

PSEG Services Corporation
Human Resources – Labor Relations
80 Park Plaza, T10, Newark, N.J. 07102



January 17, 2019

Mr. Cornelius Wojceichowski
Business Manager
UA Local 855
261 East Main Street
Somerville, N.J. 08876-3008

**DISABILITY PAY TREATMENT OF INCIDENTAL DISABILITY DAYS FOR
REGULAR FULL TIME EMPLOYEES HIRED ON OR AFTER MAY 1, 2005.**

Dear Mr. Wojceichowski,

The following reflects agreement on the revision to the pay treatment of incidental disability days for regular full time employees hired on or after May 1, 2005.

During 2005 contract renewal negotiations the parties reached agreement to pay regular full time employees hired on or after May 1, 2005 at a disability benefit rate of 95% of their regular hourly rate for all of their days of illness absence, both incidental days and short-term disability days.

Incidental days are up to the first five (5) days of an illness absence unless a short term disability claim is made anytime during that period. Effective January 1, 2019, for regular full time employees hired on or after May 1, 2005, incidental days will be paid at 100% and will be taxed pursuant to relevant law. Short-term disability days will continue be paid at the 95% of the regular hourly rate until the approved period of disability ends. If a short-term disability claim is established on day 1 through day 5, those days shall be paid as short-term disability benefits at 95% of the regularly hourly rate.

Sincerely,

A handwritten signature in black ink, appearing to read "Patrick Doonan".

Patrick Doonan
Labor Relations Manager

A handwritten signature in black ink, appearing to read "Cornelius H. Wojceichowski Jr.".

Mr. Cornelius Wojceichowski
Business Manager