shall be posted on the bulletin boards of all Operating Department headquarters, so that all employees will have six (6) weeks' notice of the period of their vacations.

* (i) Any employee resigning, provided s/he has given the Company two (2) weeks' notice, or any employee discharged, shall at

the time of the termination of his/her duties be compensated in full for any earned vacation time.

(j) The vacation for employees laid off for more than one (1) year, or employees resigning, shall be on the basis of a new employee, if re-employed.

Article XIII.

HOLIDAYS

* (a) Effective February 14, 2001, all employees shall be entitled to the following holidays off with pay:

New Year's Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Decoration Day
Independence Day
Labor Day
Columbus Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

The above listed holidays shall be observed on the day designated by federal or state law except when any one of the holidays listed above occurs on a Saturday, it shall for all purposes of this contract be observed on the preceding Friday.

The above listed holidays shall be observed on the day designated by federal or state law except when any one of the holidays listed above occurs on a Sunday, they shall for all purposes of this contract be observed on the following Monday.

In addition to the above listed holidays:

1. When December 24 and December 31 occur on a Monday, a full holiday will be observed.
2. When December 24 and December 31 occur on a Tuesday, Wednesday or Thursday, a half holiday will be observed.

(a-1) Effective January 1, 2002 all employees shall be entitled to the following holidays off with pay:

- New Year's Day
- Martin Luther King, Jr.'s Birthday
- President's Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Employees who work on a holiday will receive a regular day's pay for the holiday, and in addition thereto will receive time and one-half for all hours worked within their normal work hours (double time for all hours worked within their normal work hours for work on their second day of rest).

For all work on a holiday outside of employees' normal work hours, the employees shall be paid at the rate of double time.

If a holiday occurs during a sick leave, one (1) day will be added to the allowable sick leave. If a holiday occurs during a vacation, an extra day off of vacation will be taken. This day off may be taken either as part of the employee's regular vacation schedule or at some other time which is mutually agreeable to the employee involved and his/her supervisor.

When a holiday falls on the first or last day of an employee's leave of absence or when a holiday falls during a leave of absence (or any no paid status) of less than one (1) week, the employee shall receive credit for the holiday.

(a-2) Effective January 1, 2001 all active employees shall be entitled to one (1) floating holiday.

(a-3) Effective January 1, 2002 all active employees shall be entitled to two (2) floating holidays.

This holiday is to be used for personal reasons or religious observance and, wherever possible, is to be scheduled in advance by mutual agreement.

(b) The Union recognizes that the polls are open on Election Day at such times that an employee required to work on that day has ample opportunity to vote outside of regular scheduled working hours. In consideration of the above, the Union agrees that an employee regularly scheduled to work on Election Day and who does work, shall make every reasonable effort to vote outside of his/her scheduled working hours.

Article XIV.

MILITARY SERVICE

(a) All employees leaving employment for active duty or reserve training in the armed forces shall be granted a leave of absence for such service.

(b) Employees on the Company payroll for a period exceeding one (1) year leaving employment for active duty in the armed forces shall be granted differential pay between regular pay and armed forces pay (providing the latter is less than regular pay) for a period of three (3) months; except that such employees recalled for active duty for failure to fulfill reserve training obligations shall receive no pay differential.

* (c) All employees on the Company payroll for a period exceeding one (1) year engaging in reserve field training, will receive pay differential between regular pay and reserve training pay (providing the latter is less than regular pay) for a maximum of two (2) weeks period in any calendar year during such reserve field training period.

(d) Schedule may be revised to permit employees required to attend reserve training classes so that the regular working hours of such employees shall not conflict with their reserve training classes.

Article XV.*EXISTING BENEFITS**

The Company will continue all existing benefits and provisions for the welfare of the employees which are not contrary to the provision of this Agreement, it being understood that the present group insurance plan is the result of contractual relationship with outside parties, and that such plan has Company-wide application. Continuation of such benefit in its present form may, therefore, be beyond the control of the Company.

The rates of contribution for employees as provided under the Group Life Insurance Plan on the date of this Agreement will not be increased during the term of this Agreement.

The Company will advise the Union Business Office of potential changes in benefit carriers when bids are to be solicited.

*Article XVI.***SEPARATION ALLOWANCE**

(a) An employee who has completed one (1) year or more of continuous service and who is laid off or discharged during the current contract year for lack of work or a non-compensable mental or physical disability, shall be granted a separation allowance.

(a-1) An employee who is laid off or discharged during the current contract year for lack of work may defer receipt of the separation allowance for a period of three (3) years from the effective date of such layoff or discharge for lack of work.

(b) An employee who has completed one (1) year or more of continuous service and who is demoted because of lack of work or a non-compensable mental or physical disability, may if s/he so elects, refuse to accept such demotion, and instead sever his/her connection with the Company and be paid a separation allowance.

(c) An employee who has completed five (5) years or more of continuous service and who is offered a transfer to another work location may refuse such transfer and in lieu thereof elect to take a separation allowance in the event that the transfer to the new location

would involve unreasonable inconvenience and expense to the employee. The determination of "unreasonable inconvenience and expense" in any particular case of an employee transferred to another work location shall be subject to grievance procedure.

(d) Employees offered a demotion or transfer to another work location may exercise their election to take a separation allowance under the conditions provided for in paragraphs (b) and (c) above, at the time they are notified of their demotion or job transfer, and through the period ending one (1) month after their assignment to the lower grade job or transfer to the new work location, but may not exercise this election to take a separation allowance at any later time.

(e) An employee who qualifies for a separation allowance under the provisions of this article shall receive as such separation allowance an amount equal to one (1) week's base pay for each full year of continuous service. This allowance shall be in addition to any vacation earned in the previous calendar year and not taken, as well as vacation earned in the current calendar year.

(e-1) The separation allowance for employees laid off or discharged for lack of work as provided for in Paragraph (a) above shall be computed as of the employee's last day of work.

(f) A demotion is defined as an assignment to a job classification carrying a lower base rate of pay than the employee's present classification and resulting in the employee's receiving a lower rate of pay.

(g) Employees discharged for cause, resigning, retiring, leaving the employ of the Company because of a compensable disability, or going on leave of absence, are not eligible for the above separation allowance.

(h) An employee accepting a separation allowance shall, if re-employed have the same status as a new employee.

**Article XVII.*

GRIEVANCE PROCEDURE

(a) A grievance is defined as an alleged violation of any of the provisions of this Agreement by either party to the Agreement, or any dispute involving the interpretation of this Agreement.

(b) Union Procedure

- (1) In the event a grievance arises concerning any employee or employees covered by this Agreement, the matter shall first be taken up with the supervisor of the employee or employees involved.
- (2) If no settlement is reached within five (5) days, the case shall then be referred to the Business Manager of the Union. The Business Manager of the Union, or his/her authorized representative, shall within three (3) days, thereafter, present the matter to the Manager of the Department involved, or his/her authorized representative.
- (3) If no settlement is reached within seven (7) days thereafter, the matter in dispute shall then be taken up by a Union Committee [usually two (2) members; an International Representative of the IBEW may be present only to assist the Local Union] with the Negotiation Committee of the Company or its authorized representatives.
- (4) If the matter still remains unsettled after seven (7) days further, it shall then be submitted to arbitration under the Voluntary Labor Arbitration Rules, then obtaining, of the American Arbitration Association. The arbitration award shall be binding upon the Company and upon the Union for the duration of this Agreement. (However, in any instance, by mutual agreement, the matter may be referred to mediation prior to proceeding to arbitration.) Discharge cases only shall be submitted to arbitration under the Streamlined Labor Arbitration Rules of the American Arbitration Association.
- (5) The time intervals specified above may be extended by mutual agreement.

(c) Company Procedure

- (1) In the event a grievance arises on behalf of the Company, the supervisor of the location involved shall first take the matter up with an authorized Union representative.

- (2) If no satisfactory settlement has been reached within five (5) days, a representative of the Company Negotiation Committee shall take the matter up with an authorized representative of the Union.
- (3) In case the grievance remains unsettled after a further period of five (5) days, it shall then be referred to the Business Manager of the Union, and the matter taken up by a committee of the Union (an International Representative of the IBEW may be present only to assist the Local Union) and the Company within seven (7) days, and a decision arrived at within two (2) days.
- (4) If the matter in dispute still remains unsettled, the procedure outlined in Paragraphs 4 and 5 of Section (b) of this Article shall be followed.

* (d) Shop stewards shall be given necessary time off, with pay, to discuss grievances or reasonable complaints of employees on Company time, and at such times as may be mutually agreeable.

Members of Union Negotiating and Grievance Committees shall be given necessary time off, with pay, for meetings with the Company, provided that such meetings occur during the employees' regular five-day, forty-hour schedule, and at such times as are mutually agreeable.

(e) Any reasonable complaint (not considered a grievance) on the part of either party to this Agreement may be taken up in accordance with the grievance procedure outlined above through all steps up to, but not including, mediation or arbitration.

Article XVIII.

CONTRACT MODIFICATION

It is agreed that this contract may not be added to, subtracted from, or amended, except by written agreement, signed by authorized representatives of the Company and of the Union. It is agreed that the content of such agreement will be made known to supervisors involved by the Company, and to shop stewards and Union Officials involved by the Union.

*Article XIX.***WRITTEN NOTICES**

Any notice required to be given under the provisions of this Agreement and particularly in connection with Articles XVII and XVIII, shall be deemed properly served upon the Company if sent by registered mail to the Officer of the Company in charge of Employee and Labor Relations, One MetroTech Center, Brooklyn, New York, 11201, and any notice required to be given to the Union shall be sent by registered mail to the Business Manager of the Union, 745 Kings Highway, Hauppauge, New York, 11788.

*Article XX.***INSTALLATION OF WAGE RATES**

(a) The job classification subject to this Agreement and the hourly rates of these classifications, shall be as listed in the following Appendices:

| <u>Appendix</u> | <u>Effective Date</u> | <u>Percent Wage Increase</u> |
|-----------------|---------------------------|----------------------------------|
| I | February 14, 2001 | 3.50% |
| II | February 14, 2002 | 3.75% |
| III | February 14, 2003 | 3.75% |

NOTES:

- I. The following applies to the classifications listed in the aforementioned appendices.

Starting rates for new employees hired on or after July 1, 1980 will be 90% of published rate.

Except effective February 14, 1989, starting rates for Building Attendant, A & E Mechanic and Service Operator will be the published rate.

2. There are former Shoreham Nuclear Power Station (SNPS) employees that are rate protected in accordance with the published wage rates in the 1992 Collective Bargaining Agreement Wage Schedule.

* (b) Employees subject to this agreement on the payroll as of the effective dates indicated above shall receive the rate of their job classification as listed on the attached appendices listed above.

(b-1) Employees receiving a new employee, temporary assignment or probationary promotion rate on February 13, 2001, shall receive such a new employee, temporary assignment, or probationary promotion rate computed on the appropriate classification rate as listed in the schedule, in accordance with the contract provision covering the new employee rate [Article IX (b)], temporary assignment rate [Article VII (e)], or probationary promotion rate [Article VII (b)].

(b-2) Starting rates for employees hired into all physical job classifications on or after July 1, 1980 will be 90% of the published rate listed in the Appendices except that effective February 14, 1989, starting rates for employees hired into the physical job classifications of Service Operator, Automotive and Equipment Mechanic and Building Attendant will be at the published rate of these classifications. Employees in these classifications on February 14, 1989 earning less than the published rate will have their rates adjusted to the published rate.

(c) Effective February 14, 2002 and thereafter, employees who are being paid over the rate for their new positions, whether due to automation, technological change, or mental or physical disability, will be given 50% of the General Wage Increase (GWI) applicable to the bargaining unit generally as such GWI's become effective until their wage rate equals the rate of pay for the job classification in which they are performing work. Thereafter, they will receive the regular GWI's.

Article XXI.*CLASSIFICATION REVIEW AND EVALUATION OF CLASSIFICATIONS**

(a) The classifications listed in the Appendices of this Agreement have been evaluated by means of a job rating plan. The job rating plan, including the foreword, the job factors, the job point ratings and the job descriptions, have been mutually agreed to by the Company and the Union. The plan forms the basis for the general requirements of all positions, the relative position of the job classifications within the wage structure, and the principal duties incumbent in each position. In case of a conflict between the provisions of the job rating plan and the terms of this Agreement, the terms of this Agreement shall govern.

(b) The Company shall, upon being requested by the Union or authorized representative, review with the Union the job duties assigned to any employee, to assure that s/he is assigned to a classification established under this Agreement, commensurate with his/her duties.

(c) In the event the Company determines there is a need for a new job classification during the period of this Agreement, the Company shall establish such job classification and its evaluation. The evaluation of the classification shall be based on the job rating plan and shall be subject to negotiation between the Company and the Union.

(d) The Company or the Union may request the re-evaluation of an existing classification on the basis of a material change in job duties. In general, no re-evaluation of a classification will be considered unless the material change of duties occurred subsequent to the date of the last amendment to this Agreement, although a request for a reevaluation of a position based on a material change in duties which occurred prior to the date of the last amendment to this Agreement may be considered in exceptional cases. Such a re-evaluation of an existing classification shall be arrived at on the basis of the job rating plan and shall be subject to negotiation between the Company and the Union.

ARTICLE XXII.*DEPARTMENT WORKING RULES****(a) Electric Production Department**

- (1) All operators in the Electric Production Department assigned to plant operation, will work the hours of 12-8; 8-4; and 4-12 on their shifts. Any special schedules not in accord with the above are not to be disturbed. Changes in the above schedules or other existing schedules may be arranged by mutual agreement.
- (2) The designated hours of labor of the Maintenance Sections of the Electric Production Department shall be from 8:00 a.m. to 4:30 p.m., with one-half ($\frac{1}{2}$) hour for lunch. Any special schedules not in accord with the above are not to be disturbed. Changes in the above schedules or other existing schedules may be arranged by mutual agreement as required. When it becomes necessary to work two (2) shifts, in order to meet an emergency or periodic conditions, the above designated hours may be changed temporarily by agreement between the Company and an authorized Union Representative.
- (3) Operators and shift employees shall work on a basis of a forty (40) hour week, consisting of five (5) consecutive eight (8) hour days, following which they have two (2) consecutive days off, except, however, on rotation of shifts and schedules an employee may have one (1), two (2), three (3) or four (4) consecutive days off. On rotations from one (1) shift or schedule to another an employee shall average two (2) consecutive days off. In cases where it becomes necessary to change an operator's regular days off to conform with relief of the position that the operator shall be assigned to, the operator shall have two (2) days off in each week, but shall not work more than seven (7) consecutive days over a period of two (2) calendar weeks, and the operator shall suffer no loss of time. An employee who is scheduled for and works more than seven (7) consecutive straight time days, over a period of two (2) calendar weeks, shall be paid

at a rate of time and one-half for all such consecutive straight time days worked in excess of seven (7) days.

* (b) Electric Design & Construction Department

- (1) Designated hours of labor in the Electric Design and Construction Department shall be from 8:00 a.m. to 4:30 p.m., except for those employees assigned to shift duty. In all cases, one-half ($\frac{1}{2}$) hour shall be allowed for lunch. Any special schedules not in accord with the above are not to be disturbed. Changes in the above schedules, or other existing schedules, shall be arranged for in accordance with Article II (b) of this Agreement.
- (2) When performing the following functions on energized primary or series circuit conductors from a position on the pole, there shall be two (2) qualified employees in the work position:

Pulling slack from energized conductors, cutting live primary wires straight through, working in the primary position on multi-phase junction poles, making primary taps by hand and phasing out lines by hand.

A Second Class Lineman/Linewoman shall not be permitted to work in the primary position where live primary voltage exists and is exposed unless s/he is working with and is supervised by a First Class Lineman/Linewoman. The point or location of this supervision is to be on the pole or structure or the immediate work location. At no time shall an Apprentice Lineman/Linewoman be permitted to work on live primary or series circuit.
- (3) An employee assigned or required temporarily to act in the capacity of Emergency Service Specialist shall receive the regular rate of pay of an Emergency Service Specialist while so engaged. An employee's compensation for standby shall be paid at his/her regular rate.

(4) Working Rules for Linemen/Linewomen:

- (a) One (1) First Class Lineman/Linewoman working from the pole may perform the functions in multi-phase primary as outlined in the arbitration award included in the Interpretation Book as Appendix I. In addition to the above listed items which refer to multi-phase, the following functions on single phase primary when working from a position on the pole may be performed by one First Class Lineman/ Linewoman:

Changing cut outs, lightning arresters and the necessary taps, changing single cross-arms, changing series lightning transformers, changing and repairing street lighting fixtures where circuits can be shunted or grounded. A foreman/woman shall use his/her judgement, but it is not intended that two employees shall not be used where required.

(5) Working Rules For Electric Emergency Service and Trouble Work:

- (a) The term "Emergency Service Specialist" as used in this section is intended to mean an employee classified as an "Emergency Service Specialist,"- and who receives the rate of pay of that classification.
- (b) All emergency service work in territory covered by Emergency Service Specialist will be performed by Emergency Service Specialist as far as practicable. The Company will, if possible, equally distribute all overtime on emergency service or trouble work.
- (c) When working on or in manholes or vaults, there will be at least two (2) employees.
- (d) All emergency service and trouble work will be governed by Section (f) of this Article.

- (e) An Emergency Service Specialist (when working alone) in performance of his/her duties where live circuits are concerned will cut down broken primary and series street lighting wires to protect the public, if in his/her judgement the work can be done safely; re-fuse and operate primary cutouts, make secondary repairs, operate street lighting controllers and reset line signal relay. Assistance will be supplied when requested in accordance with the following rule:

"Emergency Service Specialist will be furnished with assistance when they request same but if it is found that there are unwarranted calls for assistance the Company will notify the Union and restrictive methods will be adopted."

- (f) Two (2) qualified employees shall be assigned to work together during storm conditions where the severity of the disturbance and/or the volume or nature of system trouble warrants such assignment.
- (6) Employees who regularly report to one (1) headquarters, and who are temporarily assigned to work in the territory of another headquarters, shall be considered as working out of the headquarters to which they are regularly assigned.
- (7) When three (3) or more and less than five (5) employees are working on a job, they must be supervised by a working foreman/forewoman who may be temporary.

When five (5) to ten (10) are working on a job, they must be supervised by a non-working foreman/forewoman who may be a temporary foreman/forewoman.

The assignment of a person who is not an employee of the Company to a work location for the purpose of

directing traffic shall not constitute an addition to the work crew.

Present agreements between the Company and the Union relative to Company employees assigned as traffic guards shall remain unchanged.

(c) Gas Production & Control/LNG/Gas Engineering

- (1) All operators and shift employees in these areas will work the hours of 8-4; 4-12; and 12-8 on their shifts. Any existing schedules not in accord with the above are not to be disturbed. Changes in the above schedules, or other existing schedules shall be arranged in accordance with Article II (b) of this contract.
- (2) The designated hours of labor for maintenance in these areas shall be from 8:00 a.m. to 4:30 p.m. with one-half (½) hour for lunch. Any existing schedules not in accord with the above are not to be disturbed. Changes in the above schedules, shall be arranged in accordance with Article II (b) of this contract.
- (3) Operators and shift employees shall work on a basis of a forty (40) hour week, consisting of five (5) consecutive eight (8) hour days, following which they have two (2) consecutive days off, except, however, on rotation of shift and schedules an employee may have one (1), two (2), three (3) or four (4) consecutive days off. On rotations from one (1) shift or schedule to another an employee shall average two (2) consecutive days off. In cases where it becomes necessary to change an operator's regular days off to conform with the relief of the position that the operator shall be assigned to, the operator shall have two (2) days off in each week, but shall not work more than seven (7) consecutive days over a period of two (2) calendar weeks, and the operator shall suffer no loss of time. An employee who is scheduled for and works more than seven (7) consecutive straight time days, over a period of two (2) calendar weeks, shall be paid at a rate of time and one-half for all such consecutive straight time days worked in excess of seven (7).

(d) Gas Field Operations

- (1) Designated hours of labor in this area shall be from 8:00 a.m. to 4:30 p.m., with one-half (½) hour for lunch, except for those employees assigned to shift duty. Any existing schedules not in accord with the above are not to be disturbed. Changes in the above schedules, or other existing schedules shall be arranged in accordance with Article II (b) of this contract.

- (2) When three (3) or more and less than five (5) employees are working on a job, they must be supervised by a working foreman/forewoman, who may be temporary. When five (5) to ten (10) men are working on a job, they must be supervised by a non-working foreman/forewoman, who may be a temporary foreman/forewoman.

The assignment of a person who is not an employee of the Company to a work location for the purpose of directing traffic shall not constitute an addition to the work crew.

Present agreements between the Company and the Union relative to Company employees assigned as traffic guards shall remain unchanged.

Article XXIII.**RETIREMENT INCOME PLAN AND DISABILITY LEAVE PLANS**

(a) The Company's Retirement Income Plan, which prior to January 1, 1979, consisted of the Group Annuity and Equity Annuity Plans, shall be continued for employees, subject to the provisions of the Collective Bargaining Agreement and who are eligible to participate in accordance with the provisions of the Plan.

(a-1) All employees eligible to participate in the Retirement Income Plan will be entered into said plan and the Company will pay on behalf of such employees, the cost of premiums for benefits as more specifically set forth under the terms and conditions of this plan.

(a-2) Vesting of pension plan benefits will be upon attainment of five (5) years of service.

Employees who terminate from the Company, who are vested in the pension plan and have a pension with a present value of five thousand dollars (\$5,000.00) or less will receive a lump sum disbursement for the amount in their pension plan upon termination.

(a-3) Effective February 14, 2001, the pension reduction for employees retiring between ages 55 and 60, who have fifteen (15) years of service, will be 1% per year.

(a-4) Effective February 14, 2001, employees will be able to retire at age 55 with 10 years of service. The pension reduction for employees retiring between ages 55 and 60, who have between 10 and 15 years of service, will be 2% per year.

(a-5) The Retirement Income Plan has been updated for all active full-time employees as of March 1, 1992, and will apply to all credited service prior to January 1, 1992. The accrued pension benefit will be the greater of the individual's accrued pension benefit, or the recalculated pension benefit, as more specifically set forth under the terms and conditions of the plan.

(b) A Level Income Option is offered to employees between the ages of 55 and 61 who elect early retirement under the Early Retirement Provision of the Pension Program, as more specifically set forth under the terms and conditions of this plan.

(c) A pension plan for surviving dependent spouses of employees, who have been enrolled in the Retirement Income Plan for a continuous period of fifteen (15) years and who become deceased between the ages of 55 and 65, has been established at Company cost. The benefits and eligibility requirements are more specifically set forth under the terms and conditions of the plan.

(c-1) Surviving spouse protection under the Company's Retirement Income Program is extended to cover active employees, who have completed 15 years of service and die prior to age 55, subject to the terms and conditions more specifically set forth under this plan.

(d) The Company has established a Long Term Disability Plan (LTD) for all full-time employees, subject to this agreement, who have completed six (6) months of service and are unable to work because of

a qualifying disability. The benefits and eligibility requirements are more specifically set forth under the terms and conditions of the Plan.

(e) All full-time employees who have attained age 45 and completed fifteen (15) years of service by January 1, 1991, will continue to be a participant in the existing Disability Leave Plan (DLA), whose benefits and eligibility requirements are more specifically set forth under the terms and conditions of the Plan. Employees eligible for the Disability Leave Plan (DLA), who subsequently become disabled, will be eligible to choose between receiving Disability Leave Plan (DLA) or Long Term Disability Plan (LTD) benefits, subject to the eligibility requirements of each plan.

Article XXIV.

MEDICAL, DENTAL AND LIFE INSURANCE PLANS

(a) Effective July 1, 2001, an employee with a same sex domestic partner meeting the criteria below will be eligible for medical and dental benefits, death in family benefits, and family and medical leave for this partner. It is the intent of the parties that these benefits would be the same as, but not greater than, those that would be provided to a married employee or the spouse of an employee. The Company agrees to explore the availability of pension benefits for a same sex domestic partner, so long as this is lawful, does not disqualify the Company's pension plan, and does not provide a greater benefit than would be provided to a married employee or the spouse of an employee.

A same sex domestic partner is defined as one who shares a committed relationship with an employee that is meant to be of lasting duration that meets all of the following criteria:

1. the parties live together and have been living together on a continuous basis,
2. the parties maintain a close and committed personal relationship involving shared responsibilities;
3. neither party is legally married to anyone nor has had another domestic partner within the prior six months;
4. the parties are not related by blood in a manner that would bar marriage in the state of their residence;

5. both parties are at least 18 years of age; and
6. the parties have registered as domestic partners by filing a Domestic Partner Affidavit, and have not terminated their domestic partnership by the filing of a termination statement, or by the marriage of either party.

A Certificate of Domestic Partner Registration from the City of New York will be required for use by the Company for the sole purpose of determining eligibility for benefits. If the parties do not reside in New York City, a notarized Declaration of Same Sex Domestic Partnership, which can be obtained from HRD, will be required.

(b) The Company has established a Medical Expense Protection Plan consisting of an Associated Hospital Plan and a Comprehensive Medical Plan. The Company will pay on behalf of employees and eligible dependents the premium cost of benefits as more specifically set forth under the terms and conditions of this Plan.

Any excess charges for the contract period attributable to the recomputation of the premium based on benefit experience shall be borne by the Company. Any dividends, refunds, or rebates similarly arrived at shall be the property of the Company solely. The lifetime maximum for general medical care and mental and nervous disorder will be a combined maximum of \$1,000,000.

(b-1) Effective January 1, 1993, the Medical Expense Protection Plan is renamed KeySpan's Managed Care Program and includes an Associated Hospital Plan, a Point of Service Plan, and a Prescription Drug Card Program. The benefits and details of each of these plans are more specifically set forth in the Summary Plan document.

(b-2) Effective January 1, 1993, the requirement for a new employee to complete six (6) months of active service before becoming eligible to enroll in KeySpan's medical plan is eliminated.

(b-3) Employees hired on or after February 14, 2001 will be eligible for medical insurance on the first day of the first month after six (6) months of service.

Newly hired employees may elect to purchase medical insurance coverage, at the full Company cost, until such time as they are eligible to participate in the Company paid plan.

(b-4) The Company shall continue the current POS health plan through June 30, 2001, at which time the current Vytra POS plan will no longer be available to active employees. Effective July 1, 2001 the Company will offer an Oxford POS plan and the following plan modifications will be implemented:

| | |
|--|--|
| In network office visit copay PCP & Specialist | \$15 |
| Emergency Room Copay | \$50 |
| In Patient Hospital Deductible | \$100 per admission |
| Out of Network Deductible | \$400 individual/ \$800 family |
| Out of Network Coinsurance | 75%/25% |
| Annual Stop Loss | \$3,000 individual/ \$6,000 family |
| Managed Mental Health In Network | 25 visits (1-4 @ \$10 copay) (5-25 @ \$25 copay) |
| Out of Network | 50% co-insurance |

Sponsored children in the Oxford POS Plan will be covered to age 23 if they are full time college students, at the same cost to employees as is currently paid.

All current HMO plans shall continue to be offered. As in the past, these plans may continue to be subject to plan design changes and employee payroll contributions. It is anticipated that such changes, if any, will not occur until January 1, 2002.

Effective July 1, 2001, employees who elect to "opt out" of medical coverage will receive \$850.00 per calendar year (prorated for calendar year 2001) paid on a weekly basis. Employees who elect opt out must demonstrate proof of other medical coverage. Employees are not eligible for an opt out payment if they are covered by another KeySpan employee.

Effective July 1, 2001, the Company will offer employees prescription plan coverage through Caremark. Copayments for each prescription filled at a pharmacy or retail outlet shall be as follows:

| | |
|---------------------|---------|
| Generic | \$10.00 |
| Formulary Brand | \$20.00 |
| Non Formulary Brand | \$30.00 |

Employees may receive a ninety-day mail order prescription supply at two (2) times the above referenced copayments.

(b-5) Effective March 1, 1996, the following will apply to all new full-time employees retiring at their normal retirement date:

1. Employees with less than five (5) years of continuous full-time service immediately preceding their normal retirement date; will not be eligible for coverage under the KeySpan Managed Care Program.
2. Employees with at least five (5) years of continuous full-time service immediately preceding their normal retirement date, but less than ten (10) years of total full time service; would pay a premium based on twenty-five percent (25%) of the average cost of medical coverage for retirees and spouses age 65 and over.
3. Employees with ten (10) or more years of continuous full-time service immediately preceding their normal retirement date, will participate in the KeySpan Managed Care Program at no cost.

(b-6) Effective February 14, 2001, employees who retire and are between age 55 and 65 and eligible for medical insurance shall have the same medical and pharmaceutical coverage as they had as active employees.

Effective for retirements on or after July 1, 2001, the medical plan for retirees over age 65 will be changed as follows:

1. \$97 per day copay for skilled nursing, indexed to Medicare
2. Alcohol and substance abuse outpatient changed from 60 days in full to 60 days at 80% of R&C

3. Annual Major Medical Deductible increased from \$200 to \$250 per person.
4. Annual Stop loss increased from \$1,500 to \$2,000 per person.
5. Outpatient mental health limited to 40 visits per calendar year.
6. Retail prescriptions - \$50 per individual and \$100 per family deductible, and with coverage at 80% of R&C after deductible.
7. Mail order prescriptions - no deductible. \$10 copay for generic and \$30 copay for brand for a 90 day supply.

Deferred vested retirees are not eligible to participate in the KeySpan Managed Care Program.

(b-7) FOR FULL TIME EMPLOYEES WITH BREAKS IN THEIR FULL TIME SERVICE, THE FOLLOWING WILL APPLY:

1. If an employee has completed at least five (5) years of full-time service and terminates employment, and is later rehired to full-time service, their previous full-time service will be reinstated for the purpose of eligibility for participation in the KeySpan-Managed Care Plan.
2. If an employee has a break in full-time service and is rehired within one (1) year of the date their employment terminated, the period between their employment termination date and reemployment date will be included in their years of continuous full-time service.
3. If the employee terminates full-time service and is rehired more than one (1) year after the date their employment terminated but within five (5) years of the date the employee terminated their employment, the full-time service the employee had prior to their employment termination date will be reinstated for the purpose of continuous full-time service.
4. If the employee terminates full-time service prior to having completed five (5) years of full-time service and is rehired after five (5) years from the date the employee terminated employment, their full-time service prior to the date the employee terminated employment will not be considered for the purpose of qualifying for the KeySpan-Managed Care Plan.

(c) The Company has established a medical protection plan for retired employees with the Company paying on their behalf Major Medical premiums and \$22.20 per month Federal Medical Care for the Aged (Part B) premiums, subject to the terms and conditions as specifically set forth under the plan.

(d) Surviving dependent spouses of employees who are participating in benefits established under Article XXIII (e) of this Agreement may elect to participate in the Company's Hospital, and Major Medical Plans in accordance with the eligibility requirements more specifically set forth under the terms and conditions of these plans.

(e) Surviving spouses of retired employees who die after attaining age 65 may continue in the Company's Medical Expense program as an individual on a contributory basis of \$25.00 per month. The Company will continue to reimburse the Medicare premium, where applicable. To be eligible for this benefit, the surviving spouse must be receiving benefits from the Company's Retirement Income Plan.

(e-1) Effective for retirements after February 13, 2001, surviving spouses of retired employees who die after attaining age 65 may continue to receive medical coverage in the Company's Medical Expense program as an individual on a contributory basis of \$50.00 per month. The Company will continue to reimburse the Medicare premium, where applicable. To be eligible for this benefit, the surviving spouse must be receiving benefits from the Company's Retirement Income Plan.

(f) Effective February 14, 2001, spouses and families of active employees who die will have the Company Medical Plan continued as follows. This provides a transition period to enable the spouse and family to obtain their medical insurance:

1. For three (3) months following the death of the employee, at no cost.
2. For an additional two (2) years, at a cost of \$50.00 per month.
3. For the life of the spouse beyond the periods above, with the spouse paying the full cost of the coverage.
4. Family coverage is available provided the family members otherwise meet the eligibility requirements of the plan.

(g) The Company shall continue the current MetLife dental plan. For those employees participating in the Dental Plan, the Company will pay on behalf of such employees and their eligible dependents, the cost of the premium for this plan, which provides basic dental and orthodontic coverage. The benefits and eligibility requirements are more specifically set forth under the terms and conditions of the plan (*Summary plan document*).

(g-1) Effective January 1, 1997, the Dental Plan is revised as follows:

To include, an option of Preferred Provider Organization. The Schedule of Benefits for the Dental Expense Plan, (exclusive of preventative and diagnostic services), is revised to provide a 75/25 coinsurance of the scheduled amount after deductible.

The present dental plan Reasonable & Customary (R&C) reimbursement schedule is in accordance with first quarter 1997 rates.

(g-2) Effective July 1, 2001, the Company shall implement the following modifications to the plan:

| | IN NETWORK | OUT OF NETWORK |
|------------|----------------------------------|-----------------------------------|
| Deductible | \$50 individual/ \$100 family | \$100 individual/ \$200 family |

(g-3) Employees will continue to be eligible for dental insurance on the first day of the first month after twelve (12) months of service. Newly hired employees may elect to purchase dental insurance coverage, at the full Company cost, until such time as they are eligible for participation in the Company paid plan.

(g-4) Effective January 1, 2002, employees who elect to "opt out" of dental coverage will receive \$150.00 per calendar year, paid on a weekly basis. Employees who elect to opt out of dental insurance will not be eligible for coverage for a period of two (2) years.

(h) Employees and dependents whose medical and dental plan coverage terminates due to any reason other than termination of employment for gross misconduct can elect to purchase the medical coverage for up to 18 or 36 months based on COBRA requirements.

(i) Effective July 1, 2001, upon completion of one (1) full year of service, employees will be eligible to purchase term life insurance with coverage at two (2) times their base pay, at a monthly cost of fifteen cents (\$.15) per thousand dollars (\$1,000) of coverage. Employees who opt to purchase such coverage subject to eligibility rules, will also have the option to purchase:

1. Group Universal Life Insurance Coverage at up to five (5) times their base pay, with a cap of \$250,000, with the cost of such additional coverage varying by age; and
2. Spouse and dependent Group Universal Life Insurance Coverage.

(j) Current employees who were age 55 or older on February 14, 2001 will receive the current company-paid post-retirement life insurance benefit.

(j-1) Current employees who were under age 55 on February 14, 2001 shall, upon retirement, be eligible for Company paid life insurance coverage at two (2) times their final annual base salary. Between age 65 and 70, policy coverage shall be reduced by 10% per year, ending at coverage of one (1) time their annual base salary at age 70. Coverage will be further reduced by 5% of their original benefit per year, ending at coverage of 50% of annual final base salary at age 75. This level of coverage will be continued for life.

(j-2) Employees hired after February 13, 2001 who retire before age 65 shall, upon retirement, be eligible for Company paid life insurance at one (1) time their final annual base salary. At age 65 this coverage will be \$10,000.

(j-3) Employees hired after February 13, 2001 who retire at or after age 65 shall, upon retirement, be eligible for Company paid life insurance with coverage of \$10,000.

(j-4) Employees will not be required to have purchased life insurance while employed to be eligible for Company-paid post retirement life insurance.

(k) If during the term of this agreement Federal or State legislation is enacted establishing mandatory requirements for employer sponsored health or other benefit programs, the Company and the Union will review benefit plans affected by such legislation to assure statutory compliance.

This review shall include both revising benefits to meet statutory requirements or the elimination of duplication of coverage as a result of such legislation.

However, under no circumstances will the combined Company, Federal- and State-legislated coverage be less than those benefits presently provided.

(1) The Union and the Company agree to continue the Joint Union-Company Benefits Committee of designated representatives from the Union and the Company.

Article XXV.

DURATION AND RENEWAL

This Agreement shall remain in force to and including February 13, 2004, and shall be automatically renewed for yearly periods thereafter, unless either party shall submit to the other in writing, at least sixty (60) days prior to February 13, 2004 or prior to the end of any yearly renewal period, notice of their desire to terminate this Agreement. Within the same period of time, viz: sixty (60) days prior to February 13, 2004 or prior to the end of any yearly renewal period, either party may, in lieu of notice of termination, submit notice of a desire to make changes in this Agreement. Such notice shall be in writing and shall be addressed to the Officer of the Company in charge of Employee and Labor Relations, One MetroTech Center, Brooklyn, New York, 11201 or the Union Business Manager, 745 Kings Highway, Hauppauge, New York 11788. In either case, a committee [not to exceed five (5) persons], the Union's Business Manager, and an International Representative, representing the Union, and a committee of a similar number of persons named by and representing the Company shall meet to either agree on changes or to otherwise amend this Agreement. In such a case, the changes or amendments so agreed upon, if any, shall supersede the affected portions of this Agreement in a manner and at a time to be agreed upon during the same discussion.

*Article XXVI.***APPROVAL OF UNION MEMBERS**

The Union further represents that this Agreement has been duly submitted to its members and has been approved by the vote of a majority of members voting and that such approval, by virtue of its bylaws, is binding upon all members of the Union.

*Article XXVII.***STRIKES AND LOCKOUTS**

In consideration of the making of this Agreement, and making provisions for arbitration of disputes, the Union agrees not to strike or to call a strike and agrees that there shall be no walk-outs or other concerted cessation of work, or slow-downs by the Union or its members, or any group of its members during the term of this Agreement or extension thereof. The Company agrees not to lock out members of the Union during the term of this Agreement or extension thereof.

*Article XXVIII.***ANNULMENT**

Local Union 1049 is a part of The International Brotherhood of Electrical Workers, and any willful violation or any unlawful annulment of any of the terms of this Agreement, or any other agreement entered, shall operate to annul this Agreement and any other agreement entered into by the Company and Local 1049 or any other Local of the International Brotherhood of Electrical Workers. A willful violation or any unlawful annulment of any of the terms of this or any other agreement shall consist solely of a refusal to exhaust the remedies provided by this Agreement or any other agreement.

IN WITNESS WHEREOF, the Company has caused its corporate name and seal to be hereunto affixed, and to be signed by its President and Vice President, and attested by the signature of its Secretary for and on its behalf; and the Union, on behalf of its members has caused its name and seal to be hereunto affixed, and to be signed by its President, Recording Secretary and Business Manager, for and on behalf of its members.

KEYSPAN CORPORATION

WILLIAM G. BOLLBACH
Vice President,
Employee and Labor Relations

Attest:

RICHARD A. RAPP, Jr.
Vice President, Deputy General Counsel and Secretary

LOCAL 1049
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS

ROGER M. CELLAN
President

WARREN E. O'NEIL
Recording Secretary

RALPH F. RANGHELLI
Business Manager

Approved:

International Brotherhood
of Electrical Workers

EDWIN D. HILL
International President

APPENDIX I

**PHYSICAL HOURLY WAGE SCHEDULE
CLASSIFICATION AND RATES**

EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

WAGE INCREASE 3.5%

PROGRESSION THROUGH THE WAGE SCHEDULE WILL BE BASED UPON SATISFACTORY PERFORMANCE

ALL DEPARTMENTS AS APPLICABLE

| | | | | | |
|------------------|-------|-------|-------|-------|-------|
| 1. Mechanic A-1 | 24.83 | 26.13 | 27.08 | 27.68 | 28.64 |
| 2. Mechanic A | | | 23.79 | 25.05 | 26.10 |
| 3. Mechanic B | 18.79 | 19.79 | 20.39 | 21.85 | 22.66 |
| 4. Mechanic C | | | 18.79 | 19.79 | 20.25 |
| 5. Utilityworker | 12.90 | 13.45 | 14.53 | 15.79 | 16.70 |
| | | | 17.91 | 18.80 | |

COLLECTION & PAYMENT PROCESSING

| | | | | | |
|--|-------|-------|-------|-------|-------|
| 1. Service Operator | 11.55 | 12.14 | 12.95 | 13.71 | 14.59 |
| | | | | | 15.44 |
| | | | | | 16.24 |
| | | | | | 17.88 |
| | | | | | 18.59 |
| 2. Emergency Service Specialist | | | | | 28.84 |
| 3. Relief Emergency Service Specialist Trainee | | | | 28.15 | 29.62 |
| | | | | 30.03 | 30.35 |

ELECTRIC DESIGN & CONSTRUCTION

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| 1. Working Line Frmn. A/Frwn. A | | | | | 29.32 |
| 2. Working Line Frmn. B/Frwn. B | | | | | 30.88 |
| 3. Senior Lineman/Linewoman | | | | | 28.15 |
| 4. Lineman/Linewoman First Cl. | 24.74 | 25.66 | 26.58 | 27.68 | 29.63 |
| 5. Apprentice Lineman/Linewoman | | 19.86 | 21.13 | 22.43 | 29.00 |
| 6. Line Inspector | | | | 24.87 | 26.18 |
| 7. Pole Inspector | | | | 21.70 | 22.85 |
| 8. Line Equipment Operator | | | | 21.77 | 22.94 |
| 9. Trunk Driver** | | | | 19.23 | 20.23 |

APPENDIX I
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

ELECTRIC DESIGN & CONSTRUCTION (CONT'D)

| | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 10. Senior Lineman Splicer | | | | | | | | 27.82 | 29.28 |
| 11. Working Splicing Frmn./Frwn. | | | | | | | | 29.32 | 30.88 |
| 12. Cable Splicer A | | | | 24.74 | 25.66 | 26.58 | 27.68 | 28.64 | |
| 13. Cable Splicer A (Prog.) | | | | | 24.26 | 25.53 | 27.12 | 28.64 | |
| 14. Cable Splicer B | | | | | | | | 24.87 | 26.18 |
| 15. Cable Splicer C | | | | | | | | 21.90 | 23.06 |
| 16. Electric Mechanic | 18.46 | 19.25 | 20.25 | 20.98 | 21.57 | 22.19 | 22.94 | 23.50 | 24.23 |
| 17. Apprentice Splicer | | | | | 18.46 | 19.44 | 19.90 | 20.37 | 21.02 |
| 18. Lead T&D Mechanic | | | | | | | | 27.57 | 29.00 |
| 19. Working Constr. Frmn./Frwn. | | | | | | | | 29.32 | 30.88 |
| 20. Working Assistant Constr. Frmn./Frwn. | | | | | | | | 27.84 | 29.29 |
| 21. Senior Cable Splicer | | | | | | | | 27.82 | 29.28 |

ELECTRIC PRODUCTION

| | | | | | | | | | |
|--|--|--|--|--|--|--|--|-------|-------|
| 1. Relief Engineer (Multi Station) | | | | | | | | 31.55 | 33.22 |
| 2. Boiler Room Engineer (Glenwood) | | | | | | | | 28.58 | 30.08 |
| 3. Relief Operator A | | | | | | | | 29.28 | 30.80 |
| 4. Relief Operator B | | | | | | | | 27.98 | 29.44 |
| 5. Relief Operator C | | | | | | | | 25.46 | 26.82 |
| 6. Relief Operator D | | | | | | | | 24.87 | 26.18 |
| 7. Boiler Operator A (Glenwood) | | | | | | | | 25.79 | 27.12 |
| 8. Turbine Operator (Glenwood) | | | | | | | | 25.17 | 26.50 |
| 9. Control Operator A (Multi Station) | | | | | | | | 29.28 | 30.80 |
| 10. Control Operator B (Multi Station) | | | | | | | | 27.98 | 29.44 |
| 11. Utility Operator | | | | | | | | 22.94 | 24.15 |
| 12. Relief Engineer | | | | | | | | 30.81 | 32.45 |
| 13. Control Operator | | | | | | | | 27.98 | 29.44 |

EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

ELECTRIC PRODUCTION (CONT'D)

| | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|
| 15. Assistant Control Operator | | | | | | 24.87 | 26.18 |
| 16. Assistant Maintenance Frmn/Frwn | | | | | | 29.00 | 30.52 |
| 17. Stock Clerk** (Counter) | | | | | | 19.23 | 20.23 |
| 18. Wrkg. Internal Combustion Frmn/Frwn | | | | | | 29.98 | 31.54 |
| 19. Control Technician | 19.78 | 20.83 | 21.77 | 22.79 | 23.72 | 24.74 | 25.66 |
| | | | | | 27.51 | 28.55 | 29.52 |
| 20. Waste Water Treatment Technician | 19.78 | 20.83 | 21.77 | 22.79 | 23.72 | 24.74 | 25.66 |
| | | | | | 27.51 | 28.55 | 29.52 |
| 21. Mechanic C (Dust Hauler) | | | | 18.79 | 19.79 | 20.25 | 21.02 |
| 22. Mechanic B (Conveyor Oper.)* | | | | | | 21.25 | 22.37 |
| 23. Mechanic B (Relief Conveyor Oper.) | | | | | | 21.25 | 22.37 |
| 24. Mechanic C (Dockworker) * | | | | | | | 18.79 |
| 25. Mechanic B (Conveyor Oper. Barge Trmr.) | | | | | 21.25 | 22.37 | 22.94 |
| 26. Mechanic-Operator | | | | | | | 21.77 |
| 27. Plant Storekeeper | | | | | | | 25.68 |
| 28. Storeroom Worker (Glenwood) | | | | | | | 21.27 |
| 29. Internal Combustion Operator | | | | | | | 24.87 |
| 30. Mechanic B (Tool Room) | | | | | | 21.25 | 22.37 |
| 31. Building Custodian | | | | | 12.91 | 13.47 | 15.09 |
| 32. Truck Driver | | | | | | | 19.23 |
| 33. Laboratory Helper* | | | | | | | 19.99 |
| 34. Assistant Plant Storekeeper | | | | | | | 23.82 |
| 35. Building Custodian Frmn, B/Frwn. | | | | | | | 21.77 |
| 36. Building Attendant | | | | | 13.66 | 14.39 | 16.02 |

APPENDIX I
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

ELECTRIC SERVICE

| | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|---------|---------|
| 1. Instrument Technician | 19.76 | 20.83 | 21.77 | 22.79 | 23.72 | 24.74 | 25.66 | 26.60 |
| | | | | | 27.51 | 28.55 | 29.52 | 30.97 |
| 2. Relief Emergency Service Specialist Trainee | | | | | 28.15 | 29.62 | 30.03 | 30.35 |
| 3. Relief Emergency Service Specialist | | | | | 28.45 | 30.03 | 30.35 | |
| 4. Emergency Service Specialist | | | | | | 28.84 | 30.35 | |
| 5. Tester A | | | | | | 27.22 | 28.68 | |
| 6. Tester B | | | | | | 24.89 | 26.21 | |
| 7. Tester C | | | | | | 23.50 | 24.75 | |
| 8. Tester D | | | 18.92 | 19.91 | 20.87 | 21.56 | 22.37 | 23.08 |
| 9. Special Service Operator | | | | | | 25.67 | 27.00 | |
| 10. Service Operator | | | | | | 22.11 | 23.25 | |
| 11. Service Operator B | | | | | | 21.08 | 22.20 | |
| 12. Customer Service Mechanic | 19.25 | 20.25 | 20.98 | 21.57 | 22.19 | 22.94 | 23.50 | 24.23 |
| 13. Util. Wkr. (Fire Is)(Wkly)(Temp. Assign.) | | | | | | | 1698.88 | 1782.74 |
| 14. Relief Special Service Operator | | | | | 24.22 | 25.46 | 26.24 | 27.00 |

ELECTRIC SYSTEM OPERATIONS

| | | | | | | | | |
|---|-------|-------|---------|---------|---------|---------|---------|---------|
| 1. Relay Technician | 19.86 | 20.93 | 21.87 | 22.94 | 23.89 | 24.86 | 25.80 | 26.80 |
| | | | | 27.73 | 28.81 | 29.80 | 30.75 | 31.37 |
| 2. Wrkg. Communications Frame/Frmn | | | | | | | 29.64 | 31.22 |
| 3. Communications Technician | | | 24.90 | 26.22 | 27.11 | 27.82 | 28.81 | 29.33 |
| 4. Cabling Technician | | | | | 27.04 | 27.75 | 28.75 | 29.26 |
| 5. Relief Sub Operator (Multi Station) | | | | | 24.22 | 25.46 | 26.24 | 27.00 |
| 6. Substation Operator (Multi Station) | | | | | | | 25.34 | 26.60 |
| 7. Substation Inspector | | | | | | | 25.17 | 26.50 |
| 8. District Operator (Weekly Rates) | | | | | | 1304.68 | 1315.76 | 1324.93 |
| 9. District Operator in Trng. (Wkly. Rates) | | | 1205.26 | 1268.01 | 1275.73 | 1285.85 | 1296.54 | 1304.69 |

APPENDIX I
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

ENVIRONMENTAL OPERATIONS

| | | | | | | | | | | | | | | |
|---|--|--|--|--|--|--|--|--|-------|-------|-------|-------|-------|-------|
| 1. Environmental Technician | | | | | | | | | | 24.81 | 26.11 | | | |
| 2. Working Laboratory Foreman/Forewoman | | | | | | | | | | 28.06 | 29.55 | | | |
| 3. System Laboratory Technician | | | | | | | | | 21.18 | 23.23 | 24.60 | 25.99 | 27.30 | 28.68 |
| 4. Working HAZMAT Frmn/Frwn | | | | | | | | | | | | 26.01 | 27.37 | |
| 5. HAZMAT Specialist | | | | | | | | | | | | 23.89 | 25.11 | |

FACILITIES MANAGEMENT

| | | | | | | | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. Special Mechanic | | | | | | | | | | | | 25.67 | 27.00 | | | | | | | |
| 2. Materials Mechanic | | | | | | | | | | | | 25.47 | 26.79 | | | | | | | |
| 3. Building Opers. Frmn A/Frwn A | | | | | | | | | | | | 27.33 | 28.79 | | | | | | | |
| 4. Building Opers. Frmn B/Frwn B | | | | | | | | | | | | 26.11 | 27.49 | | | | | | | |
| 5. Building Custodian Frmn A/Frwn | | | | | | | | | | | | 22.68 | 23.87 | | | | | | | |
| 6. Building Custodian Frmn B/Frwn | | | | | | | | | | | | 21.77 | 22.94 | | | | | | | |
| 7. Building Custodian Frmn C/Frwn | | | | | | | | | | | | 20.01 | 21.25 | | | | | | | |
| 8. Building Attendant A | | | | | | | | | | | | 17.17 | 18.08 | | | | | | | |
| 9. Building Attendant | | | | | | | | | | | | 13.66 | 14.39 | 16.02 | 17.19 | | | | | |
| 10. Building Custodian A | | | | | | | | | | | | 15.46 | 16.26 | | | | | | | |
| 11. Building Custodian B | | | | | | | | | | | | 13.79 | 14.53 | | | | | | | |
| 12. Groundskeeper | | | | | | | | | | | | 22.34 | 23.53 | | | | | | | |
| 13. Groundskeeper B | | | | | | | | | | | | 21.38 | 22.53 | | | | | | | |
| 14. Boiler Operator | | | | | | | | | | | | 21.83 | 22.99 | | | | | | | |
| 15. Area Maintenance Equip. Operator | | | | | | | | | | | | 20.86 | 21.96 | | | | | | | |
| 16. Relief Boiler Operator | | | | | | | | | | | | 21.26 | 22.41 | | | | | | | |
| 17. Bldg. Opers. Frmn A/Frwn A (Painter) | | | | | | | | | | | | 27.60 | 29.03 | | | | | | | |
| 18. Bldg. Opers. Frmn A/Frwn A (Grdskpr) | | | | | | | | | | | | 26.60 | 27.98 | | | | | | | |
| 19. Facilities Foreman/Forewomen | | | | | | | | | | | | 27.75 | 29.21 | 29.45 | 29.71 | | | | | |
| 20. Facilities Technician | | | | | | | | | | | | 25.15 | 26.48 | 26.81 | 27.14 | 27.51 | 27.86 | 28.21 | 28.53 | 28.96 |

APPENDIX I
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

FLEET SERVICES

| | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. Working Garage Frmn. A/Frwn. A | | | | | | | | 27.84 | 29.29 |
| 2. Working Garage Frmn. B/Frwn. B | | | | | | | | 26.27 | 27.68 |
| 3. Working Garage Frmn. A/Frwn. A-Satel. | | | | | | | | 28.84 | 30.35 |
| 4. Working Garage Frmn. B/Frwn. B-Satel. | | | | | | | | 27.95 | 29.40 |
| 5. Auto & Equipment Technician | | | | | | | | 27.33 | 28.78 |
| 6. Automotive & Equipment Specialist | | | | | | | | 25.67 | 27.00 |
| 7. Garage Mechanic (1st Class) | | | | | | | | 24.39 | 25.70 |
| 8. Parts Handler | | | | | | | | 26.00 | 27.37 |
| 9. Chauffeur/Mechanic | | | | | | | | 23.87 | 25.11 |
| 10. Car Pool Dispatcher ** | | | | | | | | 18.91 | 19.91 |
| 11. Auto & Equipment Mechanic | 16.46 | 17.35 | 17.71 | 18.77 | 19.86 | 20.94 | 21.98 | 23.11 | 24.23 |
| 12. Garage Attendant | | | | 12.80 | 13.49 | 14.53 | 15.56 | 16.62 | 17.19 |
| 13. Working Mobile Serv. Frmn./Frw | | | | | | | | 27.95 | 29.40 |
| 14. CNG Technician | | 19.78 | 20.83 | 21.77 | 22.79 | 23.72 | 24.74 | 25.66 | 26.60 |
| | | | | | | | | 27.51 | 28.64 |
| | | | | | | | | 29.52 | 30.97 |

GAS FIELD OPERATIONS

| | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. Working Underground Frmn/Frwn | | | | | | | | 29.32 | 30.88 |
| 2. Working Underground Utility Frmn/Frwn | | | | | | | | 28.15 | 29.63 |
| 3. Welder-Fitter and Fitter Mechanic | | | | | | 24.26 | 25.52 | 26.43 | 27.37 |
| 4. Utility Mechanic | 12.80 | 14.41 | 16.01 | 17.62 | 19.25 | 20.25 | 20.98 | 21.57 | |
| | | | | | | | | 22.19 | 22.94 |
| | | | | | | | | 23.50 | 24.23 |
| 5. Senior T & D Mechanic | | | | | | | | 27.19 | 28.64 |
| 6. Mechanic A (Welder-Fitter) | | | | | | | | 23.79 | 25.10 |
| 7. Mechanic B (Welder-Fitter) | | | | | | 21.25 | 22.37 | 22.94 | 23.53 |
| 8. Mechanic A (Fitter-Mechanic) | | | | | | | | 23.79 | 25.10 |
| 9. Mechanic B (Fitter-Mechanic) | | | | | | 21.25 | 22.37 | 22.94 | 23.53 |
| 10. Mechanic B (Equipment Operator) | | | | | | 21.25 | 22.37 | 22.94 | 23.53 |

APPENDIX I
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

GAS FIELD OPERATIONS (CONT'D)

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| 11. Mechanic B (Survey Worker) | | 21.25 | 22.37 | 22.94 | 23.53 |
| 12. Mechanic C (Street Worker) | 18.79 | 19.79 | 20.25 | 21.02 | 21.90 |
| 13. Mechanic C (Winch Operator) | | | | 21.26 | 22.41 |

GAS FIELD OPERATIONS SUPPORT - METER OPERATIONS

| | | | | | |
|------------------------------|-------|-------|-------|-------|-------|
| 1. Working Foreman/Forewoman | | | | 27.84 | 29.29 |
| 2. Tester A | | | | 27.22 | 28.68 |
| 3. Tester B | | | | 24.89 | 26.21 |
| 4. Tester C | | | | 23.50 | 24.75 |
| 5. Tester D | 18.92 | 19.91 | 20.87 | 21.56 | 22.37 |

GAS PRODUCTION & CONTROL/LNG/GAS ENGINEERING

| | | | | | |
|-------------------------------------|-------|-------|-------|-------|-------|
| 1. Working Foreman/Forewoman | | | | 27.84 | 29.29 |
| 2. Tester A | | | | 27.22 | 28.68 |
| 3. Tester B | | | | 24.89 | 26.21 |
| 4. Tester C | | | | 23.50 | 24.75 |
| 5. Tester D | 18.92 | 19.91 | 20.87 | 21.56 | 22.37 |
| 6. Working Meter Foreman/Forewoman | | | | 27.19 | 28.66 |
| 7. Repairer (1st Class) | | | | 22.96 | 24.16 |
| 8. Truck Driver | | | | 19.23 | 20.23 |
| 9. Truck Operator | | | | 19.23 | 20.23 |
| 10. Wrkg. Frmn/Frwn (Inwood Holder) | | | | 27.79 | 29.26 |
| 11. Wrkg. Foreman/Forewoman LNG | | | | 29.00 | 30.52 |
| 12. LNG Operator | | | | 28.08 | 29.55 |
| 13. Instrument Technician | 19.78 | 20.83 | 21.77 | 22.79 | 23.72 |
| | | | | 24.74 | 25.66 |
| | | | | 27.51 | 28.55 |
| | | | | 29.52 | 30.97 |

APPENDIX I
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

GAS PROD. & CONTROL/LNG/GAS ENGINEERING (CONT'D)

| | | | | |
|--------------------------------------|-------|-------|-------|-------|
| 14. Gas System Operations Specialist | 24.39 | 25.69 | 26.18 | 26.82 |
| 15. Transmission Plant Operator | | | 23.54 | 24.78 |
| 16. Plant Storekeeper | | | 25.68 | 27.00 |
| 17. Assistant LNG Operator | | | 24.31 | 25.59 |
| 18. Regulator Maintenance Worker A | 24.28 | 25.53 | 26.22 | 27.31 |
| 19. Regulator Maintenance Worker B | 20.21 | 21.26 | 21.98 | 22.60 |
| 20. Station Operator (Riverhead) | | | 22.10 | 23.23 |

GAS MARKETING & SALES

| | | | | |
|---|--|--|-------|-------|
| 1. Working Gas Customer Service Frmn/Frwn | | | 28.18 | 29.64 |
| 2. Gas Customer Service Technician | | | 27.27 | 28.66 |

GENERATION MATERIAL SERVICES

| | | | | |
|-----------------------------|--|-------|-------|-------|
| 1. Storekeeper | | | 25.68 | 27.00 |
| 2. Storekeeper (Hicksville) | | | 25.68 | 27.00 |
| 3. Assistant Storekeeper | | | 23.82 | 25.05 |
| 4. Materials Specialist | | 22.45 | 23.59 | 24.15 |
| 5. Truck Driver | | | 19.23 | 20.23 |

MAINTENANCE SERVICES

| | | | | |
|---|--|--|-------|-------|
| 1. Working Serv. Maintenance Frmn/Frwn | | | 27.82 | 29.26 |
| 2. Working Const. Frmn/Frwn | | | 29.32 | 30.88 |
| 3. Working Asst. Const. Frmn/Frwn | | | 27.84 | 29.29 |
| 4. Working Shops Frmn/Frwn | | | 27.82 | 29.26 |
| 5. Working Salvage Shops Frmn/Frwn | | | 26.27 | 27.68 |
| 6. Asst. Construction Foreman/Forewoman | | | 28.60 | 30.11 |

APPENDIX 1
EFFECTIVE FEBRUARY 14, 2001 - FEBRUARY 13, 2002

MAINTENANCE SERVICES (CONT'D)

| | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|
| 8. Mechanic A (Toolroom) | | | | | | | 23.79 | 25.08 |
| 9. Electric Technician | 18.89 | 19.87 | 20.83 | 21.77 | 22.69 | 23.62 | 24.52 | 25.45 |
| | | | | | 26.42 | 27.34 | 28.27 | 29.16 |
| 10. Maintenance Serv. Mechanic (1st Class) | | | | 24.83 | 26.13 | 27.00 | 27.68 | 28.64 |
| 11. Maintenance Serv. Mechanic (2nd Class) | 18.79 | 19.79 | 20.39 | 21.05 | 21.66 | 22.37 | 22.94 | 23.53 |
| 12. Mechanic B (Toolroom) | | | | | | 21.25 | 22.37 | 22.94 |
| 13. Mechanic B (Salvage Shop) | | | | | | 21.25 | 22.37 | 22.94 |
| 14. Plant Storekeeper | | | | | | | 25.68 | 27.00 |
| 15. Storekeeper (Hicksville) | | | | | | | 25.68 | 27.00 |
| 16. Insulation Mechanic | 18.79 | 19.79 | 20.39 | 21.05 | 21.66 | 22.37 | 22.94 | 23.53 |
| 17. Lead Insulation Mechanic | | | | | | | 24.74 | 26.03 |
| 18. Truck Driver | | | | | | | 19.23 | 20.23 |

PURCHASING & MATERIALS MANAGEMENT

| | | | | | | | | |
|---------------------------------|--|--|--|--|--|--|-------|-------|
| 1. Working Yard Frmn/Frwn | | | | | | | 24.89 | 26.21 |
| 2. Working Stores Frmn A/Frwn A | | | | | | | 26.25 | 27.67 |
| 3. Working Stores Frmn B/Frwn B | | | | | | | 25.67 | 27.00 |
| 4. Senior Stock Handler | | | | | | | 23.50 | 24.75 |
| 5. Stock Handler A | | | | | | | 20.54 | 21.63 |
| 6. Stock Handler B ** | | | | | | | 18.89 | 19.89 |
| 7. Tractor Trailer Operator | | | | | | | 21.91 | 23.07 |
| 8. Winch Truck Operator | | | | | | | 21.26 | 22.41 |
| 9. Truck Driver ** | | | | | | | 19.23 | 20.23 |
| 10. Stock Clerk** (Counter) | | | | | | | 19.23 | 20.23 |
| 11. Working HAZMAT Frmn/Frwn | | | | | | | 26.01 | 27.37 |
| 12. HAZMAT Specialist | | | | | | | 23.89 | 25.11 |

* Indicates a Group A position

** Indicates a Group A-1 position

Starting rates for new employees hired on or after July 1, 1980 will be 90% of published rate.

Except effective Feb. 14, 1989, starting rates for Building Attendant, A & E Mechanic and Service Operator will be the published rate.

**PHYSICAL HOURLY WAGE SCHEDULE
CLASSIFICATION AND RATES**

EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

WAGE INCREASE 3.75%

PROGRESSION THROUGH THE WAGE SCHEDULE WILL BE BASED UPON SATISFACTORY PERFORMANCE

ALL DEPARTMENTS AS APPLICABLE

| | | | | | | | |
|------------------|-------|-------|-------|-------|-------|-------|-------|
| 1. Mechanic A-1 | 25.76 | 27.11 | 28.01 | 28.72 | 29.71 | | |
| 2. Mechanic A | | | | 24.68 | 25.99 | 27.08 | |
| 3. Mechanic B | 19.49 | 20.53 | 21.15 | 21.84 | 22.47 | 23.21 | 24.41 |
| 4. Mechanic C | | | | 19.49 | 20.53 | 21.01 | 21.81 |
| 5. Utilityworker | | 13.28 | 13.99 | 15.07 | 16.38 | 17.33 | 18.58 |

COLLECTION & PAYMENT PROCESSING

| | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|
| 1. Service Operator | 11.98 | 12.60 | 13.44 | 14.30 | 15.14 | 16.02 | 16.85 |
| | | | | | | | 17.70 |
| | | | | | | | 18.55 |
| 2. Emergency Service Specialist | | | | | | | 29.92 |
| | | | | | | | 31.49 |
| 3. Relief Emergency Service Specialist Trainee | | | | | 29.21 | 30.73 | 31.16 |
| | | | | | | | 31.49 |

ELECTRIC DESIGN & CONSTRUCTION

| | | | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|-------|-------|
| 1. Working Line Frmn. A/Frwn. A | | | | | | | 30.42 |
| | | | | | | | 32.04 |
| 2. Working Line Frmn. B/Frwn. B | | | | | | | 29.21 |
| | | | | | | | 30.74 |
| 3. Senior Lineman/Linewoman | | | | | | | 28.60 |
| | | | | | | | 30.09 |
| 4. Lineman/Linewoman First Cl. | 25.67 | 26.62 | 27.58 | 28.72 | 29.71 | | |
| 5. Apprentice Lineman/Linewoman | | 20.60 | 21.92 | 23.27 | 24.65 | | |
| 6. Line Inspector | | | | | | 25.80 | 27.16 |
| 7. Pole Inspector | | | | | | 22.51 | 23.71 |
| 8. Line Equipment Operator | | | | | | 22.59 | 23.80 |
| 9. Truck Driver** | | | | | | 19.94 | 20.00 |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

ELECTRIC DESIGN & CONSTRUCTION (CONT'D)

| | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 10. Senior Lineman Splicer | | | | | | | | 28.86 | 30.38 |
| 11. Working Splicing Frmn./Frwn. | | | | | | | | 30.42 | 32.04 |
| 12. Cable Splicer A | | | | | 25.67 | 26.62 | 27.58 | 28.72 | 29.71 |
| 13. Cable Splicer A (Prog.) | | | | | | 25.17 | 26.49 | 28.14 | 29.71 |
| 14. Cable Splicer B | | | | | | | | 25.80 | 27.16 |
| 15. Cable Splicer C | | | | | | | | 22.72 | 23.92 |
| 16. Electric Mechanic | 19.15 | 19.97 | 21.01 | 21.77 | 22.38 | 23.02 | 23.80 | 24.38 | 25.14 |
| 17. Apprentice Splicer | | | | | 19.15 | 20.17 | 20.65 | 21.13 | 21.81 |
| 18. Lead T&D Mechanic | | | | | | | | 28.60 | 30.09 |
| 19. Working Constr. Frmn./Frwn. | | | | | | | | 30.42 | 32.04 |
| 20. Working Assistant Constr. Frmn./Frwn. | | | | | | | | 28.88 | 30.39 |
| 21. Senior Cable Splicer | | | | | | | | 28.86 | 30.38 |

ELECTRIC PRODUCTION

| | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. Relief Engineer (Multi Station) | | | | | | | | 32.73 | 34.47 |
| 2. Boiler Room Engineer (Glenwood) | | | | | | | | 29.65 | 31.21 |
| 3. Relief Operator A | | | | | | | | 30.38 | 31.96 |
| 4. Relief Operator B | | | | | | | | 29.03 | 30.54 |
| 5. Relief Operator C | | | | | | | | 26.41 | 27.83 |
| 6. Relief Operator D | | | | | | | | 25.80 | 27.16 |
| 7. Boiler Operator A (Glenwood) | | | | | | | | 26.76 | 28.14 |
| 8. Turbine Operator (Glenwood) | | | | | | | | 26.11 | 27.49 |
| 9. Control Operator A (Multi Station) | | | | | | | | 30.38 | 31.96 |
| 10. Control Operator B (Multi Station) | | | | | | | | 29.03 | 30.54 |
| 11. Utility Operator | | | | | | | | 23.80 | 25.06 |
| 12. Relief Engineer | | | | | | | | 31.97 | 33.67 |
| 13. Control Operator | | | | | | | | 29.03 | 30.54 |
| 14. Operator - Mechanic B | 19.49 | 21.15 | 23.13 | 24.81 | 25.80 | 27.16 | 27.78 | 28.41 | |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

ELECTRIC PRODUCTION (CONT'D)

| | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|
| 15. Assistant Control Operator | | | | | | 25.80 | 27.16 |
| 16. Assistant Maintenance Frmn/Frwn | | | | | | 30.09 | 31.66 |
| 17. Stock Clerk** (Counter) | | | | | | 19.95 | 20.99 |
| 18. Wrkg. Internal Combustion Frmn/Frwn | | | | | | 31.10 | 32.72 |
| 19. Control Technician | 20.52 | 21.61 | 22.59 | 23.64 | 24.61 | 25.67 | 26.62 |
| | | | | | 28.54 | 29.62 | 30.63 |
| 20. Waste Water Treatment Technician | 20.52 | 21.61 | 22.59 | 23.64 | 24.61 | 25.67 | 26.62 |
| | | | | | 28.54 | 29.62 | 30.63 |
| 21. Mechanic C (Dust Hauler) | | | | 19.49 | 20.53 | 21.01 | 21.81 |
| 22. Mechanic B (Conveyor Oper.)* | | | | | | 22.05 | 23.21 |
| 23. Mechanic B (Relief Conveyor Oper.) | | | | | | 22.05 | 23.21 |
| 24. Mechanic C (Dockworker) * | | | | | | 19.49 | 20.53 |
| 25. Mechanic B (Conveyor Oper. Barge Train.) | | | | | 22.05 | 23.21 | 23.80 |
| 26. Mechanic-Operator | | | | | | 22.59 | 23.80 |
| 27. Plant Storekeeper | | | | | | 26.64 | 28.01 |
| 28. Storeroom Worker (Glenwood) | | | | | | 22.07 | 23.25 |
| 29. Internal Combustion Operator | | | | | | 25.80 | 27.16 |
| 30. Mechanic B (Tool Room) | | | | | | 22.05 | 23.21 |
| 31. Building Custodian | | | | | 13.39 | 13.98 | 15.66 |
| 32. Truck Driver | | | | | | 19.95 | 20.99 |
| 33. Laboratory Helper* | | | | | | 20.74 | 21.81 |
| 34. Assistant Plant Storekeeper | | | | | | 24.71 | 25.99 |
| 35. Building Custodian Frmn. B/Frwn | | | | | | 22.59 | 23.80 |
| 36. Building Attendant | | | | | 14.17 | 14.93 | 16.62 |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

ELECTRIC SERVICE

| | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|---------|---------|
| 1. Instrument Technician | 20.52 | 21.61 | 22.59 | 23.54 | 24.61 | 25.67 | 26.62 | 27.60 |
| | | | | | 28.54 | 29.62 | 30.63 | 32.13 |
| 2. Relief Emergency Service Specialist Trainee | | | | | 29.21 | 30.73 | 31.16 | 31.49 |
| 3. Relief Emergency Service Specialist | | | | | 29.52 | 31.16 | 31.49 | |
| 4. Emergency Service Specialist | | | | | 29.92 | 31.49 | | |
| 5. Tester A | | | | | 28.24 | 29.76 | | |
| 6. Tester B | | | | | 25.82 | 27.19 | | |
| 7. Tester C | | | | | 24.38 | 25.68 | | |
| 8. Tester D | | 19.43 | 20.66 | 21.65 | 22.37 | 23.21 | 23.95 | |
| 9. Special Service Operator | | | | | 26.63 | 28.01 | | |
| 10. Service Operator | | | | | 22.94 | 24.12 | | |
| 11. Service Operator B | | | | | 21.87 | 23.03 | | |
| 12. Customer Service Mechanic | 19.97 | 21.01 | 21.77 | 22.38 | 23.02 | 23.88 | 24.38 | 25.14 |
| 13. Util. Wkr. (Fire Is)(Wkly)(Temp. Assign.) | | | | | | | 1762.59 | 1849.59 |
| 14. Relief Special Service Operator | | | | | 25.13 | 26.41 | 27.22 | 28.01 |

ELECTRIC SYSTEM OPERATIONS

| | | | | | | | | |
|---|-------|---------|---------|---------|---------|---------|---------|---------|
| 1. Relay Technician | 20.60 | 21.71 | 22.49 | 23.88 | 24.79 | 25.79 | 26.77 | 27.81 |
| | | | | | 28.77 | 29.89 | 30.92 | 31.90 |
| 2. Wkly. Communications Prmn/Frnw | | | | | | | 30.75 | 32.39 |
| 3. Communications Technician | | 25.83 | 27.20 | 28.13 | 28.86 | 29.89 | 30.43 | |
| 4. Cabling Technician | | | | | 28.05 | 28.79 | 29.83 | 30.36 |
| 5. Relief Sub Operator (Multi Station) | | | | | 25.13 | 26.41 | 27.22 | 28.01 |
| 6. Substation Operator (Multi Station) | | | | | | | 26.29 | 27.60 |
| 7. Substation Inspector | | | | | | | 26.11 | 27.49 |
| 8. District Operator (Weekly Rates) | | | | | 1363.61 | 1365.10 | 1374.61 | 1413.69 |
| 9. District Operator in Trng. (Wkly. Rates) | | 1250.46 | 1315.56 | 1323.05 | 1334.07 | 1343.09 | 1353.61 | |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

ENVIRONMENTAL OPERATIONS

| | | | | | | |
|---|-------|-------|-------|-------|-------|-------|
| 1. Environmental Technician | | | | | 25.74 | 27.09 |
| 2. Working Laboratory Foreman/Forewoman | | | | | 29.11 | 30.66 |
| 3. System Laboratory Technician | 22.93 | 24.10 | 25.52 | 26.96 | 28.32 | 29.76 |
| 4. Working HAZMAT Frmn/Frwn | | | | | 26.99 | 28.40 |
| 5. HAZMAT Specialist | | | | | 24.79 | 26.05 |

FACILITIES MANAGEMENT

| | | | | | | |
|--|-------|-------|-------|-------|-------|-------|
| 1. Special Mechanic | | | | | 26.63 | 28.01 |
| 2. Materials Mechanic | | | | | 26.43 | 27.79 |
| 3. Building Opers. Frmn A/Frwn A | | | | | 28.35 | 29.87 |
| 4. Building Opers. Frmn B/Frwn B | | | | | 27.09 | 28.52 |
| 5. Building Custodian Frmn A/Frwn | | | | | 23.53 | 24.77 |
| 6. Building Custodian Frmn B/Frwn | | | | | 22.59 | 23.80 |
| 7. Building Custodian Frmn C/Frwn | | | | | 20.76 | 22.05 |
| 8. Building Attendant A | | | | | 17.81 | 18.76 |
| 9. Building Attendant | | | 14.17 | 14.93 | 16.62 | 17.83 |
| 10. Building Custodian A | | | | | 16.04 | 16.87 |
| 11. Building Custodian B | | | | | 14.31 | 15.07 |
| 12. Groundskeeper | | | | | 23.18 | 24.41 |
| 13. Groundskeeper B | | | | | 22.18 | 23.37 |
| 14. Boiler Operator | | | | | 22.65 | 23.85 |
| 15. Area Maintenance Equip. Operator | | | | | 21.64 | 22.78 |
| 16. Relief Boiler Operator | | | | | 22.06 | 23.25 |
| 17. Bldg. Opers. Frmn A/Frwn A (Painter) | | | | | 27.60 | 29.03 |
| 18. Bldg. Opers. Frmn A/Frwn A (Grdskpr) | | | | | 27.60 | 29.03 |
| 19. Facilities Foreman/Forewomen | | | | | 28.79 | 30.31 |
| 20. Facilities Technician | 26.00 | 27.47 | 27.82 | 28.15 | 28.62 | 29.00 |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

FLEET SERVICES

| | | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. Working Garage Frmn. A/Frwn. A | | | | | | | | 28.88 | 30.39 |
| 2. Working Garage Frmn. B/Frwn. B | | | | | | | | 27.26 | 28.72 |
| 3. Working Garage Frmn. A/Frwn. A-Satel. | | | | | | | | 29.92 | 31.49 |
| 4. Working Garage Frmn. B/Frwn. B-Satel. | | | | | | | | 29.00 | 30.50 |
| 5. Auto & Equipment Technician | | | | | | | | 28.35 | 29.86 |
| 6. Automotive & Equipment Specialist | | | | | | | | 26.63 | 28.01 |
| 7. Garage Mechanic (1st Class) | | | | | | | | 25.30 | 26.66 |
| 8. Parts Handler | | | | | | | | 26.98 | 28.40 |
| 9. Chauffeur Mechanic | | | | | | | | 24.77 | 26.05 |
| 10. Car Pool Dispatcher ** | | | | | | | | 19.62 | 20.66 |
| 11. Auto & Equipment Mechanic | 17.08 | 18.00 | 18.37 | 19.47 | 20.60 | 21.73 | 22.80 | 23.98 | 25.14 |
| 12. Garage Attendant | | | | 13.28 | 14.00 | 15.07 | 16.14 | 17.24 | 17.83 |
| 13. Working Mobile Serv. Frmn./ Frw | | | | | | | | 29.00 | 30.50 |
| 14. CNG Technician | | 20.52 | 21.61 | 22.59 | 23.64 | 24.61 | 25.67 | 26.62 | 27.60 |
| | | | | | | | 28.54 | 29.71 | 30.63 |
| | | | | | | | | | 32.13 |

GAS FIELD OPERATIONS

| | | | | | | | | | |
|--|--|-------|-------|-------|-------|-------|-------|-------|-------|
| 1. Working Underground Frmn/Frwn | | | | | | | | 30.42 | 32.04 |
| 2. Working Underground Utility Frmn/Frwn | | | | | | | | 29.21 | 30.74 |
| 3. Welder Fitter and Fitter Mechanic | | | | | | 25.17 | 26.48 | 27.42 | 28.40 |
| 4. Utility Mechanic | | 13.28 | 14.95 | 16.61 | 18.28 | 19.97 | 21.01 | 21.77 | 22.38 |
| | | | | | | | 23.02 | 23.80 | 24.38 |
| 5. Senior T & D Mechanic | | | | | | | | 28.21 | 29.71 |
| 6. Mechanic A (Welder-Fitter) | | | | | | | 24.68 | 26.04 | 27.08 |
| 7. Mechanic B (Welder-Fitter) | | | | | | 22.05 | 23.21 | 23.80 | 24.41 |
| 8. Mechanic A (Fitter-Mechanic) | | | | | | | 24.68 | 26.04 | 27.08 |
| 9. Mechanic B (Fitter-Mechanic) | | | | | | 22.05 | 23.21 | 23.80 | 24.41 |
| 10. Mechanic B (Equipment Operator) | | | | | | 22.05 | 23.21 | 23.80 | 24.41 |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

GAS FIELD OPERATIONS (CONT'D)

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| 11. Mechanic B (Survey Worker) | | 22.05 | 23.21 | 23.80 | 24.41 |
| 12. Mechanic C (Street Worker) | 19.49 | 20.53 | 21.01 | 21.51 | 22.72 |
| 13. Mechanic C (Winch Operator) | | | | 22.06 | 23.25 |

GAS FIELD OPERATIONS SUPPORT - METER OPERATIONS

| | | | | | |
|------------------------------|-------|-------|-------|-------|-------|
| 1. Working Foreman/Forewoman | | | | 28.88 | 30.39 |
| 2. Tester A | | | | 28.24 | 29.76 |
| 3. Tester B | | | | 25.82 | 27.19 |
| 4. Tester C | | | | 24.38 | 25.68 |
| 5. Tester D | 19.63 | 20.66 | 21.65 | 22.37 | 23.95 |

GAS PRODUCTION & CONTROL/LNG/GAS ENGINEERING

| | | | | | |
|-------------------------------------|-------|-------|-------|-------|-------|
| 1. Working Foreman/Forewoman | | | | 28.88 | 30.39 |
| 2. Tester A | | | | 28.24 | 29.76 |
| 3. Tester B | | | | 25.82 | 27.19 |
| 4. Tester C | | | | 24.38 | 25.68 |
| 5. Tester D | 19.63 | 20.66 | 21.65 | 22.37 | 23.95 |
| 6. Working Meter Foreman/Forewom | | | | 28.21 | 29.73 |
| 7. Repairer (1st Class) | | | | 23.82 | 25.07 |
| 8. Truck Driver | | | | 19.95 | 20.99 |
| 9. Truck Operator | | | | 19.95 | 20.99 |
| 10. Wrkg. Frmn/Frwn (Inwood Holder) | | | | 28.83 | 30.36 |
| 11. Wrkg. Foreman/Forewoman LNG | | | | 30.09 | 31.66 |
| 12. LNG Operator | | | | 29.13 | 30.66 |
| 13. Instrument Technician | 20.52 | 21.61 | 22.59 | 23.64 | 24.61 |
| | | | | 25.67 | 26.62 |
| | | | | 28.54 | 29.62 |
| | | | | 30.63 | 32.13 |

EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

GAS PROD. & CONTROL/LNG/GAS ENGINEERING (CONT'D)

| | | | | |
|--------------------------------------|-------|-------|-------|-------|
| 14. Gas System Operations Specialist | 25.38 | 26.65 | 27.16 | 27.83 |
| 15. Transmission Plant Operator | | | 24.42 | 25.71 |
| 16. Plant Storekeeper | | | 26.64 | 28.01 |
| 17. Assistant LNG Operator | | | 25.22 | 26.55 |
| 18. Regulator Maintenance Worker A | 25.19 | 26.49 | 27.20 | 28.41 |
| 19. Regulator Maintenance Worker B | 20.97 | 22.06 | 22.80 | 23.45 |
| 20. Station Operator (Riverhead) | | | 22.93 | 24.10 |

GAS MARKETING & SALES

| | | | | |
|---|--|--|-------|-------|
| 1. Working Gas Customer Service Frmn/Frwn | | | 29.24 | 30.75 |
| 2. Gas Customer Service Technician | | | 28.29 | 29.73 |

GENERATION MATERIAL SERVICES

| | | | | |
|-----------------------------|--|-------|-------|-------|
| 1. Storekeeper | | | 26.64 | 28.01 |
| 2. Storekeeper (Hicksville) | | | 26.64 | 28.01 |
| 3. Assistant Storekeeper | | | 24.71 | 25.99 |
| 4. Materials Specialist | | 23.29 | 24.47 | 25.06 |
| 5. Truck Driver | | | 19.95 | 20.99 |

MAINTENANCE SERVICES

| | | | | |
|--|--|--|-------|-------|
| 1. Working Serv. Maintenance Frmn/Frwn | | | 28.86 | 30.36 |
| 2. Working Const. Frmn/Frwn | | | 30.42 | 32.04 |
| 3. Working Ass. Const. Frmn/Frwn | | | 28.89 | 30.39 |
| 4. Working Shops Frmn/Frwn | | | 28.86 | 30.36 |
| 5. Working Salvage Shops Frmn/Frwn | | | 27.26 | 28.72 |
| 6. Asst. Construction Foreman/Forewoman | | | 29.67 | 31.24 |
| 7. Electric Technician Foreman/Forewoman | | | 31.02 | 32.61 |

APPENDIX II
EFFECTIVE FEBRUARY 14, 2002 - FEBRUARY 13, 2003

MAINTENANCE SERVICES (CONT'D)

| | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|
| 8. Mechanic A (Toolroom) | | | | | | | 24.68 | 26.02 |
| 9. Electric Technician | 19.60 | 20.62 | 21.61 | 22.59 | 23.54 | 24.51 | 25.44 | 26.40 |
| | | | | | | 27.41 | 28.37 | 29.33 |
| 10. Maintenance Serv. Mechanic (1st Class) | | | | 25.76 | 27.11 | 28.01 | 28.72 | 29.71 |
| 11. Maintenance Serv. Mechanic (2nd Class) | 19.49 | 20.53 | 21.15 | 21.84 | 22.47 | 23.21 | 23.80 | 24.41 |
| 12. Mechanic B (Toolroom) | | | | | | 22.05 | 23.21 | 23.80 |
| 13. Mechanic B (Salvage Shop) | | | | | | 22.05 | 23.21 | 23.80 |
| 14. Plant Storekeeper | | | | | | | 26.64 | 28.01 |
| 15. Storekeeper (Hicksville) | | | | | | | 26.64 | 28.01 |
| 16. Insulation Mechanic | 19.49 | 20.53 | 21.15 | 21.84 | 22.47 | 23.21 | 23.80 | 24.41 |
| 17. Lead Insulation Mechanic | | | | | | | 25.67 | 27.01 |
| 18. Truck Driver | | | | | | | 19.95 | 20.99 |

PURCHASING & MATERIALS MANAGEMENT

| | | | | | | | | |
|---------------------------------|--|--|--|--|--|--|-------|-------|
| 1. Working Yard Frmn/Erwn | | | | | | | 25.82 | 27.19 |
| 2. Working Stores Frmn A/Frwn A | | | | | | | 27.23 | 28.71 |
| 3. Working Stores Frmn B/Frwn B | | | | | | | 26.63 | 28.01 |
| 4. Senior Stock Handler | | | | | | | 24.38 | 25.68 |
| 5. Stock Handler A | | | | | | | 21.31 | 22.44 |
| 6. Stock Handler B ** | | | | | | | 19.60 | 20.64 |
| 7. Tractor Trailer Operator | | | | | | | 22.73 | 23.94 |
| 8. Winch Truck Operator | | | | | | | 22.06 | 23.25 |
| 9. Truck Driver ** | | | | | | | 19.95 | 20.99 |
| 10. Stock Clerk** (Counter) | | | | | | | 19.95 | 20.99 |
| 11. Working HAZMAT Frmn/Erwn | | | | | | | 26.99 | 28.40 |
| 12. HAZMAT Specialist | | | | | | | 24.79 | 26.05 |

* Indicates a Group A position

** Indicates a Group A-1 position

Spelling - see the new personnel manual for the correct spelling of the positions listed in this appendix.

**PHYSICAL HOURLY WAGE SCHEDULE
CLASSIFICATION AND RATES**

EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

WAGE INCREASE 3.75%

PROGRESSION THROUGH THE WAGE SCHEDULE WILL BE BASED UPON SATISFACTORY PERFORMANCE

ALL DEPARTMENTS AS APPLICABLE

| | | | | | |
|------------------|-------|-------|-------|-------|-------|
| 1. Mechanic A-1 | 26.73 | 28.13 | 29.06 | 29.80 | 30.82 |
| 2. Mechanic A | | | 25.61 | 26.96 | 28.10 |
| 3. Mechanic B | 20.22 | 21.30 | 21.94 | 22.66 | 23.31 |
| 4. Mechanic C | 20.22 | 21.30 | 21.80 | 22.63 | 23.57 |
| 5. Utilityworker | 13.78 | 14.51 | 15.64 | 16.99 | 17.98 |
| | | | 17.98 | 19.28 | 20.24 |

COLLECTION & PAYMENT PROCESSING

| | | | | | |
|--|-------|-------|-------|-------|-------|
| 1. Service Operator | 12.43 | 13.07 | 13.94 | 14.84 | 15.71 |
| | | | | 16.62 | 17.48 |
| | | | | 17.48 | 18.36 |
| | | | | 19.25 | 20.01 |
| 2. Emergency Service Specialist | | | | 31.04 | 32.67 |
| 3. Relief Emergency Service Specialist Trainee | | | 30.31 | 31.88 | 32.33 |
| | | | 31.88 | 32.33 | 32.67 |

ELECTRIC DESIGN & CONSTRUCTION

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| 1. Working Line Frmn. A/Frwn. A | | | | 31.56 | 33.24 |
| 2. Working Line Frmn. B/Frwn. B | | | | 30.31 | 31.89 |
| 3. Senior Lineman/Linewoman | | | | 29.67 | 31.22 |
| 4. Lineman/Linewoman First Cl. | 26.63 | 27.62 | 28.61 | 29.80 | 30.82 |
| 5. Apprentice Lineman/Linewoman | | 21.37 | 22.74 | 24.14 | 25.57 |
| 6. Line Inspector | | | | 26.77 | 28.18 |
| 7. Pole Inspector | | | | 23.35 | 24.60 |
| 8. Line Equipment Operator | | | | 23.44 | 24.69 |
| 9. Truck Driver | | | | 20.70 | 21.78 |

APPENDIX III
EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

ELECTRIC DESIGN & CONSTRUCTION (CONT'D)

| | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 10. Senior Lineman Splicer | | | | | | | | 29.94 | 31.52 |
| 11. Working Splicing Frmn./Frwn. | | | | | | | | 31.56 | 33.24 |
| 12. Cable Splicer A | | | | 26.63 | 27.62 | 28.61 | | 29.80 | 30.82 |
| 13. Cable Splicer A (Prog.) | | | | | | 26.11 | 27.48 | 29.20 | 30.82 |
| 14. Cable Splicer B | | | | | | | | 26.77 | 28.18 |
| 15. Cable Splicer C | | | | | | | | 23.57 | 24.82 |
| 16. Electric Mechanic | 19.87 | 20.72 | 21.80 | 22.59 | 23.22 | 23.88 | 24.69 | 25.29 | 26.08 |
| 17. Apprentice Splicer | | | | | 19.87 | 20.93 | 21.42 | 21.92 | 22.63 |
| 18. Lead T&D Mechanic | | | | | | | | 29.67 | 31.22 |
| 19. Working Constr. Frmn./Frwn. | | | | | | | | 31.56 | 33.24 |
| 20. Working Assistant Constr. Frmn./Frwn. | | | | | | | | 29.96 | 31.53 |
| 21. Senior Cable Splicer | | | | | | | | 29.94 | 31.52 |

ELECTRIC PRODUCTION

| | | | | | | | | | |
|--|--|--|--|--|--|--|--|-------|-------|
| 1. Relief Engineer (Multi Station) | | | | | | | | 33.96 | 35.76 |
| 2. Boiler Room Engineer (Glenwood) | | | | | | | | 30.76 | 32.38 |
| 3. Relief Operator A | | | | | | | | 31.52 | 33.16 |
| 4. Relief Operator B | | | | | | | | 30.12 | 31.69 |
| 5. Relief Operator C | | | | | | | | 27.40 | 28.87 |
| 6. Relief Operator D | | | | | | | | 26.77 | 28.18 |
| 7. Boiler Operator A (Glenwood) | | | | | | | | 27.76 | 29.20 |
| 8. Turbine Operator (Glenwood) | | | | | | | | 27.09 | 28.52 |
| 9. Control Operator A (Multi Station) | | | | | | | | 31.52 | 33.16 |
| 10. Control Operator B (Multi Station) | | | | | | | | 30.12 | 31.69 |
| 11. Utility Operator | | | | | | | | 24.69 | 26.00 |
| 12. Relief Engineer | | | | | | | | 33.17 | 34.93 |
| 13. Control Operator | | | | | | | | 30.12 | 31.69 |

APPENDIX III
EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

ELECTRIC PRODUCTION (CONT'D)

| | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|
| 15. Assistant Control Operator | | | | | | | 26.77 | 28.18 |
| 16. Assistant Maintenance Frmn/Frwn | | | | | | | 31.22 | 32.85 |
| 17. Stock Clerk** (Counter) | | | | | | | 20.70 | 21.78 |
| 18. Wrkg. Internal Combustion Frmn/Frwn | | | | | | | 32.27 | 33.95 |
| 19. Control Technician | 21.29 | 22.42 | 23.44 | 24.53 | 25.53 | 26.63 | 27.62 | 28.64 |
| | | | | | 29.61 | 30.73 | 31.78 | 32.81 |
| 20. Waste Water Treatment Technician | 21.29 | 22.42 | 23.44 | 24.53 | 25.53 | 26.63 | 27.62 | 28.64 |
| | | | | | 29.61 | 30.73 | 31.78 | 32.81 |
| 21. Mechanic C (Dust Hauler) | | | | 20.22 | 21.30 | 21.80 | 22.63 | 23.57 |
| 22. Mechanic B (Conveyor Oper.)* | | | | | | | 22.88 | 24.08 |
| 23. Mechanic B (Relief Conveyor Oper.) | | | | | | | 22.88 | 24.08 |
| 24. Mechanic C (Dockworker) * | | | | | | | 20.22 | 21.30 |
| 25. Mechanic B (Conveyor Oper. Barge Trmr.) | | | | | 22.88 | 24.08 | 24.69 | 25.33 |
| 26. Mechanic-Operator | | | | | | | 23.44 | 24.69 |
| 27. Plant Storekeeper | | | | | | | 27.64 | 29.06 |
| 28. Storeroom Worker (Glenwood) | | | | | | | 22.90 | 24.12 |
| 29. Internal Combustion Operator | | | | | | | 26.77 | 28.18 |
| 30. Mechanic B (Tool Room) | | | | | | 22.88 | 24.08 | 24.69 |
| 31. Building Custodian | | | | | 13.89 | 14.50 | 16.25 | 17.50 |
| 32. Truck Driver | | | | | | | 20.70 | 21.78 |
| 33. Laboratory Helper* | | | | | | | 21.52 | 22.63 |
| 34. Assistant Plant Storekeeper | | | | | | | 25.64 | 26.96 |
| 35. Building Custodian Frmn. B/Frwn. | | | | | | | 23.44 | 24.69 |
| 36. Building Attendant | | | | | 14.70 | 15.49 | 17.24 | 18.50 |

APPENDIX III
EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

ELECTRIC SERVICE

| | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|---------|---------|
| 1. Instrument Technician | 21.29 | 22.42 | 23.44 | 24.53 | 25.53 | 26.63 | 27.62 | 28.64 |
| | | | | | 29.61 | 30.73 | 31.78 | 33.33 |
| 2. Relief Emergency Service Specialist Trainee | | | | | 30.31 | 31.88 | 32.33 | 32.67 |
| 3. Relief Emergency Service Specialist | | | | | | 30.63 | 32.33 | 32.67 |
| 4. Emergency Service Specialist | | | | | | | 31.04 | 32.67 |
| 5. Tester A | | | | | | | 29.30 | 30.88 |
| 6. Tester B | | | | | | | 26.79 | 28.21 |
| 7. Tester C | | | | | | | 25.29 | 26.64 |
| 8. Tester D | | | 20.37 | 21.43 | 22.46 | 23.21 | 24.08 | 24.85 |
| 9. Special Service Operator | | | | | | | 27.63 | 29.06 |
| 10. Service Operator | | | | | | | 23.80 | 25.02 |
| 11. Service Operator B | | | | | | | 22.69 | 23.89 |
| 12. Customer Service Mechanic | 20.72 | 21.80 | 22.59 | 23.22 | 23.88 | 24.69 | 25.29 | 26.08 |
| 13. Util. Wkr. (Fire Is)(Wkly)(Temp. Assign.) | | | | | | | 1828.69 | 1918.95 |
| 14. Relief Special Service Operator | | | | | 26.07 | 27.40 | 28.24 | 29.06 |

ELECTRIC SYSTEM OPERATIONS

| | | | | | | | | |
|---|-------|-------|---------|---------|---------|---------|---------|---------|
| 1. Relay Technician | 21.37 | 22.52 | 23.54 | 24.69 | 25.72 | 26.76 | 27.77 | 28.85 |
| | | | | 29.85 | 31.01 | 32.08 | 33.10 | 33.77 |
| 2. Wrkg. Communications Firm/Prsn | | | | | | | 31.90 | 33.60 |
| 3. Communications Technician | | | 26.80 | 28.22 | 29.18 | 29.94 | 31.01 | 31.57 |
| 4. Cabling Technician | | | | | 29.10 | 29.87 | 30.95 | 31.50 |
| 5. Relief Sub Operator (Multi Station) | | | | | 26.07 | 27.40 | 28.24 | 29.06 |
| 6. Substation Operator (Multi Station) | | | | | | | 27.28 | 28.64 |
| 7. Substation Inspector | | | | | | | 27.09 | 28.52 |
| 8. District Operator (Weekly Rates) | | | | | 1404.37 | 1416.29 | 1426.16 | 1466.70 |
| 9. District Operator in Trng. (Wkly. Rates) | | | 1297.35 | 1364.89 | 1372.66 | 1384.10 | 1393.46 | 1404.37 |

APPENDIX III
EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

ENVIRONMENTAL OPERATIONS

| | | | | | | |
|---|-------|-------|-------|-------|-------|-------|
| 1. Environmental Technician | | | | | 26.71 | 28.11 |
| 2. Working Laboratory Foreman/Forewoman | | | | | 30.20 | 31.81 |
| 3. System Laboratory Technician | 23.79 | 25.00 | 26.48 | 27.97 | 29.38 | 30.88 |
| 4. Working HAZMAT Frmn/Frwn | | | | | 28.00 | 29.47 |
| 5. HAZMAT Specialist | | | | | 25.72 | 27.03 |

FACILITIES MANAGEMENT

| | | | | | | |
|--|-------|-------|-------|-------|-------|-------|
| 1. Special Mechanic | | | | | 27.63 | 29.06 |
| 2. Materials Mechanic | | | | | 27.42 | 28.83 |
| 3. Building Opers. Frmn A/Frwn A | | | | | 29.41 | 30.99 |
| 4. Building Opers. Frmn B/Frwn B | | | | | 28.11 | 29.59 |
| 5. Building Custodian Frmn A/Frwn | | | | | 24.41 | 25.70 |
| 6. Building Custodian Frmn B/Frwn | | | | | 23.44 | 24.69 |
| 7. Building Custodian Frmn C/Frwn | | | | | 21.54 | 22.88 |
| 8. Building Attendant A | | | | | 18.48 | 19.46 |
| 9. Building Attendant | | | 14.70 | 15.40 | 17.24 | 18.50 |
| 10. Building Custodian A | | | | | 16.64 | 17.50 |
| 11. Building Custodian B | | | | | 14.85 | 15.64 |
| 12. Groundskeeper | | | | | 24.05 | 25.33 |
| 13. Groundskeeper B | | | | | 23.01 | 24.25 |
| 14. Boiler Operator | | | | | 23.50 | 24.74 |
| 15. Area Maintenance Equip. Operator | | | | | 22.45 | 23.63 |
| 16. Relief Boiler Operator | | | | | 22.89 | 24.12 |
| 17. Bldg. Opers. Frmn A/Frwn A (Painter) | | | | | 28.64 | 30.12 |
| 18. Bldg. Opers. Frmn A/Frwn A (Grdskpr) | | | | | 28.64 | 30.12 |
| 19. Facilities Foreman/Forewoman | | | | 29.87 | 31.45 | 31.70 |
| 20. Facilities Technician | 27.07 | 28.50 | 28.86 | 29.22 | 29.61 | 29.98 |
| | | | | | 30.37 | 30.71 |
| | | | | | | 31.18 |

APPENDIX III
EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

GAS FIELD OPERATIONS (CONT'D)

| | | | | | |
|---------------------------------|-------|-------|-------|-------|-------|
| 11. Mechanic B (Survey Worker) | | 22.88 | 24.08 | 24.69 | 25.33 |
| 12. Mechanic C (Street Worker) | 20.22 | 21.30 | 21.80 | 22.63 | 23.57 |
| 13. Mechanic C (Winch Operator) | | | | 22.89 | 24.12 |

GAS FIELD OPERATIONS SUPPORT - METER OPERATIONS

| | | | | | | |
|------------------------------|-------|-------|-------|-------|-------|-------|
| 1. Working Foreman/Forewoman | | | | | 29.96 | 31.53 |
| 2. Tester A | | | | | 29.30 | 30.88 |
| 3. Tester B | | | | | 26.79 | 28.21 |
| 4. Tester C | | | | | 25.29 | 26.64 |
| 5. Tester D | 20.37 | 21.43 | 22.46 | 23.21 | 24.08 | 24.85 |

GAS PRODUCTION & CONTROL/LNG/GAS ENGINEERING

| | | | | | | | |
|-------------------------------------|-------|-------|-------|-------|-------|-------|-------|
| 1. Working Foreman/Forewoman | | | | | | 29.96 | 31.53 |
| 2. Tester A | | | | | | 29.30 | 30.88 |
| 3. Tester B | | | | | | 26.79 | 28.21 |
| 4. Tester C | | | | | | 25.29 | 26.64 |
| 5. Tester D | 20.37 | 21.43 | 22.46 | 23.21 | 24.08 | 24.85 | |
| 6. Working Meter Foreman/Forewoman | | | | | | 29.27 | 30.84 |
| 7. Repairer (1st Class) | | | | | | 24.71 | 26.01 |
| 8. Truck Driver | | | | | | 20.70 | 21.78 |
| 9. Truck Operator | | | | | | 20.70 | 21.78 |
| 10. Wrkg. Frmn/Frwn (Inwood Holder) | | | | | | 29.91 | 31.50 |
| 11. Wrkg. Foreman/Forewoman LNG | | | | | | 31.22 | 32.85 |
| 12. LNG Operator | | | | | | 30.22 | 31.81 |
| 13. Instrument Technician | 21.29 | 22.42 | 23.44 | 24.53 | 25.53 | 26.63 | 27.62 |
| | | | | | | 29.61 | 30.73 |
| | | | | | | 31.78 | 33.33 |

APPENDIX III
EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

GAS PROD. & CONTROL/LNG/GAS ENGINEERING (CONT'D)

| | | | | |
|--------------------------------------|-------|-------|-------|-------|
| 14. Gas System Operations Specialist | 26.25 | 27.65 | 28.18 | 28.97 |
| 15. Transmission Plant Operator | | | 25.34 | 26.67 |
| 16. Plant Storekeeper | | | 27.64 | 29.06 |
| 17. Assistant LNG Operator | | | 26.17 | 27.55 |
| 18. Regulator Maintenance Worker A | 26.13 | 27.48 | 28.22 | 29.48 |
| 19. Regulator Maintenance Worker B | 21.76 | 22.89 | 23.66 | 24.33 |
| 20. Station Operator (Riverhead) | | | 23.79 | 25.00 |

GAS MARKETING & SALES

| | | | | |
|---|--|--|-------|-------|
| 1. Working Gas Customer Service Frmn/Frwn | | | 30.34 | 31.90 |
| 2. Gas Customer Service Technician | | | 29.35 | 30.84 |

GENERATION MATERIAL SERVICES

| | | | | |
|-----------------------------|--|-------|-------|-------|
| 1. Storekeeper | | | 27.64 | 29.06 |
| 2. Storekeeper (Hicksville) | | | 27.64 | 29.06 |
| 3. Assistant Storekeeper | | | 25.64 | 26.96 |
| 4. Materials Specialist | | 24.16 | 25.39 | 26.00 |
| 5. Truck Driver | | | 20.70 | 21.78 |

MAINTENANCE SERVICES

| | | | | |
|--|--|--|-------|-------|
| 1. Working Serv. Maintenance Frmn/Frwn | | | 29.94 | 31.50 |
| 2. Working Const. Frmn/Frwn | | | 31.56 | 33.24 |
| 3. Working Asst. Const. Frmn/Frwn | | | 29.96 | 31.53 |
| 4. Working Shops Frmn/Frwn | | | 29.94 | 31.50 |
| 5. Working Salvage Shops Frmn/Frwn | | | 28.28 | 29.86 |
| 6. Asst. Construction Foreman/Forewoman | | | 30.78 | 32.41 |
| 7. Electric Technician Foreman/Forewoman | | | 32.18 | 33.91 |

EFFECTIVE FEBRUARY 14, 2003 - FEBRUARY 13, 2004

MAINTENANCE SERVICES (CONT'D)

| | | | | | | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|
| 8. Mechanic A (Toolroom) | | | | | | | 25.61 | 27.00 |
| 9. Electric Technician | 20.34 | 21.39 | 22.43 | 23.44 | 24.43 | 25.43 | 26.39 | 27.39 |
| | | | | | 28.44 | 29.43 | 30.43 | 31.38 |
| 10. Maintenance Serv. Mechanic (1st Class) | | | | 26.73 | 28.13 | 29.06 | 29.80 | 30.32 |
| 11. Maintenance Serv. Mechanic (2nd Class) | 20.22 | 21.30 | 21.94 | 22.66 | 23.31 | 24.08 | 24.69 | 25.33 |
| 12. Mechanic B (Toolroom) | | | | | | 22.88 | 24.08 | 24.69 |
| 13. Mechanic B (Salvage Shop) | | | | | | 22.88 | 24.08 | 24.69 |
| 14. Plant Storekeeper | | | | | | | 27.64 | 29.06 |
| 15. Storekeeper (Hicksville) | | | | | | | 27.64 | 29.06 |
| 16. Insulation Mechanic | 20.22 | 21.30 | 21.94 | 22.66 | 23.31 | 24.08 | 24.69 | 25.33 |
| 17. Lead Insulation Mechanic | | | | | | | 26.63 | 28.02 |
| 18. Truck Driver | | | | | | | 20.70 | 21.78 |

PURCHASING & MATERIALS MANAGEMENT

| | | | | | | | | |
|---------------------------------|--|--|--|--|--|--|-------|-------|
| 1. Working Yard Frmn/Frwn | | | | | | | 26.79 | 28.21 |
| 2. Working Stores Frmn A/Frwn A | | | | | | | 28.25 | 29.79 |
| 3. Working Stores Frmn B/Frwn B | | | | | | | 27.63 | 29.06 |
| 4. Senior Stock Handler | | | | | | | 25.29 | 26.64 |
| 5. Stock Handler A | | | | | | | 22.11 | 23.28 |
| 6. Stock Handler B ** | | | | | | | 20.34 | 21.41 |
| 7. Tractor/Trailer Operator | | | | | | | 23.58 | 24.84 |
| 8. Winch Truck Operator | | | | | | | 22.89 | 24.12 |
| 9. Truck Driver ** | | | | | | | 20.70 | 21.78 |
| 10. Stock Clerk** (Counter) | | | | | | | 20.70 | 21.78 |
| 11. Working HAZMAT Frmn/Frwn | | | | | | | 28.00 | 29.47 |
| 12. HAZMAT Specialist | | | | | | | 25.72 | 27.03 |

* Indicates a Group A position

** Indicates a Group A-1 position

Starting rates for new employees hired on or after July 1, 1980 will be 90% of published rate.

Except effective Feb. 14, 1989, starting rates for Building Attendant, A & E Mechanic and Service Operator will be the published rates.

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INTERPRETATIONS

AND

OTHER RELATED MATTERS

AFFECTING THE

COLLECTIVE BARGAINING

AGREEMENT

BETWEEN

KEYSPAN CORPORATION

AND

LOCAL 1049

of the

INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS

Dated: February 14, 2001

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FOREWORD

There follows herewith interpretations and other related matters affecting the Collective Bargaining Agreement between the KeySpan Corporation and Local 1049 of the I.B.E.W., covering physical workers, for the information of Supervisors and Shop Stewards. These are the result of agreements reached at various times between the Company and the Union relative to the application of certain contract articles. In the event any questions should arise with respect to the subjects covered herein or other matters of contract interpretation, it is suggested that Supervisors contact Employee and Labor Relations through their department head or his designated representative and that Stewards contact the Union office.

Article I. (j)

PAY REDUCTION LIMITATIONS APPLICABLE AS A RESULT OF AUTOMATION OR TECHNOLOGICAL CHANGES

1. In the event it becomes necessary to permanently reassign personnel to lower classified positions as a result of automation or technological changes, reductions in pay of those employees affected shall not exceed the maximum limits shown below:

| Service Time | Maximum Reduction |
|-----------------------------|--------------------------|
| 15 Years and Over | 0% |
| 10 Years Less than 15 Years | 5% |
| 5 Years Less than 10 Years | 10% |
| Less than 5 Years | Job Rate |

2. Employees who may become over-the-rate as a result of the above reduction table action shall be carried in the same status and under the same conditions as all other over-the-rate employees.

Article II.

SPECIAL SCHEDULES

1. It is recognized by the Company and the Union that as a public service utility, the Company is required to provide service 24 hours per day, 7 days per week. As a consequence of this requirement, it is understood that special work schedules may be required to be

established in various organizations of the Company to meet reasonable operating and maintenance requirements.

2. It is also recognized that employees normally desire to work a regular day schedule. Monday through Friday, although it is understood that this cannot be achieved by all work groups.

3. Special schedules shall be subject to review on reasonable occasions on the basis of the operating and maintenance requirements for which they have been established, and are subject to revisions - as needs change, abolition - if no longer required, or continuation, as the operating and maintenance requirements indicate.

4. The establishment of additional special schedules shall be subject to a need on the basis of operating and maintenance requirements, and shall be subject to continuing review as indicated by the provisions of the above paragraph.

Article III. (a)

DOUBLE TIME FOR WORK ON SECOND DAY OF REST

1. In accordance with Article III(a), double time is paid for work on an employee's second day of rest in the workweek.

2. For uniform practices, the following principles should be used in designating the second day of rest.

a. Work shall be divided into three classes; namely Shift Work, Special Scheduled Work and Day Work.

- (1) Shift Work is defined as work which is carried on 24 hours per day, 7 days per week, including work on Saturdays, Sundays and holidays.
- (2) Special Scheduled Work is defined as work of a continually recurring nature required in varying degree during the day or night, Saturdays, Sundays and holidays.
- (3) All work not defined as Shift Work or Special Scheduled Work is defined as Day Work.

b. The workweek and pay week for all workers shall start on Sunday and end on Saturday.

c. Employees assume the status of the type of work being performed by them.

d. In accordance with the above, the second day of rest for different schedules for (1) Shift Schedule Work and (2) Day and Special Schedule Work, as shown against the standard Sunday through Saturday pay week shall be as follows:

Day Work, Special Schedule Work and Shift Work

| Sun. | Mon. | Tues. | Wed. | Thurs. | Fri. | Sat. |
|------|------|-------|------|--------|------|------|
| X | X | X | X | X | 1½ | 2 |
| 2 | X | X | X | X | X | 1½ |
| 2 | 1½ | X | X | X | X | X |
| X | 1½ | 2 | X | X | X | X |
| X | X | 1½ | 2 | X | X | X |
| X | X | X | 1½ | 2 | X | X |
| X | X | X | X | 1½ | 2 | X |

X - Scheduled day of work

1½ - Time and one-half day (1st day of rest)

2 - Double time day (2nd day of rest)

Shift and special schedule workers scheduled to work on a holiday may elect to work that holiday at straight time and receive another day off with pay at some later date which is mutually agreeable to the Company and the employee. Employees exercising this option must advise their supervisors in advance of their choice.

Article III. (b)

MINIMUM PAY ON CALLOUT

1. An employee called out to work is paid a minimum of three (3) hours time at the applicable overtime rate except, however, an employee called out less than three (3) hours prior to a regular workday shall receive only the number of overtime hours between the time of the callout and the start of the regular workday.

2. Employees who are called out to report to work several times within a short time interval, shall receive the minimum callout pay for the initial callout, and for those succeeding callouts which are three (3) hours subsequent to the last callout.

3. In the event an employee is called out and is not entitled to the minimum callout pay under the provisions of Item 2 above, the employee shall be reimbursed for necessary travel expense incurred in reporting to and from work at the applicable mileage allowance rate.

Article III. (b)

**CANCELLATION OF A CALLOUT PRIOR TO
THE EMPLOYEE REPORTING FOR WORK**

The following minimum pay provisions are applicable in the event a callout to an employee to report for overtime work is canceled prior to the employee reporting for such work.

(1) The minimum pay provisions of Article III (b) are applicable in the event of a callout to report for overtime work except in those cases where an employee who has been called out receives notice of cancellation of the overtime assignment prior to leaving home to report for work and within one-half (1/2) hour from the time of the original call. In such instances the employee shall receive one (1) hour's pay at straight time as cancellation pay.

Article III. (b)

EARLY MORNING CALLOUTS

1. As a general principle, supervisors should avoid calling out employees after 12:00 midnight and prior to 6:00 A.M. (8:00 A.M. to 2:00 P.M. for 12 midnight to 8:00 A.M. shift workers) to report for duty at a later time. In instances where such callouts are unavoidable, the call to the employee should be made as close as possible to the time the employee must rise in order to report at the required time.

2. In the event, however, an employee is called out subsequent to 12:00 midnight and prior to 6:00 A.M. (8:00 A.M. to 2:00 P.M. for 12 midnight to 8:00 A.M. shift workers) to report at a later time than the time of the call, the employee shall receive an additional one-half (1/2) hour of pay, in addition to reasonable travel time, but in no case shall such employee be paid for time prior to the time of the call.

3. Reasonable travel time is to include consideration for abnormal travel conditions.

*Article III. (b)***PROCEDURE WHEN A JOB SCHEDULED FOR A
NON-REGULAR
WORKDAY OR OFF HOURS IS CANCELED**

1. The principles listed below shall serve as guides in cases where a job scheduled for a non-regular workday or off hours is canceled. When such a cancellation occurs:

- (a) Employees will be sent home or an effort will be made to provide work within reasonable range of their classification and within the limits of their qualifications, in line with the type of work which might reasonably be assigned to them during regular work hours.
- (b) When employees are notified that a job has been canceled and they are not therefore required to report to the job, other employees scheduled to report for work and cannot be contacted, and thus do report, will be sent home on reporting. However, if there has only been a partial cancellation of the job, some of the employees may be required to report, even though others may be sent home or told not to report.
- (c) This does not mean employees may not be kept on the job in anticipation that conditions may change so that a job, temporarily held up due to unavoidable circumstances, may be able to be scheduled at a later time than originally scheduled.

*Article III. (c)***TEMPORARY CHANGE IN SCHEDULE
TO FILL A SHIFT VACANCY**

1. An employee who is temporarily assigned to fill a shift vacancy, other than, and in place of, his/her regular shift which has occurred due to absence of the employee regularly assigned to that shift because of sickness, training, meetings or other reasons beyond the Company's control, or other emergency reasons, and who receives less than 40 hours notice of such temporary change, shall be paid time and one-half for the first eight (8) hours of work on this temporary shift change.

2. When an employee is assigned to such a temporary shift change, the employee should be informed of the duration, in days of his/her assignment to this temporary shift or that the duration of such assignment shall be for a period measured by the absence of the employee regularly assigned to that shift, whichever applies in the particular case. In the event of such notification at the time of assignment to the temporary shift, this notification shall be construed as notification to the employee to return to his/her regular shift after the termination of the specific number of days or after the return of the employee regularly assigned to that shift and no premium rate shall be paid for the return to the employee's regular shift solely because of the question of sufficient notice.

3. In all cases, where possible, notification of a temporary shift change should be for a specific number of days.

4. In the event such notification has been given as provided in Paragraph 2, above, and circumstances change so that the duration of such temporary shift change becomes measured by factors other than contained in the original notification, and the employee is notified to return to his regular shift, with less than 40 hours notice, the employee shall receive time and one-half for the first eight (8) hours of work on returning to his regular shift.

5. In any case where an employee receives 40 hours notice of such temporary change from his regular shift, and 40 hours notice of reversion to his regular shift, no premium shall be paid solely because of the question of sufficient notice.

6. In all cases of such assignments, in order to prevent as much inconvenience as possible to both the employee and the Company, the supervisor should keep the employee who is so temporarily assigned, informed of the probable duration of the sickness or absence; and the employee who is absent because of sickness or other emergency absence should keep the Company informed of the probable duration of his/her absence, and should give as much advance notice as possible of the expected time of his/her return to work.

Article III. (c)

FORTY (40) HOURS NOTICE ON CHANGE OF SHIFT

1. It has been agreed between the Company and the Union that the forty (40) hours notice provision as contained in Article III (c) is not intended to be used as a means of moving employees from one schedule to another without any stability. Employees should have reasonable

stability, and as much advance notice of shift changes as possible, together with some anticipation of the duration of such changes.

Article III. (d)

RATE OF PAY FOR EXTENDED WORK PERIODS

1. On certain emergency occasions, physical employees have worked extended work periods and it has been impossible to give them the time off without loss of pay stipulated in the callout schedule applicable to extended work referred to in Article III (d). On these occasions, the employees shall receive an additional compensation equal to their straight time classified rate of pay for such time worked during this entitled time off without loss of pay period.

2. This double time rate should continue for all such time as the employee continues to work, to a maximum of sixteen (16) hours from the regular starting time of that workday. If the employee continued to work past the sixteen (16) hour period his/her rate should revert to time and one half times his classified rate of pay.

3. Employees will not be paid the above double time rate and also be given added time off without loss of pay.

EXAMPLE: Employee on an 8 A.M. to 4:30 P.M. schedule is called out to work at 12 o'clock midnight, and the next day is a regular workday. According to the callout schedule for extended work, the employee would be entitled to go home at twelve o'clock noon and be paid to 4:30 P.M. for that day. The employee's pay for that entire period would then be computed at time and one-half from 12 o'clock midnight until 8:00 A.M., straight time from 8:00 A.M. to 12:00 noon, and straight time until 4:30 P.M. (excluding a one-half hour lunch period). However, if the employee, because of an emergency, was required to work past 12:00 o'clock noon, s/he would receive double time pay for all hours worked starting from 12:00 o'clock noon. This double time pay would continue until 12:00 o'clock midnight [sixteen (16) hours from the start of his/her regular workday] provided the employee worked until that time. Work after 12:00 o'clock midnight would be at time and one half times his/her regular rate of pay.

*Article III. (d)***EXTENDED WORK PERIODS**

1. Although the nature of the Company's business is such that at times employees are required to work long continuous periods in order to restore service and relieve hazardous conditions, the Company recognizes that employees should not be requested to work unreasonable long continuous periods unless absolutely necessary. For this reason supervisors are requested to use care and judgement in scheduling relief for employees working long periods of time.

2. In applying this principle, the same consideration should be given to employees called out for emergency work within three (3) hours after finishing their normal workday, as is given to employees who continue to work on at the end of their normal workday.

3. When an overtime work period of eight (8) hours or more in duration is scheduled in advance to commence four (4) or more hours after the completion of an employee's regular workday, the employee should be given sufficient time off from his/her regular work hours to allow him/her eight (8) hours off before the start of the overtime work period.

*Article III. (d)(f)***DAY WORKERS TEMPORARILY ASSIGNED
TO NIGHT WORK**

1. When it is necessary to temporarily assign non-shift employees, ordinarily assigned to day work, to a night schedule on a regular scheduled workday in order to meet system maintenance schedules or to perform any work involving the elimination of an impairment to the operation of a plant or the system, the following procedure shall apply:

- (a) When the schedule change is for one (1) day only, the "callout" schedule and procedure specified in Article III (d) shall apply.
- (b) When the schedule change is for two (2) days or more, the provision of Article III (f) shall apply for all days involved.

2. The above provisions are intended to apply only to employees ordinarily assigned to day work who are temporarily assigned to night schedules to perform maintenance work, and is not intended to affect

the assignment of day workers temporarily to an operating job on a night shift.

3. When day workers are temporarily assigned to a night job under the provisions of Article III (f), supervisors are responsible for keeping the employees so assigned advised of the probable duration of such assignment, and the date of the employees' return to their regular schedule of hours. Nevertheless, the work involved will determine the duration of such assignment and no premium payments will be made to such employees by reason of the amount of notice given to the employees to return to their regular schedule of hours; except, however, if such employees are notified while off duty with less than forty (40) hours notice to return to their regular shift, they shall receive time and one-half pay for the first eight (8) hours of work on their regular shift.

4. The provisions of Article III (f) regarding day workers assigned to a night schedule do not apply to shift or special scheduled workers except in that instance where a shift or special scheduled worker is called out (while off duty) to report for overtime work prior to and in addition to his/her next regular shift or schedule. Under all other circumstances the change of schedules for shift or special scheduled workers, whether involving one (1) or more days, shall be subject to the notice provision of Article III (c).

Article III. (g)

NIGHT SHIFT

1. For the purpose of night bonus payments, a night shift is defined as a regular scheduled shift wherein four or more of the regular scheduled hours fall in the period from 4:00 p.m. through 8:00 a.m.

Article III. (h)

NOTICE TO EMPLOYEES SCHEDULED TO WORK ON A DAY OF REST

1. The provisions of Article III (h) provide that employees are to receive thirty-six (36) hours of notice for work scheduled on a day of rest. The purpose of this provision is to afford employees an opportunity to arrange personal affairs so as not to conflict with work requirements.

2. It is understood that such prior notice can only be provided where knowledge of the work is available at least thirty-six (36) hours prior to the time employees are required to report for work. Under emergency situations or when conditions are such that knowledge of scheduled work on a day of rest is not available thirty-six (36) hours prior to the start of such work, supervisors are requested to afford employees as much notice as is possible under the particular circumstances.

3. In situations where supervisors have reason to believe that work will be required on a scheduled day of rest, but final determination of this requirement cannot be made until a later time, supervisors should advise employees of the possibility of work on a day of rest with the understanding that final confirmation will be given at a later time.

4. In cases where thirty-six (36) hours' notice of scheduled work on a day of rest is not provided, employees scheduled to work on the day of rest who are excused from the assignment because of justifiable personal affairs, will not be charged for "refusal of overtime work" in determining equalization of overtime unless otherwise agreed upon by the Company and the Union.

Article III. (i)

WORK IN TERRITORY OF ANOTHER UTILITY

1. The Company agrees that when employees are assigned to work in the territory of another utility, they shall receive the same rates of pay as paid for similar work by the host Company provided the rates of pay of the host Company are greater. Such payments shall be in addition to the stand-by provisions of Article III (i). All other provisions of this agreement, with the exception of the wage rates as outlined above, will apply to employees while assigned to work in the territory of another utility.

Article III. (j)

OVERTIME LISTS AND RESPONDING TO OVERTIME CALLS

1. The provisions of Article III (j) provide that the Company will attempt to equitably distribute overtime and the Union will make every effort to see that its members respond to such off schedule or overtime calls. The Company has agreed to post periodically overtime notices at each headquarters showing distributive shares of overtime for each

employee at that headquarters. Insofar as responding to overtime calls is concerned, in general, cooperation of employees has been excellent, but there have been certain isolated instances where employees have refused to respond to overtime calls without a reasonable excuse. All employees will be expected to respond to overtime calls within reason.

2. The Company and Union agree to review periodically departmental practices regarding the distribution of overtime. Consideration will be given to establishing departmental standards so that the distribution of overtime will reflect all opportunities given to employees for overtime assignments.

Article III. (j)

OVERTIME WORK SCHEDULED TO START WITHIN THREE HOURS AFTER AN EMPLOYEE'S REGULAR QUITTING TIME

1. When overtime is scheduled to start within three (3) hours after an employee's regular quitting time, supervisors should consider the individual involved to determine whether or not s/he would be unreasonably inconvenienced because of the distance, time and conditions involved in going home, and reporting back at the specified time. When the circumstances are such that an employee would be unreasonably inconvenienced s/he should be kept at work in the interim period between his/her regular quitting time and the beginning of the scheduled overtime work.

Article IV.

MEALS

1. As a basic principle, depending upon the particular circumstances involved, an employee qualifies for a meal or a meal allowance paid for by the Company by working ten (10) hour periods and/or five (5) hour periods. In accordance with this principle, a meal or meal allowance is furnished by the Company as follows:

- a. When a regular workday is involved - or when a non-regular workday is involved and the employee has received fifteen (15) hours notice of such work - a meal or meal allowance is furnished by the Company ten (10) working hours after the employee starts work, whether s/he starts work before the

normal starting time of the regular day, or continues to work after the close of the normal closing time, or a combination of both; additional meals or meal allowances are provided at five (5) hour intervals after first meal has been furnished. (See attached meal allowances schedules).

- b. On a non-regular workday where substantially the normal work hours are involved and the employee has not had fifteen (15) hours notice of such work, the first or noontime meal or a meal allowance is furnished by the Company, and thereafter the ten (10) hour and five (5) hour measures apply as outlined in paragraph (a) above.
- c. In case of scheduled overtime work not within the provisions of paragraph (b) above, a meal or a meal allowance is furnished after each five (5) hours of such overtime work.
- d. An employee called out to report to work immediately shall be furnished with a meal allowance (but shall not be allowed additional reporting time).
- e. An exception to the ten (10) hour provision above is when work is scheduled for ten (10) hours, three (3) days or more, in which case a meal or meal allowance is furnished only if the employee works more than ten (10) hours.

2. When the Company furnishes a meal or a meal allowance the time for eating the meal is paid for, unless the work is not to continue after the meal. In accordance therewith, such time is considered work time, and the time for eating the meal is only such minimum time as is reasonably necessary to eat the meal, and is not construed as a formal meal period.

3. Because the basic purpose of the meal allowance is to see that an employee gets sustenance when s/he needs it, whenever reasonably possible the meal itself should be provided.

4. An employee who is directed to stand by at his/her work location at the end of his/her regular shift in anticipation of a work assignment will qualify for a meal allowance if directed to secure a meal even though it later develops that s/he is released from work prior to the time when s/he would normally qualify for a meal allowance.

MEAL ALLOWANCES

**When a Regular Workday Is Involved or Sufficient Notice
Has Been Given in Case of a Non-Regular Workday
For Employees on a Schedule of
8:00 A.M. - 4:30 P.M.**

Meal(s) Furnished or Meal Allowance(s) Paid for by Company

| <u>Starting Time</u> | <u>1st Meal</u> | <u>2nd Meal</u> | <u>3rd Meal</u> |
|----------------------|-----------------|-----------------|-----------------|
| 8:00 a.m. | 6:30 p.m. | 11:30 p.m. | 4:30 a.m. |
| 7:30 a.m. | 6:00 p.m. | 11:00 p.m. | 4:00 a.m. |
| 7:00 a.m. | 5:30 p.m. | 10:30 p.m. | 3:30 a.m. |
| 6:30 a.m. | 5:00 p.m. | 10:00 p.m. | 3:00 a.m. |
| 6:00 a.m. | 4:30 p.m. | 9:30 p.m. | 2:30 a.m. |
| 5:30 a.m. | 4:00 p.m. | 9:00 p.m. | 2:00 a.m. |
| 5:00 a.m. | 3:30 p.m. | 8:30 p.m. | 1:30 a.m. |
| 4:30 a.m. | 3:00 p.m. | 8:00 p.m. | 1:00 a.m. |
| 4:00 a.m. | 2:30 p.m. | 7:30 p.m. | 12:30 a.m. |
| 3:30 a.m. | 2:00 p.m. | 7:00 p.m. | 12:00 mid. |
| 3:00 a.m. | 1:30 p.m. | 6:30 p.m. | 11:30 p.m. |
| 2:30 a.m. | 1:00 p.m. | 6:00 p.m. | 11:00 p.m. |
| 2:00 a.m. | 12:30 p.m. | 5:30 p.m. | 10:30 p.m. |
| 1:30 a.m. | 12:00 mid. | 5:00 p.m. | 10:00 p.m. |
| 1:00 a.m. | 11:30 a.m. | 4:30 p.m. | 9:30 p.m. |
| 12:30 a.m. | 11:00 a.m. | 4:00 p.m. | 9:00 p.m. |
| 12:00 mid. | 10:30 a.m. | 3:30 p.m. | 8:30 p.m. |

Thereafter for each additional five hours of work.

MEAL ALLOWANCES

**When a Regular Workday Is Involved or Sufficient Notice
Has Been Given in Case of a Non-Regular Workday
For Employees on a Shift of
8:00 A.M. - 4:00 P.M.**

Meal(s) Furnished or Meal Allowance(s) Paid for by Company

| <u>Starting Time</u> | <u>1st Meal</u> | <u>2nd Meal</u> | <u>3rd Meal</u> |
|----------------------|-----------------|-----------------|-----------------|
| 8:00 a.m. | 6:00 p.m. | 11:00 p.m. | 4:00 a.m. |
| 7:30 a.m. | 5:30 p.m. | 10:30 p.m. | 3:30 a.m. |
| 7:00 a.m. | 6:00 p.m. | 10:00 p.m. | 3:00 a.m. |
| 6:30 a.m. | 4:30 p.m. | 9:30 p.m. | 2:30 a.m. |
| 6:00 a.m. | 4:00 p.m. | 9:00 p.m. | 2:00 a.m. |
| 5:30 a.m. | 3:30 p.m. | 8:30 p.m. | 1:30 a.m. |
| 5:00 a.m. | 3:00 p.m. | 8:00 p.m. | 1:00 a.m. |
| 4:30 a.m. | 2:30 p.m. | 7:30 p.m. | 12:30 a.m. |
| 4:00 a.m. | 2:00 p.m. | 7:00 p.m. | 12:00 mid. |
| 3:30 a.m. | 1:30 p.m. | 6:30 p.m. | 11:30 p.m. |
| 3:00 a.m. | 1:00 p.m. | 6:00 p.m. | 11:00 p.m. |
| 2:30 a.m. | 12:30 p.m. | 5:30 p.m. | 10:30 p.m. |
| 2:00 a.m. | 12:00 noon | 5:00 p.m. | 10:00 p.m. |
| 1:30 a.m. | 11:30 a.m. | 4:30 p.m. | 9:30 p.m. |
| 1:00 a.m. | 11:00 a.m. | 4:00 p.m. | 9:00 p.m. |
| 12:30 a.m. | 10:30 a.m. | 3:30 p.m. | 8:30 p.m. |
| 12:00 mid. | 10:00 a.m. | 3:00 p.m. | 8:00 p.m. |

Thereafter for each additional five hours of work.

MEAL ALLOWANCES

**When a Regular Workday Is Involved or Sufficient Notice
Has Been Given in Case of a Non-Regular Workday
For Employees on a Shift of
4:00 P.M. - 12 Midnight**

Meal(s) Furnished or Meal Allowance(s) Paid for by Company

| <u>Starting Time</u> | <u>1st Meal</u> | <u>2nd Meal</u> | <u>3rd Meal</u> |
|----------------------|-----------------|-----------------|-----------------|
| 4:00 p.m. | 2:00 a.m. | 7:00 a.m. | 12:00 noon |
| 3:30 p.m. | 1:30 a.m. | 6:30 a.m. | 11:30 a.m. |
| 3:00 p.m. | 1:00 a.m. | 6:00 a.m. | 11:00 a.m. |
| 2:30 p.m. | 12:30 a.m. | 5:30 a.m. | 10:30 a.m. |
| 2:00 p.m. | 12:00 mid. | 5:00 a.m. | 10:00 a.m. |
| 1:30 p.m. | 11:30 p.m. | 4:30 a.m. | 9:30 a.m. |
| 1:00 p.m. | 11:00 p.m. | 4:00 a.m. | 9:00 a.m. |
| 12:30 p.m. | 10:30 p.m. | 3:30 a.m. | 8:30 a.m. |
| 12:00 noon | 10:00 p.m. | 3:00 a.m. | 8:00 a.m. |
| 11:30 a.m. | 9:30 p.m. | 2:30 a.m. | 7:30 a.m. |
| 11:00 a.m. | 9:00 p.m. | 2:00 a.m. | 7:00 a.m. |
| 10:30 a.m. | 8:30 p.m. | 1:30 a.m. | 6:30 a.m. |
| 10:00 a.m. | 8:00 p.m. | 1:00 a.m. | 6:00 a.m. |
| 9:30 a.m. | 7:30 p.m. | 12:30 a.m. | 5:30 a.m. |
| 9:00 a.m. | 7:00 p.m. | 12:00 mid. | 5:00 a.m. |
| 8:30 a.m. | 6:30 p.m. | 11:30 p.m. | 4:30 a.m. |
| 8:00 a.m. | 6:00 p.m. | 11:00 p.m. | 4:00 a.m. |

Thereafter for each additional five hours of work.

MEAL ALLOWANCES

**When a Regular Workday Is Involved or Sufficient Notice
Has Been Given in Case of a Non-Regular Workday
For Employees on a Shift of
12:00 Midnight - 8:00 A.M.**

Meal(s) Furnished or Meal Allowance(s) Paid for by Company

| <u>Starting Time</u> | <u>1st Meal</u> | <u>2nd Meal</u> | <u>3rd Meal</u> |
|----------------------|-----------------|-----------------|-----------------|
| 12:00 mid. | 10:00 a.m. | 3:00 p.m. | 8:00 p.m. |
| 11:30 p.m. | 9:30 a.m. | 2:30 p.m. | 7:30 p.m. |
| 11:00 p.m. | 9:00 a.m. | 2:00 p.m. | 7:00 p.m. |
| 10:30 p.m. | 8:30 a.m. | 1:30 p.m. | 6:30 p.m. |
| 10:00 p.m. | 8:00 a.m. | 1:00 p.m. | 6:00 p.m. |
| 9:30 p.m. | 7:30 a.m. | 12:30 p.m. | 5:30 p.m. |
| 9:00 p.m. | 7:00 a.m. | 12:00 noon | 5:00 p.m. |
| 8:30 p.m. | 6:30 a.m. | 11:00 a.m. | 4:30 p.m. |
| 8:00 p.m. | 6:00 a.m. | 11:30 a.m. | 4:00 p.m. |
| 7:30 p.m. | 5:30 a.m. | 10:30 a.m. | 3:30 p.m. |
| 7:00 p.m. | 5:00 a.m. | 10:00 a.m. | 3:00 p.m. |
| 6:30 p.m. | 4:30 a.m. | 9:30 a.m. | 2:30 p.m. |
| 6:00 p.m. | 4:00 a.m. | 9:00 a.m. | 2:00 p.m. |
| 5:30 p.m. | 3:30 a.m. | 8:30 a.m. | 1:30 p.m. |
| 5:00 p.m. | 3:00 a.m. | 8:00 a.m. | 1:00 p.m. |
| 4:30 p.m. | 2:30 a.m. | 7:30 a.m. | 12:30 p.m. |
| 4:00 p.m. | 2:00 a.m. | 7:00 a.m. | 12:00 noon |

Thereafter for each additional five hours of work.

*Article IV. (b)***MEAL PAYMENT TO EMPLOYEE CALLED OUT TO REPORT TO WORK IMMEDIATELY**

1. When an employee is called out to report to work immediately s/he shall be furnished with a meal allowance (but shall not be allowed additional reporting time).

2. When an employee is called out to report to work at a designated time, such a callout shall be considered as "immediate" for the purposes of a callout meal allowance in those cases where the interval between the time of the call and the designated reporting time is equal to or less than the sum of the employee's normal travel time plus one-half hour.

3. When an employee is called out to report to work and the callout is canceled before the employee leaves to report for work on the callout, no callout meal allowance will be paid.

| Callout Time | Designated Reporting Time | Normal Travel Time | Plus One-Half Hour | Callout Meal |
|--------------|---------------------------|--------------------|--------------------|--------------|
| 5:30 A.M. | Immediately | | | Yes |
| 5:30 A.M. | 6:30 A.M. | 1/2 Hour | 1/2 Hour | Yes |
| 5:30 A.M. | 6:30 A.M. | 1/4 Hour | 1/2 Hour | No |
| 1:00 P.M. | 2:00 P.M. | 1/2 Hour | 1/2 Hour | Yes |
| 12:00 Noon | 2:00 P.M. | 1/2 Hour | 1/2 Hour | No |

* This 1/2 hour figure is used only for computation purposes to determine qualification for a callout meal. It serves no other purpose.

4. Employees who are called out to report immediately several times within a day or other short time interval, shall receive a callout meal allowance for the initial callout to report immediately and for those succeeding callouts to report immediately which are five (5) hours subsequent to the time of the last meal allowance.

Example:

| Time | | Callout Meal Allowance |
|------------|---|---|
| 6:00 P.M. | Called to report immediately. Works two (2) hours and then returns to Standby duty. | Yes |
| 9:00 P.M. | Called to report immediately. Works one (1) hour and then returns to Standby duty. | No |
| 11:00 P.M. | Called to report immediately. Works five and one-half (5 ½) hours, receives another meal allowance at 4:30 A.M. | Yes |
| 6:00 A.M. | Called to report immediately | No [not five (5) hours after 4:30 a.m meal allowance] |

Article V. (a)

SENIORITY RIGHT REGARDING CABLE SPLICING PERSONNEL

The following principles will apply to the seniority of employees in the seniority unit covering the Electric Design and Construction Department, Electric System Operations Department, Substation Maintenance Section and Electric Meter Section as affected by the inclusion of the Cable Splicers into that unit:

(1) Employees in the Cable Splicing section as of June 30, 1960 shall assume a seniority date in all organizations in the above unit (except the Cable Splicing Section) as of July 1, 1960. These employees will retain their seniority date within the Cable Splicing section in effect on June 30, 1960.

(2) Employees in all organizations in the above unit (except the Cable Splicing section) as of June 30, 1960 shall assume a seniority date in the Cable Splicing section) as of July 1, 1960. These employees will retain their seniority date in all organizations (except the Cable Splicing section) in the unit in effect on June 30, 1960.

(3) Employees entering any organization in the above unit subsequent to June 30, 1960 shall have the seniority for all organizations within the unit established as of the first date of employment in that organization.

(4) As a consequence of the above provisions, employees in organizations outside the Cable Splicing Section will not be placed in a Cable Splicing job, over a qualified Cable Splicing employee who was in the Cable Splicing Section on June 30, 1960; and vice versa.

Article V. (b), VI. (g)

RETURN FROM MILITARY LEAVE OF ABSENCE

1. An employee returning from a Military Leave shall be entitled to the accumulation of service time, seniority and promotion opportunities, provided for in the Collective Bargaining Agreement. These rights shall, however, be subject to the conditions and time limitations specified in any Federal and State Laws covering veterans reemployment rights in effect at the time of the employee's return to the Company.

2. Where time in a job classification is an established requirement for promotion to a higher classification, the employee must fulfill this requirement prior to receiving the promotion.

Article V. (c)

LATERAL TRANSFERS OF NEW EMPLOYEES

New employees are required to complete their probationary period in accordance with Article IX (b) in order to be eligible for transfer to job classifications in other departments or seniority units of an equal or lower pay grade than their present position.

*Article VI. (a), VII. (c)***TRAINING AND TESTING**

1. The contract calls for the promotion of employees from within the Company when there are employees with adequate knowledge, training, skill and ability to fill any vacancy.

2. The Company agrees to promote employees to the full limit of their capabilities, provided there are job vacancies and subject to all other applicable terms of the Collective Bargaining Agreement. In other words, an employee could be promoted to a "B" mechanic's job although it was doubtful that they would ever be able to qualify for an "A" mechanic's job.

3. Testing required for a promotion should be confined entirely and completely to the requirements of the particular job classification as specified in the job descriptions.

4. Testing and training procedures should be standard within a department, system wide. As a general principle, where training in new methods and equipment is intended to be given to all employees in a job classification, supervisors shall where practicable, train the senior employees first. In those situations where work load requirements, physical location of affected employees, limited training requirements of employees in a job classification, or other factors which may affect particular training needs, make it impractical or unreasonable to give training preference to senior employees, the Union should be apprised of such situations and given an opportunity to offer suggestions.

5. Tests alone should not be the sole determinant for promotion. Seniority, job performance, attendance, and cooperative record should also be considered.

6. Probationary periods on promotions should be used as the period to determine whether or not the employee selected is capable of effectively handling the duties of the job. An employee meeting the qualifications and standards for a promotion to a job is not expected to be able to perform effectively each duty of a job before he is put in a probationary status.

7. The above understanding in not to be used to supersede any applicable provisions of the Collective Bargaining Agreement.

*Article VI. (a)***REIMBURSEMENT FOR TIME SPENT IN JOB INTERVIEWS**

1. The Company will attempt to schedule interviews for job applicants either during the applicant's normal work hours or immediately preceding or following such work hours. In such cases employees will be paid for time involved.

2. An applicant who is required to report for an interview during his days off or at a time other than that described in #1 above, will be compensated for the actual time spent in the interview at the applicable overtime rate. The minimum pay provisions of the Collective Bargaining Agreement will not apply.

*Article VI. (f)***POSTING OF JOB VACANCIES**

1. Whenever a job vacancy occurs, a notice should be posted within reasonable time, as soon as possible after the vacancy occurs, and a copy sent to the Union Office. Notices should be posted for all vacancies of positions covered by this Agreement, regardless of the grade of job being filled.

2. If an employee is promoted out of classification, and it is not intended to refill that position, because circumstances no longer require the position to be filled, the supervisor at the location should inform the Union Office and local representative of this fact, and the reasons therefore, thereby explaining why a job vacancy has not been posted.

3. In cases where a vacancy occurs and a notice of vacancy is posted, and no candidate with the necessary qualifications for the job applies within a reasonable time, the Union office and local representative should be informed of this. They should also be informed whether or not it is intended to seek a candidate elsewhere, or not to fill the position at that time.

*Article VII. (b)***SELECTION OF AN EMPLOYEE TO FILL A JOB VACANCY**

An employee selected to fill a vacancy for a job classification subject to the Collective Bargaining Agreement between KeySpan Corporation and Local 1049 of the IBEW, will be released to fill that vacancy as soon as is reasonably possible but not later than four (4) weeks from date of his/her selection.

Such release will be effectuated no later than this four (4) week period unless approval is obtained from the Vice President in charge of the Department involved to retain the employee for a longer period. In such event that the employee is not released within the four (4) week period, the employee will nevertheless be paid the rate for the job for which selected from that date [four (4) weeks from the date of selection].

NOTE: The purpose of the above agreement is to cover those cases where a job vacancy exists (without any prior conditions to be met before the vacancy comes into being), and an employee has been selected but cannot be released from his/her present job because of the lack of a replacement for him/her. To avoid possible misunderstandings, supervisors are requested to list on job postings any conditions regarding the selection process, such as a formal training program, which must be met before the selection process becomes final. In addition, supervisors are requested to list on job postings any conditions which must come to pass for an actual job vacancy to exist, such as the reorganization of a group, starting up of a new group, etc.

*Article VII. (b), IX. (b)***KEEPING EMPLOYEES INFORMED OF THEIR STATUS**

1. Employees who are serving in a probationary promotion status should be informed of their progress while in that status prior to the completion of the probationary period. It is suggested that the supervisor of the employee inform the employee at two or three month intervals after the latter has entered into his/her probationary status, of his/her progress. Whenever an employee serving a probationary period is not performing his/her job satisfactorily s/he should be so advised promptly and be told what his/her shortcomings are in order that s/he may have a chance to correct them. This action should be taken before summarily reducing such an employee for failure to qualify.

2. The provisions of paragraph (1) above should also be followed in respect to new employees serving a probationary period.

3. In certain departments, employees are subject to progress reports at periodic intervals as an objective measure to continually record such employee's progress. Where such reports are being utilized, such employees should be kept informed of their status so that they do not feel "in the dark," and may have an opportunity to correct any shortcomings, or misunderstandings about their capabilities.

Article VII. (b), (c), (e)

RATE OF PAY DURING JOB TRAINING STATUS

1. As a general rule employees who are in a training status shall receive such training at their existing rate of pay. This condition applies in the following type of cases:

- a. Where a formal training schedule has been established, and the successful completion of such training may be a condition precedent to an employee being promoted.
- b. Where an employee is sent to school.
- c. Where training is performed to qualify employees for vacation relief or other temporary assignments, or to fill future regular job vacancies.

NOTE: Employees in a training status at their existing rate are not in place of the regular employee of the position-if such a trainee is qualified and is required to fill the regular employee's position due to the regular employee's absence, the trainee should be temporarily assigned to the position and receive the temporary assignment rate.

2. Employees who have been selected for promotion following the posting of a job vacancy, and who are in a training status, shall receive such training at the probationary rate. In such cases the training should be incidental to, or in immediate preparation for the performance of the duties of a particular job. This normally applies in the following two (2) types of cases.

- a. Where an immediate regular replacement is required in an operating position and the provisions of paragraph 1 (a) or 1 (b) do not apply.

- b. Where a promotion has been made to a maintenance or construction position and training is incidental to the performance of productive work, and the provisions of paragraph 1 (a) or 1 (b) do not apply.

Article VII. (b), (c), IX. (a)

OFFICE EMPLOYEE ENTERING A CLASSIFICATION COVERED BY THE PHYSICAL WORKERS CONTRACT

1. Office employees entering into a Group A physical classification shall receive the following rate of pay:

- a. If receiving a rate of pay for the office classification which is below 90% of the rate of the physical classification which they are entering, they shall receive a rate of 90% of the rate of the physical classification.
- b. If receiving a rate of pay for the office classification which is 90% or more of the rate of the physical classification (but not equal to the rate of the physical classification), they shall receive their current rate for the physical classification.
- c. If receiving a rate for the office classification which is equal to or above the rate of the physical classification, they shall receive the rate of the physical classification.

2. Office employees entering the Group A physical classification will receive the appropriate entering rate as listed above during their probationary period in the physical classification, which probationary period shall be as follows:

- a. The employee shall serve a probationary period of six (6) months if s/he has been employed with the Company for less than three (3) months.
- b. The employee shall serve a probationary period of three (3) months if s/he has been employed with the Company for three (3) months or more.
- c. For employees hired on or after February 14, 2001, the probationary period for all positions shall be six (6) months.

3. An office employee entering into a physical classification other than a Group A position, shall receive the probationary promotion rate for that classification under the physical contract, and shall serve the probationary period as provided for in the contract.

4. The above provisions are subject to the employee's remaining qualified, as provided by Article VII (c) of the contract covering physical employees.

*Article VII. (e), XI. (a), (c),
Article XII. (a), XIII. (a)*

**RATE OF PAY FOR SICK LEAVE, COMPENSATION
DIFFERENTIAL, VACATION OR HOLIDAY WHEN
A TEMPORARY ASSIGNMENT IS INVOLVED**

1. Employees taking a vacation should be paid the regular classified rate for their job (or probationary promotion rate if that is their status) in effect at the time they take their vacation. A temporary assignment rate will be paid for vacation period only in those cases where an employee has spent a major portion of the prior year (year in which vacation earned) in a temporary assignment status, and if this temporary assignment rate as applied against existing contract rates would be higher than the employee's present regular classified rate (or probationary promotion rate).

2. Employees temporarily assigned to a higher classification will be paid the temporary assignment rate for a holiday on which they do not work provided the employee receives pay at the temporary assignment rate on the regular work days immediately preceding and immediately following the holiday, or the temporary assignment is for a full workweek with the holiday occurring at the beginning or end of the regular workweek.

3. An employee who is temporarily assigned to a higher classification and who becomes sick will receive the temporary assignment rate during such sick leave, within the limits of his/her sick leave allowances, provided:

- a. the temporary assignment to the higher classification is scheduled for a duration of three (3) months' period or more or it is reasonably expected that it will continue for a three (3) month period or more; and

- b. the employee has worked at the temporary assignment rate for a period of two (2) weeks or more prior to becoming sick; and
- c. provided that the payment at the higher classification rate during the employee's sickness does not extend beyond the scheduled, or reasonably expected, duration of the temporary assignment.

4. An employee who is temporarily assigned to a higher classification and who receives a compensable injury, and it is determined s/he is entitled to receive the difference between his/her compensation pay and regular pay in accordance with Article XI (c), will receive the difference between his/her compensation pay and his/her temporary assignment pay, within the limits of the twenty-six (26) weeks period outlined in the contract, provided:

- a. the temporary assignment to the higher classification is scheduled for a duration of three (3) months' period or more or it is reasonably expected that it will continue for a three (3) months' period or more; and
- b. the employee has worked at the temporary assignment rate for a period of two (2) weeks or more prior to receiving the compensable injury; and
- c. provided that the differential payment at the higher classification rate during the employee's absence does not extend beyond the scheduled, or reasonably expected, duration of the temporary assignment.

5. Guidelines outlined in Paragraph 4 a., b., and c. above will apply when employees are serving on Jury Duty.

An employee, so temporarily assigned, who receives a compensable injury and qualifies for differential pay, does not qualify under paragraphs (a) and (b) above, shall receive the difference between his/her compensation pay and his/her regular classified rate of pay (not the temporary assignment rate of pay) for the allowable period.

*Article VII. (e-2)***PART DAY TEMPORARY ASSIGNMENTS**

In applying the provisions for the payment of part day temporary assignments as listed in Article VII (e-2) the following guides shall be used:

- a. A temporary assignment to a higher classification for a period of fifteen (15) minutes or less will not be paid for at a higher rate. Such periods shall be construed as "periods of short duration which it is not reasonable to measure."
- b. All separate temporary assignment periods within the regular hours of a regular workday shall be accumulated to determine the payment category under this Article into which they shall fall.
- c. All temporary assignments to higher classifications during overtime work will be handled separately and be paid on the basis of the actual amount of time so assigned; except in the instance when an employee has been temporarily assigned during his/her regular workday so as to qualify for eight (8) hours pay at the temporary assignment rate, and works overtime directly in continuation of that regular workday. In that instance overtime work directly in continuation of (prior to or subsequent to) that regular workday shall be paid for at the temporary assignment rate whether or not such work is of the temporary assignment category.

*Article VII. (g)***ASSIGNMENT AND UTILIZATION OF
PARTIALLY DISABLED EMPLOYEES**

1. When an employee can no longer perform the duties of his/her regular position because of a partial disability, the Company will endeavor to find work in a classification which the employee can capably perform subject to the following provisions:

- a. In reassigning a partially disabled employee, every effort will be made to utilize the maximum skills of the employee. This may include review of operations or job duties to provide for the most effective use of such employee's skills and experience within the limits of his/her disability.

- b. A partially disabled employee may be assigned to a vacancy in all clerical/physical classifications who has completed ten (10) years of active service with the Company over employees with three (3) years or less of active service without regard to the seniority provisions of the Collective Bargaining Agreements provided the employee meets the qualifications as required under the job description and is capable of performing the duties of the position.
 - c. *Reclassification actions shall be based on the position to which reassigned and the reduction limits table. As a general guide, subject to consideration of all factors involved in each case, where reclassification action is indicated, it should be taken not later than a date which follows the disability by the number of months equal to the number of completed years of service time of the employee, up to a maximum of twelve (12) months. The date of the reclassification action shall fix the employee's service time for consideration under the reduction limits table.*
2. The disposition of assignment and utilization of partially disabled employees may involve one of the following actions:
- a. Reassignment and reclassification
 - b. Temporary assignment
 - c. Termination of employment with separation allowance
 - d. Prior retirement
 - e. Further review
 - f. Other appropriate action
3. The Company will review with the Union or Unions involved, all cases involving change of status of employees subject to Union jurisdiction prior to the effective date of any change.

Article VII. (g)

**PENSION AND LIFE INSURANCE BENEFITS -
WORKER'S COMPENSATION CASES**

Employees who are reassigned to a lower rated job as a result of a compensable injury may have their pension and life insurance benefits calculated on the basis of their regular pay in effect prior to the new assignment, provided, however, that they agree to pay the appropriate rate of employee's contribution in accordance with published contribution schedules.

*Article VIII. (a), (a-1)***SUFFICIENT NOTICE TO EMPLOYEES REQUIRED TO WORK AWAY FROM HEADQUARTERS**

1. In the event it becomes necessary to work employees away from their headquarters and the possibility exists that they will be required to sleep away from home, such employees shall receive as much prior notice of this situation as is reasonably possible. Whenever possible, employees should be notified of the possibility of working away from headquarters on the day prior to the actual transfer. Employees so involved may be called at home prior to reporting for work on the day of the transfer.

2. In the event the Company is unable to give advance notice of such work, it will either give these employees an opportunity of returning to their homes to pick up clothing prior to sending them away from their headquarters for an overnight trip or provide them with a clothing allowance.

*Article VIII. (c)***DRIVERS' LICENSES**

1. There appears to have developed a misunderstanding some time in the past as to those instances in which the Company will be responsible for buying chauffeur's licenses for employees. This memorandum is intended to clarify the point for whom the Company considers it is obligated to pay for chauffeurs' licenses. The State Vehicle and Traffic Law defines a chauffeur as "any person who is employed for the principle purpose of operating a motor vehicle or motorcycle or who drives a motor vehicle or motorcycle while in use as a public or common carrier of persons or property."

2. Chauffeurs' licenses paid for by the Company will normally be restricted to those falling under the following job classifications:

- a. Truck Operator
- b. Truck Driver
- c. Dust Hauler
- d. Line Equipment Operator
- e. Street Worker
- f. Driver - Groundperson

and those who work on Company business from time to time requires a chauffeur's license.

3. This memorandum, while it is intended to limit the number of chauffeurs's licenses for which the Company will pay, does not conflict with the provision of Article VIII., Section (c) of the Collective Bargaining Agreement between the Long Island Lighting Company and Local 1049 of the International Brotherhood of Electrical Workers. Where employees are regularly called upon to drive cars or trucks of the Company but do not fit into the above defined job classifications, the Company will continue to pay for personal operators' licenses. Should any of these employees desire to purchase a chauffeur's license the Company will reimburse such employees only in the amount of the cost of a personal operator's license.

Article IX. (b)

EMPLOYEES IN A NEW EMPLOYEE STATUS

1. The provisions of Article IX (b) of the Collective Bargaining Agreement covering physical workers permits hiring of such employees at not less than 90% of the contract rate for a job classification except for those physical classifications established on a rate range basis.

2. Such employees are in a new employee status for the first six (6) months of their employment with the Company. When such employees receive a change of work status in this first six (6) months period, they nevertheless remain in a new employee status until they complete this initial six (6) months period. In accordance therewith in cases of temporary assignments or promotions, employees who are in a new employee status should receive the same percentage (normally 90%, but depending on the percentage of rate of the job at which hired) of the rate of the job which temporarily assigned or to which promoted until the completion of the initial six (6) months service. At the completion of this time the employee's rates should be adjusted in accordance with the temporary assignment or promotion rate applicable to regular status employees, and the employees should receive credit for all time spent in the temporary assignment or promotion status, while in the new employee status, in determining total time the employee will remain in this temporary assignment or promotion status before receiving the full rate for the job.

3. Employees hired in a physical classification established on a rate range basis who may be promoted or temporarily assigned to a classification not on a rate range will receive 90% of the contract rate during their initial six (6) months employment in accordance with paragraph 2 above.

*Article IX. (d)***TELEPHONES**

Although there has been no general disagreement between the Company and the Union concerning the past practices followed in the application of Article IX (d), the following clarification should help supervisors and employees avoid misunderstanding as to the intent of Article IX (d).

1. If the Company requires any employee to install a telephone in his/her residence in order to perform his/her job duties, the first installation charge, the monthly charge, and any calls in the Company's business shall be paid for by the Company.

2. Employees are required to provide a reliable means of communication necessary for overtime response or other emergency reasons and shall not be eligible for the payment provisions of subparagraph (1) above, to meet this requirement.

*Article IX. (g)***INCLEMENT WEATHER**

In applying the "inclement weather" provisions of Article IX (g) the supervisor or person in charge of the work at the job site shall determine whether or not to continue a particular job in the event of adverse weather based on his/her judgement of the effect of the weather conditions at that particular job site, using the general guides listed below. This determination of the supervisor or person in charge of the work shall be conclusive unless superseded by his/her supervisor at the job site.

- a. A light rain or snow is not a signal for all outside work to stop.
- b. Work should not stop merely because the weather is uncomfortable. The same amount of rain or snow may be just cause for stopping work on one type of job while it would not be just cause to stop work of another type.

The Union Steward in the crew shall have an opportunity to contact the Local Union Office, if s/he believes that the intent of this contract article is being violated. In such cases, the supervisor or person in charge of the work is advised to contact his/her supervisor on the case.

*Article IX. (k)***JURY DUTY**

Employees serving on jury duty are eligible to be paid the difference between the pay received for such jury duty and their regular straight time eight (8) hours pay, subject to the following conditions:

1. Day workers serving on jury duty are required to advise their supervisor any day they are released from such duty four (4) or more hours prior to the end of their scheduled work hours. Supervisors may request an employee to report for work for the remainder of their normal hours. An employee may be released from the remainder of the day under special circumstances such as where lengthy travel to reporting headquarters is involved and/or where the remaining time before the end of their regular workday would be negligible.

2. Shift workers and special schedule workers released from jury duty four (4) or more hours prior to the start of their regular shift are required to notify their supervisors of their availability to report for work. Supervisors are permitted to release employees for a sufficient portion of the shift to allow them eight (8) hours of rest prior to reporting for work.

3. Shift and special schedule workers released from jury duty less than four (4) hours prior to the start of their regular shift shall be released for the entire shift.

4. Shift and special schedule workers who are scheduled to report for jury duty within eight (8) hours after the completion of their regular shift shall be released from all or a sufficient portion of the shift in order that they may have eight (8) hours off prior to having to leave home to report for jury duty.

5. Shift and special schedule workers required to serve on jury duty may be rescheduled to a Monday to Friday (8:00 A.M. to 4:30 P.M.) shift for the period involved, provided that the change in schedule does not involve additional overtime or expense to the Company.

- a. Upon receipt of a notice to report for jury duty, employees must notify their supervisor at once.
- b. Supervisors should review the situation with a Union Steward to determine whether the employee's schedule can be changed without incurring additional expense or unreasonable

disruption of other employee's schedules. In making this determination, factors such as need to fill the employee's shift, use of "free operators" or trainees, rescheduling of other employees, etc., should be given consideration.

6. Employees on jury duty under the above conditions are entitled to the difference between jury duty pay and regular pay for a period of two (2) weeks. The period may be extended where an employee is required to serve a period exceeding two (2) weeks. All such cases shall be referred to Employee and Labor Relations for review.

Article IX. (k)

EMPLOYEES SUBPOENAED AS WITNESSES

1. Employees who are subpoenaed to act as witnesses in court proceedings may be granted time off without loss of pay provided:

- a. The employee submits evidence of his/her required absence from work to respond to a subpoena prior to the date his/her presence is required; and,
- b. The employee has no personal or monetary interest in the outcome of the action.

2. No payment will be granted for time off from work where an employee is a party to an action, or has a personal or monetary interest in the outcome of an action.

3. Day workers subpoenaed as a witness is required to advise their supervisor any day they are released from such duty four (4) or more hours prior to the end of their scheduled work hours. Supervisors may request an employee to report for work for the remainder of their normal hours. Employees may be released from the remainder of the day under special circumstances such as where lengthy travel to reporting headquarters is involved and/or where the remaining time before the end of their regular workday would be negligible.

4. Shift workers and special schedule workers released from court four (4) or more hours prior to the start of their regular shift are required to notify their supervisors of their availability to report for work. Supervisors are permitted to release employees for a sufficient portion of the shift to allow them eight (8) hours of rest prior to reporting for work.

5. Shift and special schedule workers released from court less than four (4) hours prior to the start of their regular shift shall be released for the entire shift.

6. Shift and special schedule workers who are scheduled to report to court within eight (8) hours after the completion of their regular shift shall be released from all or a sufficient portion of the shift in order that they may have eight (8) hours off prior to having to leave home to report to court.

7. Shift and special schedule workers subpoenaed as a witness may be rescheduled to a Monday to Friday (8:00 A.M. to 4:30 P.M.) shift for the period involved, provided that the change in schedule does not involve additional overtime or expense to the Company.

- a. Upon receipt of a subpoena, employees must notify their supervisor at once.
- b. Supervisors should review the situation with a Union Steward to determine whether the employee's schedule can be changed without incurring additional expense or unreasonable disruption of other employee's schedules. In making this determination, factors such as need to fill the employee's shift, use of "free operators" or trainees, rescheduling of other employees, etc., should be given consideration.

8. For uniformity in administration, supervisors are requested to review all cases involving employees subpoenaed as witnesses with Employee and Labor Relations before authorizing payment for time off from work in such cases.

Article XI. (a)

LEAVE OF ABSENCE WITHOUT PAY FOR PERSONAL REASONS

1. A regular employee may be granted a voluntary leave of absence without pay for personal reasons after reasonable notice to the Company, provided that the conditions of work at the time are such that in the judgement of his/her Department Head, his/her services can be spared. The leave of absence may be for a period of one (1) week for each full year of service, up to and including a maximum of thirteen (13) weeks.

- a. Exceptions to above time limits will be permitted where the personal leave of absence is for maternity purposes. For such cases, employees may be granted a leave of absence up to a maximum of 6 months duration but not in excess of three (3) months beyond the date of termination of pregnancy. Employees returning from a Maternity Leave of Absence will be required to apply to the Benefits Department, in writing, for reinstatement to active employment at least thirty (30) days prior to their expected date of return to work.
- b. Service Time and Seniority accruing during the periods of this leave will be credited to the employee upon return from maternity leave status.
- c. Employees going on Maternity Leave of Absence shall have the option of receiving payment for current or earned vacation at the beginning of the Maternity Leave or scheduling their vacation in accordance with their department's normal vacation scheduling practices. Where such scheduling would require the employee to take their vacation during the Maternity Leave, then the employee will be paid for their vacation at the time the leave begins. Vacation allowances for employees returning from maternity leave of absence will be adjusted to reflect any payment for current or earned vacation paid at the time the leave began.
- d. The company may fill any vacancies resulting from the granting of a "Maternity Leave of Absence" by employment of temporary employees. Such temporary employees may have their employment terminated upon return of the employee from "Maternity Leave of Absence".

2. A leave of absence in excess of the number of weeks equal to the number of full years of service of an employee, up to a maximum of thirteen (13) weeks, may be granted in exceptional cases by approval of the Vice President or Company officer under whose jurisdiction the employee works.

3. A leave of absence in excess of thirteen (13) weeks may be granted only by approval of the Company Management Committee.

4. Service time and seniority time (for contract employees) shall accrue up to a maximum of thirteen (13) weeks during a period of a leave of absence.

5. An employee going on a leave of absence under the provisions of this policy has the option of continuing his/her Group Life Insurance, Dental and Hospital-Surgical-Medical coverage in effect during the term of the leave by arranging to pay for his/her own normal share of the costs thereof, or of having the coverage of these benefits placed in an inoperative status during the leave of absence period and subject to reinstatement on his/her return.

6. No retirement credits may be earned or credited to an employee on a leave of absence which is three (3) weeks or more in duration.

7. An employee on a leave of absence for a period in excess of thirteen (13) weeks shall be required to undergo a physical examination before returning to active employment.

8. An employee overstaying a leave of absence or accepting employment elsewhere (except as hereinafter provided in paragraph 9.) during such leave shall have his/her employment with the Company automatically terminated.

9. An exception to the above time limits may be permitted where the Personal Leave of Absence is for the purpose of accepting full-time employment to serve in an elected or appointed position in federal, state or local government within the Company's service territory or with the International Office of the IBEW provided it is determined by the Company that the employee's services can be spared. Such leave of absence shall be limited to one (1) full term as an elected or appointed official but shall not exceed four (4) years from the date of election or appointment subject to further review. Seniority and service time shall accrue during the leave of absence. The employee will be required to return to the Company's employ within 30 days after ceasing to hold the elected or appointed office. All other provisions of this Interpretation shall apply to such leaves of absence.

*Article XI. (a)***SICK LEAVE ADMINISTRATION PRACTICES**

1. In the case of employees who are sick a portion of a day; and who work the remaining portion of such day, the following procedures should be observed:

- a. All instances of sick leave will be recorded on an hourly basis.
- b. All instances of sick leave, including sick leave of a half day or less, shall count as an occurrence.

2. For employees hired on or before February 13, 2001, all sick leave charged against an employees' sick leave allowance is to be charged against each category listed below, in turn, until that category is exhausted:

- a. Current year's full day allowance.
- b. Current year's half day allowance (where applicable)
- c. Previous year's unused full day allowance.
- d. Previous year's unused half day allowance (where applicable).

3. In all cases when granting sick leave for a day or portion of a day, employees should be charged and paid for such sick leave on an hourly basis.

4. An employee leaving work during the course of a day to go on sick leave is required to be excused for such sick leave by his/her supervisor.

5. The above provisions are not intended to change sick leave provisions (including the waiting periods provided therein) as contained in the Collective Bargaining Agreements, but are only aimed to establish uniform administration procedures as indicated.

*Article XI. (a), (a-1)***SICK LEAVE ADMINISTRATION PRACTICES
- ADDITIONAL MATTERS**

The following material is intended as a guide in the administering of certain phases of sick leave, covering the following items:

1. Notification by an employee of His/Her Inability to Report to work due to illness.

2. Requirement for a Doctor's Certificate.

3. Presence of a Shop Steward at a Discussion Between a Supervisor and an Employee of the Employee's Sick Leave Record.

1. Notification by an Employee of His/Her Inability to Report to Work Due to Illness.

a. Time requirements for notification of an illness absence by an employee vary between organizations within the Company based on work procedures within an organization. It is the responsibility of the Company Supervisor to advise employees of this notification requirement.

b. Each employee has the responsibility of notification of his/her absence due to illness. Failure by an employee to give timely notification may be cause for withholding sick leave pay.

c. A Company supervisor, nevertheless, has the responsibility to investigate an employee's failure of proper notification of a sickness absence before finally determining to withhold sick leave pay.

2. Requirement for a Doctor's Certificate.

a. A Company Supervisor may require that an employee who is absent due to illness furnish a doctor's certificate to qualify for payment for sick leave. Such a doctor's certificate requirement should be based upon reasonable cause.

b. Normally, an employee placed on a doctor's certificate requirement, based on a review of his/her record, shall be notified that such requirement shall be applicable for subsequent sickness absences.

c. A doctor's certificate may be required for the instant sickness absence in the following situations:

- (1) A sickness absence case occurring on a severe storm day (see policy on Absences During Severe Storm Conditions).

- (2) An absence case involving questionable circumstances. (NOTE: In these cases, the employee should be advised of the doctor's certificate requirement before his/her return to work.)
 - d. A requirement for a doctor's certificate based upon absences beyond a specified number of days shall be considered a reasonable requirement.
 - e. When an individual is on requirement for a doctor's certificate, his/her case should be reviewed periodically by his/her supervisor to determine the advisability of eliminating such requirement, or of the continuing need therefore.
3. ***Presence of a Shop Steward at a Discussion between a Supervisor and the Employee of an Employee Sick Leave Record.***
- a. Because circumstances in individual employees sick leave records will vary, the presence of a Shop Steward at a discussion with an employee of his/her sick leave record is subject to discretion. Personal problems may be better handled on a confidential basis without a steward's presence; other cases affecting the atmosphere surrounding sick leave absences within an organization can often be helped by the presence of a steward.

As a guide, the following should apply:

- (1) A supervisor should ask an employee whose sick leave record is being discussed with him/her whether s/he desires the presence of a Shop Steward at such discussion, and make arrangements regarding the Shop Steward's presence consistent with the employee's expression in the matter.
 - (2) A supervisor will, nevertheless, arrange for a Shop Steward's presence when discussing an employee's sick leave record where the case involves disciplinary action against the employee.
4. ***Procedure For Application of Doctor's Certificate Requirement.***

The following procedure regarding doctor's certificate requirements for employees experiencing five (5) separate illness absences in a continuous twelve (12) month period, or an illness absence of three (3) or more days, shall become effective July 1, 1963.

1. In the event the combined sick leave average for clerical and physical employees is less than six (6) days per employee per year for three (3) consecutive months, the application of doctor certificate requirements for illness situations described above shall be suspended until such time as the combined paid sick leave average shall exceed six (6) days per employee per year for three (3) consecutive months.

2. When the combined sick leave average for clerical and physical employees exceeds six (6) days per employee per year for three (3) consecutive months, doctor's certificate requirements in the above situations will be re-established and employees shall be notified of the re-establishment of these requirements.

3. Statistics and records used in establishing sickness absence figures for the purposes of these procedures shall be in accordance with those methods employed by the Company in the period prior to this Agreement.

Article XI. (a), (a-1)

YEAR END SICK LEAVE

1. An employee who is absent due to illness on his/her last regularly scheduled workday for a calendar year, and who receives sick leave pay for that day under the contract provisions covering sick leave, shall be entitled to a new sick leave allowance as of January 1 following in accordance with the allowance applicable to his/her service time on January 1. Sick leave taken after January 1 is then to be charged against this new sick leave allowance.

2. For employees hired before February 14, 2001, the provisions of this paragraph are limited to the extent that an employee may not receive more than twice the amount of a calendar year's sick leave allowance for any one (1) illness except that employees who have attained age 45 and fifteen (15) years of service may receive one (1) additional year's basic sick leave allowance at half pay. Employees may requalify for their basic sick leave allowance for the same illness after a period of three (3) years has expired in which no illness absence has occurred due to that illness.

3. All carryover sick leave allowance from a preceding calendar year's unused sick leave allowance expires as of December 31st of the year into which carried. Employees hired on or after February 14, 2001 are not eligible to carry over sick leave accruals from one (1) calendar year to the next.

4. An employee who is absent due to illness on his/her last regularly scheduled workday of a calendar year, and who is not entitled to receive sick leave pay from the Company for that day (having previously used up his sick leave allowance), will not be entitled to a new sick leave allowance for the following calendar year until the employee returns to work.

5. Whenever an employee is off ill, his/her return to work may be subject to approval by the Company Doctor prior to the employee's being permitted to return to work.

Article XI. (a), (a-1), XII. (g)

**SICKNESS OCCURRING PRIOR TO OR
DURING A VACATION PERIOD**

As a continuation of an existing practice relative to handling of a sickness occurring prior to or during a vacation period, all supervisors are requested to apply the following provisions:

1. An employee who is scheduled to take a vacation and who becomes sick prior to the end of his/her working hours on the last scheduled day of work before his/her vacation, may reschedule his/her vacation to another date which is mutually agreeable to the employee and the Company. A request to reschedule a vacation in such an instance must normally be made prior to the end of the employee's working hours on the last scheduled day of work before the vacation is to commence.

NOTE: In the application of the above provision, there may be extenuating circumstances in serious illness or injury cases which justify the rescheduling of a vacation without a prior request. Such cases should be submitted on their merits for review by Employee and Labor Relations.

2. An employee who becomes sick after leaving work on his last scheduled day of work before vacation may not normally reschedule his/her vacation to another date, and consequently may not charge any illness during the vacation period against sick leave.

NOTE: Exceptions to the above provisions may be granted by application to Employee and Labor Relations in those cases involving a serious illness or injury which incapacitates an employee for a substantial portion of his/her vacation period.

3. An employee who becomes sick during his/her vacation period and is still sick at the conclusion of his/her vacation period, will receive his/her allowance sick leave starting with the first regular workday following the termination of his/her vacation period.

Article XI. (c)

NON-FATAL INJURY INCURRED IN LINE OF DUTY

1. Article XI (c) reads as follows:

"(c) In the case of a non-fatal injury incurred in the line of duty, an allowance equal to the difference in compensation pay and regular pay will be made for a period of twenty-six (26) weeks provided it is determined that the injury was not due to the injured employee's misconduct, violation of rules or failure to utilize proper safety devices and apparel and provided the injury was reported at the time it occurred."

For employees hired on or after February 14, 2001, the maximum period an employee is eligible for compensation differential will be capped at an amount equivalent to their sick leave eligibility (26 (twenty-six) weeks maximum), but not less than 13 (thirteen) weeks.

2. It is agreed that in order to carry out the original intent of the above article, that is to provide protection for those employees who may be injured in an accident on the job through no fault of their own, the practices and procedures listed below shall be followed:

- a. The accident resulting in the non-fatal injury will be investigated by a company investigating committee. The Union may be present if it desires when the committee is determining the facts in connection with the accident. The investigating committee, after determining that the case involves a non-fatal injury incurred in line of duty, will recommend, among other matters, whether or not the employee should receive differential pay, and for what period, in accordance with paragraphs (d) and (e) below.

- b. For the purposes of this provision, a "non-fatal injury incurred in line of duty" shall not automatically include a disability in the nature of an aggravation of a pre-existing physical condition, but each case will be determined in accordance with the merits of the case. Where such a case is determined not to be entitled to differential payments within the original intent of this article differential payments may nevertheless be made to provide not less benefits than the employee should have received had the case been handled as sick leave but not to exceed twenty-six (26) weeks. Total coverage period will be determined by allowable sick leave time [not to exceed twenty-six (26) weeks] although such differential payments will not be charged against an employee's sick leave allowance.
- c. A determination by the New York State Workers Compensation Board that an injury or disability is a compensation case shall not, for the purposes of this provision, be a conclusive determination that the injury was "incurred in line of duty" and will in no way affect the decision of whether or not the employee involved should receive a differential payment.
- d. The Company will make a differential payment for the period of absence following the injury, provided:
1. The injury was determined to be a "non-fatal injury incurred in the line of duty" within the original intent of this article.
 2. The accident was not due to misconduct, violation of rules or failure to use proper safety devices on the part of the employee.
 3. The employee reported the injury as promptly as possible under the circumstances.
- e. The Union will be advised of the decision in each case. If the Union fails to notify the Company within five (5) days thereafter, that it wishes to discuss the case or that grievance procedure is to be followed, the case will be considered closed.

3. Injured employees, incapable of performing their normal duties, but capable of performing some work, should be assigned work, if possible, which they are capable of performing.

Article XI. (c)

**COMPENSATION CASES WHICH MAY DESERVE
ADDITIONAL CONSIDERATION**

Compensation cases having particular merit and resulting in loss of time over twenty-six (26) weeks by the employee involved, will be considered on the merits of each case. A determination will be made by Employee and Labor Relations as to whether or not further consideration over and above the contract benefits may be granted.

Article XII.

**VACATION PROVISIONS FOR EMPLOYEES RETURNING
FROM A MILITARY LEAVE OF ABSENCE**

In continuation of vacation practices as followed after World War II, the following provisions affecting vacation for employees returning from a military leave of absence shall apply.

1. Employees returning from a military leave of absence shall be entitled to a vacation **IN THE YEAR IN WHICH THEY RETURN**, based on their service time as of January 1 of that year, in accordance with the following table, and subject to the provisions of the subparagraphs below:

- a. Employees returning during the calendar year immediately following the calendar year in which they left for military service shall receive the vacation allowance as provided for in the following table, but the total amount of this allowance plus the earned vacation paid to them for the year they entered service may not exceed the vacation allowance for which their service time as of January 1 of the calendar year of their return date qualifies them.
- b. Employees returning during the same calendar year in which they left for service shall receive no vacation for the year in which they return (having been paid all earned vacation on leaving for military service).

2. An employee returning from a military leave shall be entitled to a full vacation IN THE YEAR FOLLOWING THE YEAR THEY RETURN, except that:

- a. Employees returning during the same calendar year in which they left for service will have subtracted from their following year's vacation the amount of earned vacation paid to them for the year they entered service.

3. An employee returning from a military leave is required to work two (2) months after his/her return before receiving any vacation.

TWO WEEK BASIS

| <u>Returns</u> | <u>Vacation in Year of Return</u> |
|-------------------------|---------------------------------------|
| On or before October 22 | 10 working days |
| On October 23 | 9 working days |
| On October 24 | 8 working days |
| On October 25 | 7 working days |
| On October 26 | 6 working days |
| On October 27 | 5 working days |
| On October 28 | 4 working days |
| On October 29 | 3 working days |
| On October 30 | 2 working days |
| On October 31 | 1 working day |
| On November 1 or later | No vacation |

THREE WEEK BASIS

| <u>Returns</u> | <u>Vacation in Year of Return</u> |
|-------------------------|---------------------------------------|
| On or before October 17 | 15 working days |
| On October 18 | 14 working days |
| On October 19 | 13 working days |
| On October 20 | 12 working days |
| On October 21 | 11 working days |
| On October 22 | 10 working days |
| On October 23 | 9 working days |
| On October 24 | 8 working days |
| On October 25 | 7 working days |
| On October 26 | 6 working days |
| On October 27 | 5 working days |
| On October 28 | 4 working days |
| On October 29 | 3 working days |
| On October 30 | 2 working days |
| On October 31 | 1 working day |
| On November 1 or later | No vacation |

Article XII. (g)

WORK DURING VACATION

1. It has been agreed that employees shall take their vacation when the scheduled time for such vacation occurs, and shall not work through the vacation period unless required to do so by the Company because of an emergency. Prior approval for emergency work by employees during their vacation must be secured from the Officer of the Company under whom the department reports.

2. Consideration will be given by the Company to reimburse an employee for unrecoverable vacation expenditures lost due to the Company requiring the employee to work during his/her vacation period, based on the merits of each case. All such cases shall be reviewed with Employee and Labor Relations.

*Article XII. (h)***VACATION NOTICES AND SCHEDULES**

1. Employees may be permitted to accumulate a portion of their vacation allowance for a period of one (1) year for valid reason such as a vacation trip or other special occasion which would involve extra travel time in accordance with the following schedule.

| <u>Annual Vacation Allowance</u> | <u>Maximum "Carry Over"</u> |
|----------------------------------|-----------------------------|
| One (1) week | One (1) week |
| Three (3) or more weeks | Two (2) weeks |

Under normal circumstances, vacation "carry-over" will be scheduled so as to be contiguous with the total vacation allowance available in the current year.

All requests for vacation carry-over should be reviewed with Employee and Labor Relations prior to granting final approval.

2. Employees who have completed one (1) year of service may defer (or borrow in advance) one (1) to five (5) days of vacation allowance to permit them to be absent without loss of pay for personal business which cannot be taken care of in other than normal working hours. At no time may an employee have more than five (5) vacation days deferred for this purpose, nor may more than five (5) days for personal business be granted in any one calendar year.

Notification of intended absence for personal business chargeable to the deferred vacation days must be made sufficiently in advance (whenever possible) to permit necessary changes in work schedules and assignments. Such personal days may not be used to extend a vacation period, extend a weekend or "days off" period, nor to provide a paid absence due to severe weather conditions.

An employee who has expended his/her current year's vacation allowance and who requires time off for personal business, is permitted to borrow up to five (5) days of the following year's vacation allowance. The following year's vacation allowance will be reduced by the number of days borrowed.

As indicated in the above, advance notification is required of an employee's intention to utilize a vacation day for personal business -

where at all possible. Instances of an emergency nature will occur where the employee is unable to provide advance notice other than requesting the time off immediately. In such situations, supervisors are to assure themselves that the request is for legitimate personal business (rather than a pure vacation day) in which the employee had no advance knowledge. In such instances, every reasonable effort should be made to grant the necessary time off.

3. There is no general prohibition against shift and special schedule workers scheduling up to one week of vacation allowance in separate days. The scheduling of such days, however shall be in accordance with Department practices and at a time when regular relief employees are available to fill shift vacancies and which is mutually agreeable.

Article XII. (i)

**EARNED VACATION ON TERMINATION OF EMPLOYMENT
FOR EMPLOYEES WITH LESS THAN
ONE CALENDAR YEAR OF SERVICE**

1. Employees who resign or are discharged, from their positions with the Company within the calendar year in which they were hired, and who have completed their probationary period shall, upon such resignation or discharge be entitled to earned vacation computed at the rate of one-half day per month from the date of employment to the date of termination, provided proper notice in case of resignation has been given.

2. Employees who have not completed their probationary period as new employees are not entitled to any earned vacation on resignation or discharge.

Article XII. (i), XVI.

**COMPUTATION OF EARNED VACATION AND
SEPARATION ALLOWANCE**

As a continuation of an existing practice relative to computing earned vacation and separation allowance benefits for employees subject to collective bargaining, all supervisors are requested to apply the following provisions:

An employee who is subject to collective bargaining and whose services are terminated from the employ of the Company shall have any earned vacation and/or separation allowance for which he may qualify, as provided in the applicable Collective Bargaining Agreement, computed as of the last date for which the employee is entitled to receive pay (i.e., regular pay, sick leave pay, compensation differential pay) from the Company.

Article XIII. (a)

PREMIUM PAY FOR HOLIDAY WORK

1. Employees who work on a holiday will receive a regular day's pay for the holiday, and in addition thereto will receive time and one-half for all hours worked within their normal work hours (double time for all hours worked within their normal work hours for work on their second day of rest). For all work on a holiday outside of employee's normal work hours, the employee shall be paid at the rate of double time.

2. For purpose of applying premium pay rates, the following rules shall be used for determining normal work hours for shift and special schedule workers on a holiday:

- a. When shift or special schedule workers work on a holiday in accordance with their regular shift or schedule, the regular scheduled hours are to be considered the normal work hours for the holiday.
- b. When shift or special schedule workers are called out or scheduled in advance to work a holiday which occurs on a scheduled day of rest, the normal hours for the holiday are to be considered as follows:
 - (1) If the holiday occurs on the first scheduled day of rest (1½ day) the hours of the nearest regularly scheduled straight time shift are to be considered the normal work hours for the holiday.
 - (2) If the holiday occurs on the second day of rest, all hours worked are paid at the double time rate.

- c. Day workers assigned to night work in accordance with the provisions of Articles III (d) and (f) shall be paid at the rate of double time for all night work on a holiday outside of their normal day hours when the holiday occurs on the first, second or third day of a scheduled night shift. In cases where such night shifts extend to four (4) days or more the scheduled work hours of the night shift will be considered as the employee's normal work hours.

3. Shift and special schedule workers scheduled to work on a holiday may elect to work that holiday at straight time and receive another day off with pay at some later date which is mutually agreeable to the Company and the employee. Such days off shall be taken individually. Exceptions may be permitted by mutual agreement. Employees exercising this option must advise their supervisors in advance of their choice.

4. Shift or Special Schedule workers who have a holiday fall on their scheduled day off may elect to be paid for the day or schedule another day off that is mutually agreeable with their department.

Article XIV. (c)

RESERVE TRAINING

1. Article XIV (c) provides that employees on the Company payroll for a period exceeding one (1) year, engaging in reserve field training, will receive pay differential between regular pay and reserve training pay (providing the latter is less than regular pay) for a maximum of two (2) weeks period in any calendar year during such reserve field training period.

2. In the event an employee is ordered by his reserve unit to participate in either "advance party" or "rear party" activities, the two (2) week period may be extended by one (1) day in any calendar year subject to approval by Employee and Labor Relations.

3. In calculating the difference between regular pay and reserve training pay, travel allowance shall not be included provided that the employee submits pay vouchers indicating the travel allowance involved.

*Article XV.***EMPLOYMENT OF RELATIVES AND
MARRIAGE OF TWO EMPLOYEES**

There is no general prohibition to hiring relatives of Company employees except where they may be directly supervised by or supervise relatives. The transfer to or employment of close relatives to the same department, division, or location will be permitted only:

- a) where direct supervision of or by a relative can be avoided, and
- b) where in the course of an employee's normal duties the possibility of a direct business relationship with the employee's relative is not required.

An employee who marries a Company employee may continue employment under the conditions listed above. In the event a marriage takes place which creates a situation inconsistent with this policy, reasonable efforts will be made to transfer an employee to another position. However, it is the employee's responsibility to apply for existing vacancies for which they are qualified. Within a reasonable time, if a transfer is not effected, the services of one of the employees will be terminated. Prompt notification to the Employment Division of a forthcoming marriage to which this situation applies will facilitate the possibility of transfer.

*Article XV.***SICKNESS IN FAMILY**

1. The Collective Bargaining Agreement between the Company and the I.B.E.W. makes no provisions for giving an employee time off with pay in the event a member of the employee's immediate family is ill and it is necessary for the employee to take time off to give care or perform necessary duties. It has been the practice to deny such requests for time off because of the fact that instances have been found in the past where the privilege was abused.

2. Recently a case arose in which giving the employee such time off appeared to merit serious consideration. It is, therefore, requested that if an employee asks for such time off in the event of a serious illness in his immediate family and, in the supervisor's opinion, the case merits consideration, the employee should be given leave of absence without pay and the case referred to Employee and Labor Relations for further consideration.

3. A determination by a supervisor under the provisions of this interpretation shall be subject to the operation of the complaint procedure.

Article XV.

**PAYMENTS OF EMPLOYEES' HOSPITALIZATION
AND GROUP INSURANCE UNDER CERTAIN CONDITIONS**

1. During the term of the contract between the Company and Local 1049, I.B.E.W., in the event an employee covered thereunder who is then participating in either the combined group Hospital and Surgical-Medical Plan or Group Insurance Plan, or both, shall suffer a non-compensable injury or disability or be on sick leave and, at any time after such non-compensable injury or sick leave, shall not be entitled to receive any pay from which the Company can make deductions in order to keep such employee current in his/her required payments under such plan or plans, then, provided such employee is a member of the Local in good standing, the said Local shall pay to the Company from time to time as required by the Company for and on behalf of the employee the payment or payments required to be made by the employee as may be necessary to keep such employee current in his membership in such plan or plans. Such procedures and payments thereunder by the Local shall continue so long as the individual shall remain an employee of the Company limited however by the contract term as stated above.

2. In the case of an employee who is off the Company payroll during a period of compensable injury or disability, and who is participating in either the Group Insurance or Hospitalization Plan, or both, it is not the intention of the Local to make payment for such employee's Group Insurance contributions, since it is the present practice of the Company (subject to future change), to pay such contributions whenever the employee is not entitled to receive pay from which deduction may be made by the Company for such contributions; however, with respect to Hospitalization Plan, the Union during the contract term and provided the employee is a member of the Local in good standing, shall make payment to the Company for and on behalf of the employee the payment or payments required to be made by such employee on "Compensable Disability" leave of absence whenever the employee is not receiving pay from which deductions may be made by the Company, in addition to making payment in the cases of non-compensable injury, disability or illness as outlined in the paragraph.

3. There is no limit to the number of times the procedures in the two (2) paragraphs above shall be applicable to an employee or employees covered hereunder during the contract term. Such procedures shall not be interpreted as creating any obligation on the part of the Company to continue such plans.

Article XVII.

TIME LIMIT ON FILING GRIEVANCES

1. Conditions which may lead to grievances should be avoided in advance wherever possible. However, if a grievance arises it should be filed as soon as is reasonably possible after the occurrence of the event out of which the grievance arose. It has been agreed that any grievance which may arise should be filed within three (3) months of the occurrence of the grievance, but it is not intended that employees should wait until the expiration of three (3) months before filing a grievance.

Article XVII. (d)

**PERIODIC MEETINGS OF SUPERVISORS AND
UNION REPRESENTATIVES**

1. Periodic meetings of Union representatives and supervisors should be arranged at locations to discuss items of mutual concern which may arise - the frequency of such meetings may vary by location in accordance with the volume of items to be discussed, either monthly, quarterly or semi-annually. Such meetings should be arranged, not merely to have a meeting, but only when there are sufficient specific items of mutual interest for discussion. It is suggested that prior to the time set for such meetings, a list of items desired to be discussed be transmitted by Union representatives at the location to Company supervisors, and by Company supervisors in turn to Union representatives. It is desired that potential misunderstandings or grievances may be avoided by such meetings.

*Article XX. (b), (c)***PROCEDURE FOR PAY ADJUSTMENT OF EMPLOYEES
IN AN "OVER-THE-RATE" STATUS**

The following provisions for adjustment of wage rates are applicable in the event of a change in classification of an employee who is an "over-the-rate" status.

1. An "over-the-rate" status applies to an employee who has undergone reassignment to a lower classified position and who upon completion of any reduction in wage rate (as provided in the Collective Bargaining Agreement or any Special Agreement between the Company and the Union) receives a rate over the contract rate for the job classification to which she/he has been assigned.

2. An "over-the-rate" employee who successfully applies or is assigned to a job classification having a higher or equivalent wage rate than that of the classification to which she/he is presently assigned shall receive the wage rate of the new classification or his/her present wage rate, whichever is higher.

3. An "over-the-rate" employee who successfully applies for a job classification having a lower wage rate than that of his/her present classification shall receive the rate of the new classification.

4. An "over-the-rate" employee who is assigned to a lower rated job may be subject to a reduction in wage rate as a result of such assignment in accordance with the appropriate provisions of the Collective Bargaining Agreement.

*Article XXI.***STATUS OF AN OVER-THE-RATE EMPLOYEE
IN THE EVENT OF A
JOB CLASSIFICATION RE-EVALUATION**

1. In the event of an upward revision in the rating of a job classification, an employee in such classification who is over-the-rate therefore prior to the re-evaluation shall receive only so much of the re-evaluation increase as shall bring the employee to the new top rate for that classification. Such an employee shall receive no increase by reason of an upward revision in the rating of his/her job classification if his rate is over the new rate for the job.

*Article XXII.***SWITCHING PROCEDURES**

1. The term Substation Operator as used below is intended to mean all Substation Operators, Multi-Station Operators and Substation Inspectors.

2. Substation Operators may perform distribution field switching from ground level in an emergency or where an Emergency Service Specialist is unavailable.

3. Emergency Service Specialist may perform switching duties where a Substation Operator is unavailable.

4. Any qualified employee of the Company may perform substation switching in an emergency or to correct an abnormal condition.

5. Pre-arranged switching will normally be performed by Substation Operators. However, assignments for prearranged switching may be given to any qualified employee (Mechanic B or above) of the Electric Design and Construction Department, Substation Maintenance Division, and Relay Division to clear or return to service any equipment on which they may or will be working where such switching exceeds the capability of one (1) operator. Other pre-arranged switching assignments may be given to members of the above departments in the event that system requirements prevent a Substation Operator from responding to a given switching assignment.

6. First Class Lineman/Linewoman may perform prearranged switching of pole mounted switches to clear or return to service any equipment on which they may be working.

7. Qualified personnel included in the above groups may switch for other groups only where the switches involved are included in the switching required for their own work.

8. The Company shall maintain a list of certified personnel for pre-arranged switching assignments.

*Article XXII. (b)***WORK DURING NIGHT HOURS IN REAR PROPERTIES**

It is recognized that under special situations the assignment of one (1) employee to work on lines or equipment in rear properties during night hours may not be consistent with good safety practice. Where such situations arise, a second employee will be dispatched to the work location in accordance with regular Emergency Service procedures.

APPENDIX I**AMERICAN ARBITRATION ASSOCIATION
ADMINISTRATOR
VOLUNTARY LABOR ARBITRATION
TRIBUNAL**

*In the Matter of the Arbitration
between*

LONG ISLAND LIGHTING COMPANY

and

**LOCAL 1049, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO
L29313 NY-L-818-60**

Award of Arbitrators

THE UNDERSIGNED ARBITRATORS having been designated in accordance with the Arbitration Agreement entered into by the above-named Parties, and dated July 1, 1960, and having been duly sworn and having duly heard the proof and allegations of Parties, AWARD, as follows:

It is the unanimous opinion of the Board of Arbitration that subject to the qualifications which are stated below in this award, the following items of work may properly be performed by one qualified Lineman/Linewoman on a pole, working by hand on Multi-phase Primary and Series Street Lighting Circuits energized up to 4,160 volts.

- (a) The application and removal of rubber protective equipment.
- (b) The tying and untying of line conductors.
- (c) The installation and removal of running blocks.
- (d) The installation of a pull rope.
- (e) The replacement of pins and insulators.
- (f) The removal and installation of line and equipment cut out doors.

- (g) The shifting of conductors.
- (h) The cutting and removal of de-energized primary wires.
- (i) The operating of street light controls.
- (j) The installation and removal of isolating street lighting transformers and the completion of necessary connections, insofar as this work does not require the making or breaking of primary taps more than eighteen (18) inches long.
- (k) The installation and removal of street lighting fixtures insofar as this work does not require the making or breaking of primary taps more than eighteen (18) inches long.
- (l) The repair of street light fixtures.

Two (2) qualified Linemen/Linewomen shall be required on the pole in performing any of the above-listed items of work where:

1. The working position on the pole is not clearly visible from the ground near the pole.
2. The working position on the pole is such that the Lineman/Linewoman or any unprotected part of him/ her would be above an energized primary conductor or where, if s/he fell, s/he would not fall clear of an energized primary conductor.
3. The pole is not "clean", as defined in the opinion.

Also, work items (b), (e), (g) and (h) shall be performed by two employees on the pole where the attachment of the conductor on adjacent poles is at a lower or substantially higher elevation than the pole being worked, resulting in unusual downward or upward pressure on the insulators.

Work items (b), (e) and (g) shall be performed by two (2) qualified Linemen/Linewomen on the pole where the angle, corner, or turn of the line is such that the conductor is required to be tied on the side of the insulator.

Work items (b), (e), (g) and (h) shall be performed by two (2) qualified Linemen/Linewomen on pole where wires are excessively slack necessitating unusual caution in the control of their movement.

The following general statement shall apply to all of the items of work (A through L):

The physical requirements of the job shall be within the capability of one (1) employee to perform safely. This judgement will be made by the foreman/forewoman. If the Lineman/Linewoman in the course of his/her work, determines that the work cannot be done safely under the circumstances prevailing that the weights or bulks to be handled or the work to be performed from the work position overstress his/her capability, he may request a second man. In this event, a second employee will be supplied. If later, after investigation, it is found that the request was unwarranted, the Lineman/Linewoman and the Union will be so informed. Additional unwarranted requests by the Lineman/Linewoman will be subject to usual disciplinary measures.

Two (2) qualified Linemen/Linewomen shall be required on the pole in the performance of work items (m) and (n) as listed in Company Exhibit No. 3:

(m) The replacement of equipment cut-outs and the completion of necessary connections.

(n) The installation, removal or replacement of lightning arrestors and the completion of necessary connections.

(Original signed by Thomas A. Knowlton)
THOMAS A. KNOWLTON

Original signed by Bernard LaMay
BERNARD LAMAY - Concurring

(Original signed by Joseph G. Acker)
JOSEPH G. ACKER - Concurring

DATED: December 15, 1961

STATE OF: New York

COUNTY OF: New York

On this 15th day of December, 1961, before me personally came and appeared THOMAS A. KNOWLTON to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

(Signed by Michael Hoellering)
MICHAEL HOELLERING

Notary Public, State of New York
No. 41-6924425 - Queens County
Cert. filed in Queens County
Term Expires March 30, 1962

In the Matter of the Arbitration*between***LONG ISLAND LIGHTING COMPANY***and***LOCAL 1049, INTERNATIONAL
BROTHERHOOD OF ELECTRICAL
WORKERS, AFL-CIO****OPINION**

At hearings held in Hicksville, New York on June 26, 29 and August 7, 1961, both of the above-named parties were represented. The following question was submitted to a Board of Arbitration consisting of Bernard LaMay, Joseph G. Acker and Thomas A. Knowlton for decision:

"With due regard for safe work practice, may one (1) qualified Lineman/Linewoman work in the working position on a pole containing multi-phase primary lines to perform certain functions, or are two (2) qualified Lineman/Linewoman the minimum number of employees required to work in the working position on a pole containing multiphase primary lines to perform any function?"

The following opinion is the sole responsibility of the undersigned, Knowlton.

DISCUSSION

The Employer submitted to the Board of Arbitration an Exhibit (No. 3) listing the items which it believed can be properly performed on a pole by one (1) qualified Lineman/ Linewoman working by hand on Multi-phase Primary and Series street lighting circuits energized up to 4,160 volts. There are fourteen (14) such items which are described individually below.

Subsequent to the hearings, the Employer submitted to the Board at its request a "Guide to Foremen" to be used in making work assignments, involving the performance of one (1) or another of the fourteen (14) items in it's Exhibit No. 3.

It is the Union's position that in the performance of work on Multi-phase Primary lines none of the fourteen (14) items can safely be

performed by one (1) qualified Lineman/ Linewoman in the working position on a pole.

During the past several years, the parties have attempted, on a number of occasions, to resolve this dispute through negotiation, without success. It is not a proper function of the Board to discuss the negotiations or in any way to determine responsibility for their failure.

Primarily, and to establish a frame of reference, certain observations are in order.

First, there is an element of danger in the work of a Lineman/Linewoman. Various risks are an intrinsic part of the job. This Board of Arbitration is called upon to determine, in effect, whether the items in dispute can safely be performed by one (1) employee on the pole or whether the use of one (1) employee creates a risk which is additional to what one might call a normal risk.

Second, this Board must, of necessity, discuss each of the fourteen (14) items separately and render its decision as to each separate. There is no evidence from which one may conclude that all or none of the functions can properly be performed by one (1) employee.

Third, in any discussion of safety in an electric utility, it is desirable that there be as complete an understanding as possible among both supervisors and employees because in this area, individual differences under many varying circumstances may result in unnecessary and undesirable arguments. It is for this reason that most safety rules are clearly and concisely stated and are as uniform as it is possible to make them.

Safety is obviously a matter of judgement. In this case, it is the judgement of the Board of Arbitration which believes that, to the extent possible, the requirements should be detailed and uniform even though it is certain that under some circumstances its conclusions may seem unnecessarily restrictive limitations on the exercise of the managerial function by the immediate supervisor.

To avoid any misunderstanding with respect to the award, it is desirable that some of the terms used in the award be defined. For this reason, the following definitions seem proper:

Primary Tap: A primary tap is any connection to a primary. (This definition differs from that which the Employer believes to be proper. The Employer defines a primary tap as a connection between two (2) energized circuits or between a primary and an energized transformer.

After consideration, the undersigned believes that this definition is not in accord with the parties' agreement which, in Article XXII (b) (5a), mentions the making of "primary taps" and also, in the same sentences, mentions the tapping together of live wires).

Clean Pole: A pole where the working position is unencumbered. [This definition does not meet with the approval of the Union which prefers to regard a clean pole as a pole with "one (1) circuit of three (3) phases with the neutral on the arm or on the secondary position". Obviously the Union's definition would also constitute a clean pole according to the Company. It does not follow however, that all of the clean poles are of the type specified by the Union.]

It is the practice of the Company in performing any of the work about which this arbitration is concerned to use a job crew which includes at least two (2) qualified Linemen/ Linewomen, one (1) of whom may be a second-class Lineman/Linewoman. This means that on the job, though not necessarily on the pole, there are two (2) qualified Linemen/ Linewomen.

In the opinion of a majority of the Board of Arbitration and subject to the qualifications which are stated below in this opinion, the following items of work may properly be performed by one (1) qualified Lineman/Linewoman on a pole, working by hand on multi-phase primary and series street lighting circuits energized up to 4,160 volts.

- (a) The application and removal of rubber protective equipment.
- (b) The tying and untying of line conductors.
- (c) The installation and removal of running blocks.
- (d) The installation of a pull rope.
- (e) The replacement of pins and insulators.
- (f) The removal and installation of line and equipment cut-out doors.
- (g) The shifting of conductors.
- (h) The cutting and removal of dead primary wires.
- (i) The operating of street light controls.

(j) The installation and removal of isolating street lighting transformers and the completion of necessary connections, insofar as this work does not require the making of primary taps.

(k) The installation and removal of street lighting fixtures insofar as this work does not require the making of primary taps.

(l) The repair of street light fixtures.

(m) The replacement of line and equipment cut-outs and the completion of necessary connections, insofar as this work does not require the making of primary taps.

(n) The replacement of lightning arrestors and the completion of necessary connections, insofar as this work does not require the making of a primary tap.

Two (2) qualified Linemen/Linewomen shall be required on the pole in performing any of the above-listed items of work where:

(1) The working position on the pole is not clearly visible from the ground.

(2) The working position on the pole is such that the working position would be above an energized primary conductor or where, if the Lineman/Linewoman fell, s/he would not fall clear of an energized primary conductor.

(3) The pole is not "clean," as defined above.

(4) Work items (b), (e), (g) and (h) shall be performed by two (2) employees on the pole where the attachment of the conductor on adjacent poles is at a lower or substantially higher elevation than the pole being worked, resulting in unusual downward or upward pressure on the insulators.

(5) Work items (b), (e) and (g) shall be performed by two (2) qualified employees on the pole where the specification of the following table is exceeded:

| Span Length | Wire Size (Copper) |
|-------------|--------------------|
| 100 Ft. | 4/0 |
| 150 Ft. | 1/0 |
| 175 Ft. | No. 3 |
| 200 Ft. | No. 6 |

(6) Work items (b), (e) and (g) shall be performed by two (2) qualified Linemen/Linewomen on the pole where the angle, corner, or turn of the line is such that the conductor is required to be tied on the side of the insulator.

(7) Work items (b), (e), (g) and (h) shall be performed by two (2) qualified Linemen/Linewomen on the pole where wires are excessively slack, necessitating unusual caution in the control of their movement.

7:00 A.M. TO 3:00 P.M.

A.M.

| | | | | | | | | | | | |
|------|------|-------|-------|-------|-------|-------|-------|-------|------|------|------|
| 8:45 | 9:15 | 9:45 | 10:15 | 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 |
| 8:14 | 9:44 | 10:14 | 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 6:44 |

| | | | | | | | | | | | |
|-------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|------|
| 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 |
| 7:00 | 7:00 | 7:00 | 7:30 | 8:00 | 7:30 | 7:30 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 |
| 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 2:00* | 2:30* | 7:00 |
| 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 9:00 | 2:00* | 2:30* | 7:00 |
| 8:00 | 8:00 | 8:30 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:30 | 2:00* | 2:30* | 7:00 |
| 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 8:30 | 9:30 | 2:00* | 2:30* | 7:00 |
| 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 2:00* | 2:30* | |
| 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 9:30 | 10:00 | 1:00* | 1:30* | 2:00* | 2:30* | |
| 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 10:00 | 10:30 | 1:00* | 1:30* | 2:00* | | |
| 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 11:00 | 1:00* | 1:30* | | | |
| 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 12:30* | 1:00* | 1:30* | | | |
| 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 11:00 | 12:30* | 1:00* | | | | |
| 11:00 | 11:00 | 11:00 | 11:00 | 11:30 | 12:00* | 12:30* | | | | | |
| 11:00 | 11:00 | 11:00 | 11:00 | 11:30* | 12:00* | 12:30* | | | | | |
| 11:00 | 11:30 | 12:00 | 12:30 | 11:30* | 12:00* | | | | | | |
| 12:00 | 12:00 | 12:30 | 11:00* | 11:30* | | | | | | | |
| 12:30 | 12:30 | 10:30* | 11:00* | 11:30* | | | | | | | |
| 1:00 | 1:30 | 10:30* | 11:00* | | | | | | | | |
| 9:30* | 10:00* | 10:30* | | | | | | | | | |
| 9:30* | 10:00* | | | | | | | | | | |
| 9:30* | 10:00* | | | | | | | | | | |
| 9:30* | | | | | | | | | | | |

* Work through until hour shown and then off until 3:00 P.M. with pay.
 Off - Off all day, 7:00 A.M. to 3:00 P.M. with pay.

ARTICLE III Paragraph (d)
(Off period after extended work time)
STARTING TIME ON CALL-OUT OVERTIME WORK

| Overtime | P.M. | | | | | | | | | | | |
|---------------------|------------|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Worked Hrs. Min. | From To | 4:15 4:44 | 4:45 5:14 | 5:15 5:44 | 5:45 6:14 | 6:15 6:44 | 6:45 7:14 | 7:15 7:44 | 7:45 8:14 | 8:15 8:44 | 8:45 9:14 | 9:15 9:44 |
| | | Time Due Back for Work | | | | | | | | | | |
| 0 to | | | | | | | | | | | | |
| 2 40 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 |
| 3 00 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 |
| 3 20 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 |
| 3 40 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:00 |
| 4 00 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 8:30 |
| 4 20 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 8:30 |
| 4 40 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 8:30 | 8:30 | 9:00 |
| 5 00 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 9:00 | 9:00 | 9:00 | 9:30 |
| 5 20 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 9:30 | 9:30 | 9:30 | 9:30 |
| 5 40 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 9:00 | 9:30 | 9:30 | 10:00 | 10:00 |
| 6 00 | | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:30 |
| 6 20 | | 7:30 | 7:30 | 7:30 | 7:30 | 8:30 | 9:00 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 |
| 6 40 | | 7:30 | 7:30 | 7:30 | 7:30 | 9:00 | 9:30 | 10:00 | 10:30 | 10:30 | 11:00 | 11:00 |
| 7 00 | | 7:30 | 7:30 | 7:30 | 8:30 | 9:30 | 10:00 | 10:30 | 11:00 | 11:00 | 11:00 | 11:30 |
| 7 20 | | 7:30 | 7:30 | 8:30 | 9:00 | 9:30 | 10:00 | 11:00 | 11:30 | 11:30 | 11:30 | 12:00 |
| 7 40 | | 7:30 | 8:00 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:00 | 12:30 |
| 8 00 | 8:00 | 8:30 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 12:30 | 12:30 | 1:00 |
| 8 20 | 8:30 | 9:00 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 12:30 | 1:00 | 1:00 | 1:30 |
| 8 40 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:00 |
| 9 00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 |
| 9 20 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 |
| 9 40 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30 |
| 10 00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00* | 3:30* | 4:00 |
| 10 20 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30* | 4:00* | 4:30* |
| 10 40 | 11:00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00* | 3:30* | 4:00* | 4:30* |
| 11 00 | 11:30 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00* | 3:30* | 4:00* | 4:30* | 5:00* |
| 11 20 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | 3:30* | 4:00* | 4:30* | 5:00* | 5:30* |
| 11 40 | 12:00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | off | 8:00* | | | |
| 12 00 | 12:30 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | off | off | | | | |
| 12 20 | 1:00 | 1:30 | 2:00 | 2:30 | 3:00 | off | off | off | | | | |
| 12 40 | 1:00 | 1:30 | 2:00 | 3:00 | off | off | off | off | | | | |
| 13 00 | 1:30 | 2:00 | 3:00 | off | off | off | off | off | | | | |
| 13 20 | 2:00 | 2:30 | 3:00 | off | off | off | off | off | | | | |
| 13 40 | 2:00 | 2:30 | off | off | off | off | off | off | | | | |
| 14 00 | 2:30 | 3:00 | off | off | off | off | off | off | | | | |
| 14 20 | 3:00 | off | off | off | off | off | off | off | | | | |
| 14 40 | off | off | off | off | off | off | off | off | | | | |
| 15 00 | off | off | off | off | off | off | off | off | | | | |

7:30 A.M. TO 4:00 P.M.

A.M.

| | | | | | | | | | | | |
|------|-------|-------|-------|-------|-------|-------|------|------|------|------|------|
| 0:45 | 10:15 | 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 | 2:45 | 3:15 |
| 0:14 | 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 | 3:14 | 7:15 |

| | | | | | | | | | | | |
|------|------|------|------|------|------|------|------|------|------|------|------|
| 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 |
|------|------|------|------|------|------|------|------|------|------|------|------|

| | | | | | | | | | | | |
|------|------|------|------|------|------|------|------|------|-------|-------|------|
| 7:30 | 7:30 | 7:30 | 8:00 | 8:30 | 8:00 | 8:00 | 7:30 | 7:30 | 7:30 | 7:30 | 7:30 |
| 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 3:00* | 3:30* | 7:30 |
| 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:00 | 9:30 | 3:00* | 3:30* | 7:30 |

| | | | | | | | | | | | |
|------|------|------|------|------|-------|-------|-------|-------|-------|-------|------|
| 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 3:00* | 3:30* | 7:30 |
| 8:30 | 9:00 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 10:00 | 3:00* | 3:30* | 7:30 |
| 9:00 | 9:30 | 9:30 | 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:30 | 3:00* | 3:30* | 7:30 |

| | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 2:00* | 2:30* | 3:00* | 3:30* |
| 9:30 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 11:00 | 2:00* | 2:30* | 3:00* | |
| 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 11:00 | 11:30 | 2:00* | 2:30* | | |

| | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 10:30 | 10:30 | 11:00 | 11:00 | 11:00 | 11:00 | 1:30* | 2:00* | 2:30* |
| 11:00 | 11:00 | 11:00 | 11:30 | 11:30 | 12:00 | 1:30* | 2:00* | |
| 11:30 | 11:30 | 11:30 | 11:30 | 12:30 | 1:00* | 2:00* | | |

| | | | | | |
|-------|-------|-------|--------|--------|-------|
| 11:30 | 12:00 | 12:00 | 12:00 | 12:30* | 1:00* |
| 12:00 | 12:30 | 1:00 | 1:30 | 12:30* | 1:00* |
| 1:00 | 1:00 | 1:30 | 11:30* | 12:30* | |

| | | | | |
|--------|--------|--------|--------|--------|
| 1:30 | 1:30 | 11:00* | 11:30* | 12:30* |
| 2:00 | 2:30 | 11:00* | 11:30* | |
| 10:00* | 10:30* | 11:00* | 11:30* | |

| | |
|--------|--------|
| 10:00* | 10:30* |
| 10:00* | 10:30* |
| 10:00* | |

10:00*

* Work through until hour shown and then off until 4:00 P.M. with pay.
 Off - Off all day, 7:00 A.M. to 3:00 P.M. with pay.

1:30 P.M. TO 10:00 P.M.

A.M.

| | | | | | | | | | | | |
|------|------|------|------|------|------|------|------|------|------|------|------|
| 3:45 | 4:15 | 4:45 | 5:15 | 5:45 | 6:15 | 6:45 | 7:15 | 7:45 | 8:15 | 8:45 | 9:15 |
| 4:14 | 4:44 | 5:14 | 5:44 | 6:14 | 6:44 | 7:14 | 7:44 | 8:14 | 8:44 | 9:14 | 1:15 |

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 |
| 1:30 | 1:30 | 1:30 | 2:00 | 2:30 | 2:00 | 2:00 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 |
| 1:30 | 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 2:30 | 2:30 | 2:30 | 9:00* | 9:30* | 1:30 |
| 2:00 | 2:30 | 2:30 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 | 9:00* | 9:30* | 1:30 |
| 2:30 | 2:30 | 3:00 | 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 4:00 | 9:00* | 9:30* | 1:30 |
| 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 9:00* | 9:30* | 1:30 |
| 3:00 | 3:30 | 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 4:00 | 4:30 | 9:00* | 9:30* | 1:30 |
| 3:30 | 3:30 | 4:00 | 4:00 | 4:00 | 4:00 | 4:30 | 8:00* | 8:30* | 9:00* | 9:30* | |
| 3:30 | 4:00 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 8:00* | 8:30* | 9:00* | | |
| 4:00 | 4:30 | 4:30 | 4:30 | 4:30 | 5:00 | 5:30 | 8:00* | 8:30* | | | |
| 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:00 | 7:30* | 8:00* | 8:30* | | | |
| 5:00 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 6:00* | 7:30* | 8:00* | | | |
| 5:30 | 5:30 | 5:30 | 5:30 | 6:30* | 7:00* | 7:30* | | | | | |
| 5:30 | 6:00 | 6:00 | 6:00 | 6:30* | 7:00* | 7:30* | | | | | |
| 6:00 | 6:30 | 7:00 | 5:30* | 6:30* | 7:00* | | | | | | |
| 7:00 | 7:00 | 7:30 | 5:30* | 6:30* | | | | | | | |
| 7:30 | 7:30 | 5:00* | 5:30* | | | | | | | | |
| 8:00 | 8:30 | 5:00* | 5:30* | | | | | | | | |
| 8:00 | 4:30* | 5:00* | | | | | | | | | |
| 4:00* | 4:30* | 5:00 | | | | | | | | | |
| 4:00* | 4:30* | | | | | | | | | | |
| 4:00* | | | | | | | | | | | |

*Work through until hour shown and then off until 10:00 P.M. with pay.
 Off - Off all day, 1:30 P.M. to 10:00 P.M. with pay.

3:00 P.M. TO 11:00 P.M.

A.M.

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|-------|
| 4:45 | 5:15 | 5:45 | 6:15 | 6:45 | 7:15 | 7:45 | 8:15 | 8:45 | 9:15 | 9:45 | 10:15 |
| 5:14 | 5:44 | 6:14 | 6:44 | 7:14 | 7:44 | 8:14 | 8:44 | 9:14 | 9:44 | 10:14 | 2:44 |
| 3:00 | 3:00 | 3:00 | 3:40 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 |
| 3:00 | 3:00 | 3:00 | 3:30 | 4:00 | 3:30 | 3:30 | 3:00 | 3:00 | 3:00 | 3:00 | 3:00 |
| 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 4:30 | 4:30 | 4:00 | 4:00 | 4:00 | 4:30* | 3:00 |
| 4:00 | 4:00 | 4:30 | 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:30 | 5:00 | 5:00 | 3:00 |
| 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 5:30 | 3:00 |
| 4:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00 | 6:00 | 3:00 |
| 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00* | 9:30* | 10:00* | 10:30* | 3:00 |
| 5:00 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 9:00* | 9:30* | 10:00* | 3:00 |
| 5:30 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 | 7:00 | 9:00* | 9:00* | 10:00* | 10:30* | 3:00 |
| 6:00 | 6:00 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30* | 9:00* | | | | |
| 6:30 | 6:30 | 6:30 | 7:00 | 7:00 | 7:00 | 8:30* | | | | | |
| 7:00 | 7:00 | 7:00 | 7:00 | 7:30 | 8:00* | | | | | | |
| 7:00 | 7:00 | 7:00 | 7:00 | 7:30* | 8:00* | | | | | | |
| 8:00 | 8:00 | 8:30 | 7:00* | 7:30* | 8:00* | | | | | | |
| 8:30 | 8:30 | 6:30* | 7:00* | 7:00* | | | | | | | |
| 9:00 | 9:00 | 6:30* | 7:00* | | | | | | | | |
| 5:30* | 6:00* | 6:00* | | | | | | | | | |
| 5:30* | 6:00* | | | | | | | | | | |
| 5:30* | | | | | | | | | | | |

* Work through until hour shown and then off until 11:00 P.M. with pay.
Off - Off at 6:00, 3:00 P.M. to 11:00 P.M. with pay.

8:00 A.M. TO 4:00 P.M.

A.M.

| | | | | | | | | | | | |
|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|------|
| 9:45 | 10:15 | 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 | 2:45 | 3:15 |
| 10:14 | 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 | 3:14 | 7:44 |
| 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 |
| 8:00 | 8:00 | 8:00 | 8:30 | 9:00 | 8:30 | 8:30 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 |
| 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:00 | 9:00 | 3:00* | 3:30* | 8:00 |
| 8:30 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 9:30 | 9:30 | 10:00 | 3:00* | 3:30* | 8:00 |
| 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:30 | 3:00* | 3:30* | 8:00 |
| 9:00 | 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 3:00* | 3:00* | 8:00 |
| 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 11:00 | 3:00* | 3:30* | |
| 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 11:00 | 2:00* | 2:30* | 3:00* | | |
| 10:00 | 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 11:30 | 2:00* | 2:30* | | | |
| 10:30 | 11:00 | 11:00 | 11:00 | 11:00 | 11:30 | 12:00 | 2:00* | | | | |
| 11:00 | 11:00 | 11:30 | 11:30 | 11:30 | 11:30 | 1:30* | 2:00* | | | | |
| 11:30 | 11:30 | 11:30 | 12:00 | 12:00 | 12:00 | 1:30* | | | | | |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:30 | 1:00* | | | | | | |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:30* | | | | | | | |
| 1:00 | 1:00 | 1:30 | 1:30 | 12:00* | | | | | | | |
| 1:30 | 1:30 | 11:30* | 12:00* | | | | | | | | |
| 2:00 | 2:30 | 11:30* | | | | | | | | | |
| 10:30* | 11:00* | | | | | | | | | | |
| 10:30* | 11:00* | | | | | | | | | | |

* Work through until hour shown and then off until 4:00 P.M. with pay.
Off - Off all day, 8:00 A.M. to 4:00 P.M. with pay.

**ARTICLE III Paragraph (d)
(Off period after extended work time)
STARTING TIME ON CALL-OUT OVERTIME WORK**

Overtime

P.M.

| Worked Hrs. Min. | From To | 5:45 5:14 | 5:15 5:44 | 5:45 6:14 | 6:15 6:44 | 6:45 7:14 | 7:15 7:44 | 7:45 8:14 | 8:15 8:44 | 8:45 9:14 | 9:15 9:44 | 9:45 10:14 |
|---------------------|------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|
| 0 to 2:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 3:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 3:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 3:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 4:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 4:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 4:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 5:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 5:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 5:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 6:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 6:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 6:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 7:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 7:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 7:40 | | 6:00 | 6:30 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 8:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 8:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 8:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 9:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 9:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 9:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 10:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 10:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 10:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 11:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 11:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 11:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 12:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 12:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 12:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 13:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 13:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 13:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 14:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 14:20 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 14:40 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |
| 15:00 | | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 |

Time Due Back for Work

8:00 A.M. TO 4:30 P.M.

A.M.

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|------|------|------|------|------|------|
| 10:15 | 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 | 2:45 | 3:15 | 3:45 |
| 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 | 3:14 | 3:44 | 7:44 |

| | | | | | | | | | | | |
|--------|-------|--------|--------|-------|-------|-------|-------|-------|-------|-------|------|
| 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 |
| 8:00 | 8:00 | 8:00 | 8:30 | 9:00 | 8:30 | 8:30 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 |
| 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:00 | 9:00 | 3:30* | 4:00* | 8:00 |
| 8:30 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 9:30 | 9:30 | 10:00 | 3:30* | 4:00* | 8:00 |
| 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:30 | 3:30* | 4:00* | 8:00 |
| 9:00 | 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 3:30* | 4:00* | |
| 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 11:00 | 3:30* | | |
| 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 11:00 | 2:30* | 3:00* | 3:30* | | |
| 10:00 | 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 11:30 | 2:30* | 3:00* | | | |
| 10:30 | 11:00 | 11:00 | 11:00 | 11:00 | 11:30 | 12:00 | 2:30* | | | | |
| 11:00 | 11:00 | 11:30 | 11:30 | 11:30 | 11:30 | 2:00* | 2:30* | | | | |
| 11:30 | 11:30 | 11:30 | 12:00 | 12:00 | 12:30 | 2:00* | | | | | |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:30 | 1:30* | | | | | | |
| 12:00 | 12:30 | 12:30 | 12:30 | 1:00* | 1:30* | | | | | | |
| 12:30 | 1:00 | 1:30 | 2:00 | 1:00* | | | | | | | |
| 1:30 | 1:30 | 2:00 | 12:00* | | | | | | | | |
| 2:00 | 2:00 | 11:30* | 12:00* | | | | | | | | |
| 2:30 | 3:00 | 11:30* | | | | | | | | | |
| 10:30* | 11:00 | | | | | | | | | | |
| 10:30* | 11:00 | | | | | | | | | | |

* Work through until hour shown and then off until 4:30 P.M. with pay.
 Off - Off all day, 8:00 A.M. to 4:30 P.M. with pay.

11:00 P.M. TO 7:00 A.M.

A.M.

| | | | | | | | | | | | | | | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|-------|-------|------|
| 12:45 | 1:15 | 1:45 | 2:15 | 2:45 | 3:15 | 3:45 | 4:15 | 4:45 | 5:15 | 5:45 | 6:15 | 6:45 | 7:15 | 7:45 | 8:15 | 8:45 | 9:15 | 9:45 | 10:15 | 10:45 | | | | |
| 1:14 | 1:44 | 2:14 | 2:44 | 3:14 | 3:44 | 4:14 | 4:44 | 5:14 | 5:44 | 6:14 | 6:44 | 7:14 | 7:44 | 8:14 | 8:44 | 9:14 | 9:44 | 10:14 | 10:44 | | | | | |
| 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | 11:00 | | | | |
| 11:00 | 11:00 | 11:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | 12:00 | 12:30 | | | | |
| 12:00 | 12:00 | 12:30 | 12:30 | 12:30 | 1:00 | 1:30 | 1:00 | 1:30 | 1:00 | 1:30 | 1:00 | 1:30 | 1:00 | 1:30 | 1:00 | 1:30 | 1:00 | 1:30 | 1:00 | 1:30 | | | | |
| 12:00 | 12:30 | 12:30 | 1:00 | 1:00 | 1:30 | 1:30 | 2:00 | 2:00 | 2:30 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | | | | |
| 1:00 | 1:00 | 1:30 | 1:30 | 2:00 | 2:00 | 2:30 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | | | |
| 1:00 | 1:30 | 1:30 | 2:00 | 2:00 | 2:30 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | | |
| 2:00 | 2:00 | 2:30 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | |
| 2:30 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | |
| 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | |
| 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | |
| 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:30 | 9:30 | |
| 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:30 | 9:30 | 10:00 | 10:00 | |
| 5:00 | 5:30 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 |
| 1:30 | 2:00 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 |
| 1:30 | 2:00 | 2:30 | 3:00 | 3:00 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 7:00 | 7:30 | 7:30 | 8:00 | 8:00 |

*Work through unit hour shown and then off until 7:00 A.M. with pay.
 Off - Off all day, 11:00 P.M. to 7:00 A.M. with pay.

12:00 Midnight TO 8:00 A.M.

P.M.

| 1:45 | 2:15 | 2:45 | 3:15 | 3:45 | 4:15 | 4:45 | 5:15 | 5:45 | 6:15 | 6:45 | 7:15 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2:14 | 2:44 | 3:14 | 3:44 | 4:14 | 4:44 | 5:14 | 5:44 | 6:14 | 6:44 | 7:14 | 7:44 |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 12:00 | 12:30 | 12:30 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 7:00* | 7:30* |
| 12:30 | 1:00 | 1:00 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 2:00 | 2:00 | 7:00* | 7:30* |
| 1:00 | 1:00 | 1:30 | 1:30 | 1:30 | 2:00 | 2:00 | 2:00 | 2:30 | 2:30 | 7:00* | 7:30* |
| 1:00 | 1:30 | 1:30 | 2:00 | 2:00 | 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 7:00* | 7:30* |
| 1:30 | 2:00 | 2:00 | 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 3:00 | 3:00 | 7:00* | |
| 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 2:30 | 3:00 | 3:00 | 6:00* | 6:30* | 7:00* | |
| 2:00 | 2:30 | 2:30 | 2:30 | 3:00 | 3:00 | 3:00 | 3:30 | 6:00* | 6:30* | | |
| 2:30 | 3:00 | 3:00 | 3:00 | 3:00 | 3:30 | 4:00 | 4:00 | 6:00* | | | |
| 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 3:30 | 5:30* | 6:00* | | | | |
| 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 4:00 | 5:30* | | | | | |
| 4:00 | 4:00 | 4:00 | 4:00 | 4:30 | 5:00* | | | | | | |
| 4:00 | 4:00 | 4:00 | 4:00 | 4:30* | 5:00* | | | | | | |
| 4:00 | 4:30 | 5:00 | 5:30 | 4:30* | | | | | | | |
| 5:00 | 5:00 | 5:30 | 4:00* | | | | | | | | |
| 5:30 | 5:30 | 3:30* | 4:00* | | | | | | | | |
| 6:00 | 6:30 | 3:30* | | | | | | | | | |
| 2:30* | 3:00* | | | | | | | | | | |
| 2:30* | | | | | | | | | | | |

* Work through until hour shown and then off until 8:00 A.M. with pay.

Off - Off all day, 12:00 Midnight to 8:00 A.M. with pay.

3:30 P.M. TO 12:00 P.M.

A.M.

| | | | | | | | | | | | |
|------|------|------|------|------|------|------|------|-------|-------|-------|-------|
| 5:45 | 6:15 | 6:45 | 7:15 | 7:45 | 8:15 | 8:45 | 9:15 | 9:45 | 10:15 | 10:45 | 11:15 |
| 6:14 | 6:44 | 7:14 | 7:44 | 8:14 | 8:44 | 9:14 | 9:44 | 10:14 | 10:44 | 11:14 | 11:44 |

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|--------|
| 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 |
| 3:30 | 3:30 | 3:30 | 4:00 | 4:30 | 4:00 | 4:00 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 |
| 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 4:30 | 4:30 | 4:30 | 4:30 | 11:00* | 11:30* | 3:30 |
| 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:30 | 11:00* | 11:30* |
| 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00 | 11:00* | 11:30* |
| 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00 | 6:00 | 11:00* | 11:30* |
| 5:00 | 5:30 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 | 11:00* | |
| 5:30 | 5:30 | 6:00 | 6:00 | 6:00 | 6:30 | 6:30 | 10:00* | 10:30* | | | |
| 5:30 | 6:00 | 6:00 | 6:00 | 6:30 | 7:00 | 7:00 | 10:00* | 10:30* | | | |
| 6:00 | 6:30 | 6:30 | 6:30 | 6:30 | 7:00 | 7:30 | 10:00* | | | | |
| 6:30 | 6:30 | 7:00 | 7:00 | 7:00 | 7:30 | 9:30* | 10:00* | | | | |
| 7:00 | 7:00 | 7:00 | 7:30 | 7:30 | 7:30 | 9:00* | 9:30* | | | | |
| 7:30 | 7:30 | 7:30 | 7:30 | 8:30* | 9:00* | | | | | | |
| 7:30 | 8:00 | 8:00 | 8:00 | 8:30* | | | | | | | |
| 8:00 | 8:30 | 9:00 | 7:30* | | | | | | | | |
| 9:00 | 9:00 | 9:30 | 7:30* | | | | | | | | |
| 9:30 | 9:30 | 7:00* | | | | | | | | | |
| 10:00 | 10:30 | 7:00* | | | | | | | | | |
| 10:00 | 6:30* | | | | | | | | | | |
| 6:00* | 6:30* | | | | | | | | | | |
| 6:00* | | | | | | | | | | | |

* Work through until hour shown and then off until 12:00 P.M. with pay.
 Off - Off all day, 3:30 P.M. to 12:00 P.M. with pay.

ARTICLE III Paragraph (b)
(Off period after extended work time)
STARTING TIME ON CALL-OUT OVERTIME WORK

| Overtime | A.M. | | | | | | | | | | | |
|--------------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|------|
| | Worked From | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 | 2:45 | 3:15 | 3:45 | 4:15 | 4:45 | 5:15 |
| Min. Min. To | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 | 3:14 | 3:44 | 4:14 | 4:44 | 5:14 | 5:44 | |
| 0 to 2:40 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 3:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 3:20 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 3:40 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:30 |
| 4:00 | 4:20 | 4:00 | 4:00 | 4:20 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 4:20 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 4:40 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 5:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 5:20 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 5:40 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 6:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 6:20 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 6:40 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 7:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 7:20 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 7:40 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 8:00 | 4:30 | 5:00 | 6:00 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 8:00 |
| 8:20 | 5:00 | 5:30 | 6:30 | 7:00 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 8:30 |
| 8:40 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 8:00 |
| 9:00 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 10:00 | 8:00 |
| 9:20 | 6:30 | 7:00 | 7:30 | 7:30 | 8:00 | 8:30 | 8:30 | 9:00 | 9:30 | 10:00 | 10:00 | 8:00 |
| 9:40 | 6:30 | 7:00 | 7:30 | 7:30 | 8:00 | 8:30 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 8:00 |
| 10:00 | 7:00 | 7:30 | 8:00 | 8:00 | 8:30 | 9:00 | 9:00 | 9:30 | 10:00 | 10:30 | 10:30 | 8:00 |
| 10:20 | 7:30 | 8:00 | 8:00 | 8:30 | 9:00 | 9:30 | 9:30 | 10:00 | 10:30 | 10:30 | 10:30 | 8:00 |
| 10:40 | 7:30 | 8:00 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 8:00 |
| 11:00 | 8:00 | 8:00 | 8:30 | 8:00 | 8:30 | 9:00 | 10:00 | 10:30 | 4:30* | 5:00* | | |
| 11:20 | 8:00 | 8:30 | 8:00 | 8:30 | 9:00 | 10:00 | 10:30 | 11:00 | | | | |
| 11:40 | 8:00 | 8:30 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | off | | | | |
| 12:00 | 8:30 | 9:00 | 9:30 | 9:30 | 10:00 | 10:30 | off | off | | | | |
| 12:20 | 9:00 | 9:30 | 10:00 | 10:00 | 10:30 | 11:00 | off | off | | | | |
| 12:40 | 9:00 | 9:30 | 10:00 | 10:00 | 11:00 | off | off | off | | | | |
| 13:00 | 9:30 | 10:00 | 10:00 | 10:30 | off | off | off | off | | | | |
| 13:20 | 10:00 | 10:30 | 11:00 | off | off | off | off | off | | | | |
| 13:40 | 10:00 | 10:30 | off | off | off | off | off | off | | | | |
| 14:00 | 10:30 | 11:00 | off | off | off | off | off | off | | | | |
| 14:20 | 11:00 | off | | | | |
| 14:40 | off | off | off | off | off | off | off | off | | | | |
| 15:00 | off | off | off | off | off | off | off | off | | | | |
| 15:20 | off | off | off | off | off | off | off | off | | | | |

Time Due Back for Work

4:00 P.M. TO 12:00 MIDDNIGHT

P.M.

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|--------|--------|--------|-------|
| 5:45 | 6:15 | 6:45 | 7:15 | 7:45 | 8:15 | 8:45 | 9:15 | 9:45 | 10:15 | 10:45 | 11:15 |
| 6:14 | 6:44 | 7:14 | 7:44 | 8:14 | 8:44 | 9:14 | 9:44 | 10:14 | 10:44 | 11:14 | 3:44 |
| 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 4:00 | 4:00 | 4:00 | 4:30 | 5:00 | 4:30 | 4:30 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 11:00* | 11:30* | 4:00 |
| 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 5:30 | 5:30 | 6:00 | 11:00* | 11:30* | 4:00 |
| 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 6:00 | 6:00 | 6:00 | 6:30 | 11:00* | 11:30* | 4:00 |
| 5:30 | 5:30 | 6:00 | 6:00 | 6:00 | 6:00 | 6:30 | 6:30 | 7:00 | 11:00* | | |
| 6:00 | 6:00 | 6:30 | 6:30 | 6:30 | 6:30 | 7:00 | 7:00 | 10:30* | 11:00* | | |
| 6:00 | 6:30 | 6:30 | 6:30 | 6:30 | 7:00 | 7:00 | 7:00 | 10:00* | 10:30* | | |
| 6:30 | 7:00 | 7:00 | 7:00 | 7:00 | 7:30 | 8:00 | 8:00 | 10:00* | | | |
| 7:00 | 7:00 | 7:30 | 7:30 | 7:30 | 7:30 | 8:30* | 9:30* | 10:00* | | | |
| 7:30 | 7:30 | 7:30 | 8:00 | 8:00 | 8:00 | 8:00 | 9:30* | | | | |
| 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:30* | 9:00* | | | | | |
| 8:00 | 8:30 | 8:30 | 8:30 | 9:00* | 8:30* | | | | | | |
| 9:00 | 9:00 | 9:00 | 9:00 | | | | | | | | |
| 9:30 | 9:30 | 7:30* | 8:00* | | | | | | | | |
| 10:00 | 10:30 | 7:30* | | | | | | | | | |
| 6:30* | 7:00* | | | | | | | | | | |
| 8:30* | 7:00* | | | | | | | | | | |

* Work enough unit hour shown and then off until 12:00 MIDDNIGHT with pay.
 Off - Off all day, 4:00 P.M. to 12:00 MIDDNIGHT with pay.

ARTICLE III Paragraph (d)
(OT period after extended work time)
STARTING TIME ON CALL-OUT OVERTIME WORK

| Overtime | | A.M. | | | | | | | | | | | |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Worked From | To | 8:45 | 9:14 | 9:45 | 10:14 | 10:45 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:00 |
| Hrs. Min. | To | 8:44 | 9:14 | 9:44 | 10:14 | 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:00 |
| 0 to | 2:40 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 3:00 | 3:20 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 3:20 | 3:40 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 4:00 | 4:20 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 4:40 | 5:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 5:20 | 5:40 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 6:00 | 6:20 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 6:40 | 7:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 7:20 | 7:40 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 8:00 | 8:20 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 8:40 | 9:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 9:00 | 9:20 | 2:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 |
| 9:40 | 10:00 | 2:30 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 |
| 10:00 | 10:20 | 3:00 | 3:30 | 4:00 | 4:30 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 |
| 10:40 | 11:00 | 3:30 | 4:00 | 4:30 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 |
| 11:20 | 11:40 | 4:00 | 4:30 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 |
| 12:00 | 12:20 | 4:30 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 |
| 12:40 | 13:00 | 5:00 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 |
| 13:00 | 13:20 | 5:30 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 |
| 13:40 | 14:00 | 6:00 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 |
| 14:00 | 14:20 | 6:30 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 |
| 14:40 | 15:00 | 7:00 | 7:30 | 8:00 | 8:30 | 9:00 | 9:30 | 10:00 | 10:30 | 11:00 | 11:30 | 12:00 | 12:30 |
| 15:20 | | off |

Time Due Back for Work

A.M.

| 1:45 | 2:15 | 2:45 | 3:15 | 3:45 | 4:15 | 4:45 | 5:15 | 5:45 | 6:15 | 6:45 | 7:15 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2:14 | 2:44 | 3:14 | 3:44 | 4:14 | 4:44 | 5:14 | 5:44 | 6:14 | 6:44 | 7:14 | 7:44 |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 | 12:00 |
| 12:00 | 12:30 | 12:30 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 7:00* | 7:30* | 12:00 |
| 12:30 | 1:00 | 1:00 | 1:30 | 1:30 | 1:30 | 1:30 | 1:30 | 2:00 | 7:00* | 7:30* | 12:00 |
| 1:00 | 1:00 | 1:30 | 1:30 | 1:30 | 2:00 | 2:00 | 2:00 | 2:30 | 7:00* | 7:30* | 12:00 |
| 1:00 | 1:30 | 1:30 | 2:00 | 2:00 | 2:00 | 2:00 | 2:30 | 2:30 | 7:00* | 7:30* | |
| 1:30 | 2:00 | 2:00 | 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 3:00 | 7:00* | | |
| 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 2:30 | 3:00 | 6:00* | 6:30* | 7:00* | | |
| 2:00 | 2:30 | 2:30 | 2:30 | 3:00 | 3:00 | 3:30 | 6:00* | 6:30* | | | |
| 2:30 | 3:00 | 3:00 | 3:00 | 3:00 | 3:30 | 4:00 | 6:00* | | | | |
| 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 3:30 | 5:30* | 6:00* | | | | |
| 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 4:00 | 5:30* | | | | | |
| 4:00 | 4:00 | 4:00 | 4:00 | 4:30 | 5:00* | | | | | | |
| 4:00 | 4:00 | 4:00 | 4:00 | 4:30 | 5:00* | | | | | | |
| 4:00 | 4:30 | 5:00 | 5:30 | 4:30* | | | | | | | |
| 5:00 | 5:00 | 5:30 | 4:00* | | | | | | | | |
| 5:30 | 5:30 | 3:30* | 4:00* | | | | | | | | |
| 6:00 | 6:30 | 3:30* | | | | | | | | | |
| 2:30* | 3:00* | | | | | | | | | | |
| 2:30* | 3:00* | | | | | | | | | | |

* Work through until hour shown and then off until 8:00 P.M. with pay.
 Off - Off all day, 12:00 Noon to 8:00 P.M. with pay.

1:00 P.M. TO 9:00 P.M.

A.M.

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 2:45 | 3:15 | 3:45 | 4:15 | 4:45 | 5:15 | 5:45 | 6:15 | 6:45 | 7:15 | 7:45 | 8:15 |
| 3:14 | 3:44 | 4:14 | 4:44 | 5:14 | 5:44 | 6:14 | 6:44 | 7:14 | 7:44 | 8:14 | 12:44 |
| 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 |
| 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 | 1:00 |
| 1:00 | 1:30 | 1:30 | 2:00 | 2:00 | 2:00 | 2:00 | 2:00 | 2:00 | 2:00 | 2:00 | 2:00 |
| 1:30 | 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 2:30 | 2:30 | 3:00 | 3:00 | 3:00 | 3:00 |
| 2:00 | 2:00 | 2:30 | 2:30 | 2:30 | 3:00 | 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 3:30 |
| 2:00 | 2:30 | 2:30 | 3:00 | 3:00 | 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 3:30 | 3:30 |
| 2:30 | 3:00 | 3:00 | 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 4:00 | 4:00 |
| 3:00 | 3:00 | 3:30 | 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 | 4:00 |
| 3:00 | 3:30 | 3:30 | 3:30 | 4:00 | 4:00 | 4:30 | 4:30 | 4:30 | 4:30 | 4:30 | 4:30 |
| 3:30 | 4:00 | 4:00 | 4:00 | 4:00 | 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 |
| 4:00 | 4:00 | 4:30 | 4:30 | 4:30 | 4:30 | 5:00 | 5:00 | 5:30 | 5:30 | 5:30 | 5:30 |
| 4:30 | 4:30 | 4:30 | 5:00 | 5:00 | 5:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 | 6:00 |
| 5:00 | 5:00 | 5:00 | 5:00 | 5:30* | 5:30* | 5:30* | 5:30* | 5:30* | 5:30* | 5:30* | 5:30* |
| 5:00 | 5:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 |
| 5:00 | 5:30 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 | 5:00 |
| 6:00 | 6:00 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 |
| 6:30 | 7:00 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 | 6:30 |
| 3:30* | 4:00* | 4:00* | 4:00* | 4:30* | 4:30* | 4:30* | 4:30* | 4:30* | 4:30* | 4:30* | 4:30* |
| 3:30* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* |
| 3:30* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* | 4:00* |

* Work through until hour shown and then off until 9:00 P.M. with pay.
Off - Off all day, 1:00 P.M. to 9:00 P.M. with pay.

7:00 A.M. TO 5:30 P.M.

P.M.

| | | | | | | | | |
|-------|-------|-------|-------|-------|-------|------|------|------|
| 10:15 | 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 |
| 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 |

| | | | | | | | | |
|--------|--------|-------|-------|-------|-------|-------|-------|-------|
| 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 |
| 7:30 | 8:00 | 7:30 | 7:30 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 |
| 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 3:00* | 3:30* | 7:00* |
| 8:30 | 8:30 | 8:30 | 8:30 | 9:00 | 3:00* | 3:30* | 7:00 | |
| 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:30 | 3:00* | 3:30* | 7:00 |
| 9:00 | 9:00 | 9:00 | 9:00 | 9:30 | 9:30 | 3:00* | 3:30* | 7:00 |
| 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 3:00* | 3:30* | |
| 9:30 | 9:30 | 9:30 | 10:00 | 2:00* | 2:30* | 3:00* | | |
| 9:30 | 10:00 | 10:00 | 10:30 | 2:00* | 2:30* | 3:00* | | |
| 10:00 | 10:00 | 10:30 | 11:00 | 2:00* | 2:30* | | | |
| 10:30 | 10:30 | 10:30 | 1:30* | 2:00* | 2:30* | | | |
| 11:00 | 11:00 | 11:00 | 1:30* | 2:00* | | | | |
| 11:00 | 11:30 | 1:00* | 1:30* | | | | | |
| 11:00 | 11:30 | 1:00* | 1:30* | | | | | |
| 12:30 | 12:30* | 1:00* | | | | | | |
| 12:00* | 12:30* | | | | | | | |
| 12:00* | 12:30* | | | | | | | |

* Work through until hour shown and then off until 5:30 P.M. with pay.
 Off - Off all day, 7:00 A.M. to 5:30 P.M. with pay.

7:00 A.M. TO 3:30 P.M.

P.M.

| 9:15 | 9:45 | 10:15 | 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 | 2:45 |
|------|-------|-------|-------|-------|-------|-------|-------|------|------|------|------|
| 9:44 | 10:14 | 10:44 | 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 | 3:14 |

| | | | | | | | | | | | |
|-------|-------|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|
| 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 |
| 7:00 | 7:00 | 7:00 | 7:30 | 8:00 | 7:30 | 7:30 | 7:00 | 7:00 | 7:00 | 7:00 | 7:00 |
| 7:00 | 7:30 | 7:30 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 8:00 | 2:30* | 3:00* | 7:00 |
| 7:30 | 8:00 | 8:00 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 9:00 | 2:30* | 3:00* |
| 8:00 | 8:00 | 8:30 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:30 | 2:30* | 3:00* |
| 8:00 | 8:30 | 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 2:30* | 3:00* |
| 8:30 | 9:00 | 9:00 | 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 9:30 | 10:00 | 2:30* | |
| 9:00 | 9:00 | 9:30 | 9:30 | 9:30 | 9:30 | 10:00 | 1:30* | 2:00* | 2:30* | | |
| 9:00 | 9:30 | 9:30 | 9:30 | 10:00 | 10:00 | 10:30 | 1:30* | 2:00* | | | |
| 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 11:00 | 1:30* | | | | |
| 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 1:00* | 1:30* | | | | |
| 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 11:30 | 1:00* | | | | | |
| 11:00 | 11:00 | 11:00 | 11:00 | 12:00 | 12:30* | | | | | | |
| 11:00 | 11:30 | 11:30 | 11:30 | 12:00* | 12:30* | | | | | | |
| 11:30 | 12:00 | 12:30 | 1:00 | 12:00* | | | | | | | |
| 12:30 | 12:30 | 1:00 | 11:00* | | | | | | | | |
| 1:00 | 1:00 | 10:30* | 11:00* | | | | | | | | |
| 1:30 | 2:00 | 10:50* | | | | | | | | | |
| 9:30* | 11:00 | | | | | | | | | | |
| 9:30* | | | | | | | | | | | |

* Work through until hour shown and then off until 3:30 P.M. with pay.
 Off - Off all day, 7:00 A.M. to 3:30 P.M. with pay.

8:30 A.M. TO 5:00 P.M.

A.M.

| | | | | | | | | | | | |
|-------|-------|-------|-------|-------|------|------|------|------|------|------|------|
| 10:45 | 11:15 | 11:45 | 12:15 | 12:45 | 1:15 | 1:45 | 2:15 | 2:45 | 3:15 | 3:45 | 4:15 |
| 11:14 | 11:44 | 12:14 | 12:44 | 1:14 | 1:44 | 2:14 | 2:44 | 3:14 | 3:44 | 4:14 | 4:44 |

| | | | | | | | | | | | |
|--------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|
| 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 |
| 8:30 | 8:30 | 8:30 | 8:30 | 8:30 | 9:00 | 9:00 | 8:30 | 8:30 | 8:30 | 8:30 | 8:30 |
| 8:30 | 9:00 | 9:00 | 8:30 | 9:30 | 9:30 | 9:30 | 9:30 | 9:30 | 9:30 | 4:00* | 4:30* |
| 9:00 | 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 4:00* | 4:30* |
| 9:30 | 9:30 | 10:00 | 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 4:00* | 4:30* |
| 9:30 | 10:00 | 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 11:00 | 4:00* | 4:30* |
| 10:00 | 10:30 | 10:30 | 10:30 | 10:30 | 11:00 | 11:00 | 11:00 | 11:30 | 11:30 | 4:00* | |
| 10:30 | 10:30 | 11:00 | 11:00 | 11:00 | 11:00 | 11:30 | 3:00* | 3:30* | 4:00* | | |
| 10:30 | 11:00 | 11:00 | 11:00 | 11:30 | 11:30 | 12:00 | 3:00* | 3:30* | | | |
| 11:00 | 11:30 | 11:30 | 11:30 | 11:30 | 12:00 | 12:30 | 3:00* | | | | |
| 11:30 | 11:30 | 12:00 | 12:00 | 12:00 | 12:00 | 2:30* | 3:00* | | | | |
| 12:00 | 12:00 | 12:00 | 12:30 | 12:30 | 1:00 | 2:30* | | | | | |
| 12:30 | 12:30 | 12:30 | 12:30 | 1:30 | 2:00* | | | | | | |
| 12:30 | 1:00 | 1:00 | 1:00 | 1:30* | 2:00* | | | | | | |
| 1:00 | 1:30 | 2:00 | 2:30 | 1:30* | | | | | | | |
| 2:00 | 2:00 | 2:30 | 12:30* | | | | | | | | |
| 2:30 | 2:30 | 12:00* | 12:30* | | | | | | | | |
| 3:00 | 3:30 | 12:00* | | | | | | | | | |
| 11:00* | 11:30* | | | | | | | | | | |
| 11:00* | 11:30* | | | | | | | | | | |
| 11:00* | | | | | | | | | | | |

* Work through until hour shown and then off until 5:00 P.M. with pay.
 Off - Off all day, 8:30 P.M. to 5:00 P.M. with pay.