



December 15, 2016

Public Utility Construction and Gas Appliance Workers
UA Local 855
261 East Main Street
Somerville, N.J. 08876-3008

GAS CONSTRUCTION MOBILE WORKFORCE

The following agreement was reached between the parties to establish a Gas Construction mobile workforce within UA L855 territory. The purpose of the mobile workforce is to create efficiencies in the work traditionally performed by UA L855 members in support of the construction, operation, and maintenance of PSE&G gas facilities. To that end, the Gas Construction mobile workforce will not be assigned standby work, will not be called out, will not be assigned schedules, and will only perform internal emergency aid and storm work as needed.

Organization

For purposes of this agreement only, UA L855 territory shall be divided into three divisions as listed below. Mobile workforce employees will have a home-reporting location, referred to as a "Hub," as identified below with asterisks.

Northern Division: Oakland, Clifton*, Oradell

Mid-Central Division: New Brunswick, Plainfield*, Orange

Southern Division: Burlington*, Audubon, Trenton

Staffing & Seniority – *(See Attachment regarding the mutually agreed upon one-time process for doubling the size of the current mobile workforce in 2017.)*

It is the Company's intent to staff each mobile workforce crew as listed below, and these positions shall be non-HBR. It is understood that there will be job assignments associated with project work that will not require a full crew complement such as gas main tie-ins, road openings, installation of vent/house lines, etc. Such work may be assigned to one or more crew members.

(1) 9310 Street Leader

- (2) 9331 Machine Operator
- (3) 9320N Utility Mechanic
- (2) 9302M Service Mechanic 1st Class (Mobile)

In addition, each of the 3 Mobile Workforce Hub offices located in Clifton, Edison, and Burlington, shall be staffed with one 9373 Senior Clerk. Any additional clerical support shall be staffed by 9372 General Clerks.

The process for filling mobile workforce positions shall be as follows:

- Qualified applicants within the Mobile Division shall first be offered positions based on seniority.
- If no qualified applications are received from within the Mobile Division where the vacancy exists, qualified applicants from Field Operations within the region shall be offered the position based on seniority.
- If no qualified applications are received from within the Mobile Division or Field Operations region where the vacancy exists, qualified applicants from all other Local 855 locations shall be offered the position based on seniority.
- If there are not enough qualified applicants from all other Local 855 locations, the vacancies shall be posted externally on Careers.
- Notwithstanding any other provision of this agreement, the Company reserves its right to delay or deny a position to qualified applicants based on operating needs and to fill an entering level position with a direct, external hire.

All entering level positions (i.e., 9320N Utility Mechanics & 9302M Service Mechanics 1st Class) shall be posted simultaneously in all Local 855 locations for a period of ten days. Anyone accepting an entering level position from outside the mobile workforce shall be required to sign a letter agreeing to waive their accumulated seniority for all intents and purposes and assume a new seniority date effective the date of their transfer. Employees who refuse to sign the letter shall not enter the mobile workforce.

Work Groups/Vacation Selection

For purposes of seniority as it relates to vacation selection: all mobile workforce employees per division will be considered one work group and a separate pool of employees.

Hours of Work

The normal hours of work will be 7:00 AM to 3:30 PM, Monday through Friday. The mobile workforce will report directly to the designated remote site and be ready for work at the start of their shift.

Daylight Savings Time – 10 Hour Workdays

During the period of Daylight Savings Time (from mid-March through early November), the Company may schedule the mobile workforce to work a four-day/ten-hour workweek provided business conditions permit, and at management's discretion. When such schedule is to be made,

a minimum of one weeks' notice will be provided to the Union. The hours of work would be 7:00 AM to 5:30 PM at regular pay, and the regular workweek would be Monday through Thursday with a half hour unpaid lunch period. Friday and Saturday will be considered first days of rest, and Sunday will be considered the second day of rest for purposes of pay treatment. During the four-day/10-hour work schedule, overtime shall be paid at the appropriate rate per the Collective Bargaining Agreement for hours worked outside the schedule. Overtime assignments on scheduled days off shall be made in 10-hour increments. A minimum of one weeks' notice will be provided to the Union prior to reverting back to the five-day/ 8-hour workweek.

Holiday Pay:

Employees are entitled to a holiday, as listed in the Collective Bargaining Agreement, off with regular pay (10 hours) if the holiday is observed on one of the regularly scheduled basic workdays within their basic 4-day workweek. When such employees are required to work on a holiday which is observed on one of their regularly scheduled basic workdays within the basic 4-day workweek, they shall be given the regular holiday pay (10 hours) and, in addition, one and one-half times for all time worked within their regularly scheduled working hours on the holiday. Hours worked outside of the regularly scheduled working hours on a holiday observed on one of the employees' basic workdays within their basic 4-day workweek shall be paid for at two and one-half times their regular hourly rate.

Employees shall be given the regular holiday pay of 8 hours at straight time when any of the holidays are observed on their days of rest. When employees are required to work on a holiday that is observed on their days of rest, they shall be given the regular holiday pay (8 hours) and, in addition, one and one-half times their regular hourly rate for all time worked within the regularly scheduled working hours on the holiday.

All other hours worked on a holiday observed on an employee's day of rest shall be paid at two and one-half times their regular hourly rate.

Employees who are required to continue work for more than 15 minutes beyond their normally scheduled quitting time shall be entitled to a meal paid for or provided by the Company and to an additional meal for each additional 5 hours worked thereafter.

Days off for "Death in Family" shall be paid at the rate of 10 regular hours of pay.

Vacation and disability benefits will accrue on an equivalent hour basis. Vacation and illness absences on a 10-hour workday will be paid and charged on an hourly basis. Additional part day personal absences taken to round off vacation entitlement hours to obtain full vacation days shall not be charged to an employee's availability.

Floating Holidays will be used on an hourly basis (maximum 16 hours per year). At the employee's option, a floating holiday may be taken at the rate of 8 or 10 hours of pay during this period. Additional part day personal absences taken to round off floating holiday entitlement hours to obtain full days shall not be charged to an employee's availability.

Family and Medical Leave Act (FMLA) hours will be used on an hourly basis.

Employees assigned to the Edison Training Center for more than 2 days will be returned to the 8 hour 5 day work schedule for the duration of the training, and for not less than an entire work week.

Overtime

All mobile workforce employees per division will be considered one work group and a separate pool of employees for purposes of required overtime. Assignments shall be made in order of lowest to highest overtime hours once all volunteers have been exhausted. It is the Company's intention to have equitable distribution of overtime amongst the mobile workforces in each division.

Lock-In Periods

Per the "Entering Level Positions – 5-Year Lock-In Period" agreement dated June 30, 2016, locked-in Field Operations employees are permitted to bid on mobile workforce positions. However, if Field Operations employees are awarded a mobile workforce position, their 5-year lock-in period shall continue. They shall be precluded from bidding on any position outside of the mobile workforce, including positions represented by other labor unions, as well as precluded from bidding between departments, for the remainder of the 5 years (e.g. a mobile Service Mechanic 1st Class may not bid on a mobile Utility Mechanic position, and vice versa).

Utility Mechanics in a 24-month lock-in period must complete the lock-in period prior to being considered for any position outside the mobile workforce or Gas Distribution.

Travel Stipend

Mobile workforce employees will receive a daily travel stipend based on where their job assignment is located for the day.

The daily travel stipend will not be paid when employees are assigned to report to their Hub district for a full day so long as notice was provided prior to the end of the previous business day's shift. When required to report to the Edison Training Center for training, all employees will receive a remote reporting allowance in accordance with the Collective Bargaining Agreement in lieu of the daily travel stipend.

Stipends are as follows, and cover all commuting costs including tolls, parking, etc.:

- \$32 per day if reporting to an assignment within the Hub district.
- \$40 per day if reporting to an assignment outside of the Hub district, but within the Division.
- \$50 per day if a Northern or Southern Division mobile workforce employee is assigned to report to a location in the Mid-Central Division, or vice versa.

- \$60 per day if a Northern Division mobile workforce employee is assigned to report to a location in the Southern Division, or vice versa.

Automotive and Materials Management Support

Vehicles utilized by the mobile workforce may be serviced by any of the districts within the mobile division, with the exception of emergency road calls which may be performed by any one of the field locations. Materials required by the mobile workforce may be sourced, provided, delivered, etc. by any L855 represented storeroom location.

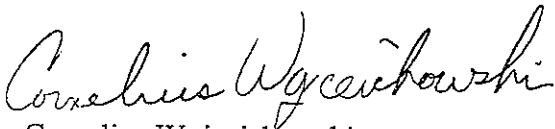
General

The parties agree to review workload annually.

This agreement does not restrict the Company's right to utilize outside contractors.

Either party may request a Newark level meeting to discuss any aspect of this agreement.

Unless otherwise specified in this agreement, all other aspects of the Collective Bargaining Agreement apply.



Cornelius Wojceichowski
Business Manager
UA Local 855



Patrick Doonan
Labor Relations Manager

**JOB SPECIFICATION
9302M SERVICE MECHANIC 1st CLASS (MOBILE)**

Under general supervision in the field, installs meters, service regulators, appliances and associated piping; maintains gas installations and appliances; carries through assignments, at times with the assistance of employees of equal or lesser grade; under general supervision in the shop, does other fitting shop work. Performs such work as:

1. Installing, renewing, and repairing gas piping on residential, industrial and commercial customers' premises; extending service piping, installing meter spacing's; setting meters on new spacing's, including the fitting of pipe from meter outlet connection to house piping; checking completed work for tightness and compliance with Company's specifications, including the piping installed by plumbers.
2. Installing all types of gas appliances and turning on for normal operation.
3. Installing, inspecting, and changing service regulators; testing operation of service regulators in the field, including industrial regulators used in complicated installations.
4. Making repairs to and installing repair parts on non-automatic appliances such as water heaters, space heaters, and ranges, excluding repairs to and installation of electrically operated controls; making repairs to, and installing those repair parts on automatic type appliances which do not involve the adjustment of automatic gas controls.
5. Clearing services and house piping of stoppages with or without the use of compressed gasses or vacuum tank, investigating complaints of no gas, insufficient gas at customers' premises, correcting same.
6. Taking and interpreting U-gauge pressure readings in order to locate small leaks and stoppages in service and house piping, and in order to determine adequacy of such piping.
7. Setting or removing pressure or temperature recording gauges, on customers' premises.
8. Stopping flow of gas by such methods as inserting rags or expansion plugs.
9. Shutting-off, cleaning and relighting central building heating furnaces and boilers.
10. Relighting residential, commercial and industrial appliances in conjunction with active orders, meter change work and Street Department work.
11. Making simple sketches of piping and equipment layout on customers' premises to explain unusual condition to supervisor in shop.
12. Investigating inside and outside gas leaks at customers' premises, using approved devices; making same safe.

**9302M Service Mechanic 1st Class (Mobile)
Schedule "A" Rates Effective May 1, 2014**

<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>Max.</u>
21.452	23.188	24.919	26.657	28.392	30.123	31.86	33.595	35.333