



Negotiation Update

10.28.2022

The Union and Company met today for negotiations. Below is a list of items exchanged.

The Union and Company agreed to:

Modify the Fleet Services Training Agreement to 36 months from 48 months with the ability to test out earlier than 36 months. Employee with (9) months in the program will be eligible for temporary upgrades.

Changes in work practices for Troublemans including being Rubber Glove Trained. New wage rate for Troublemans of \$51.22 which incorporates the shift component into the wage rate.

The Following are proposals exchanged:

The Company gave the Union a counterproposal on U-20, amending the 401(k) Savings Plan to reflect all compensation.

The Company gave the Union a counterproposal replacing DORP with a Dental/Vision Plan.

The Company gave the Union a counterproposal on Substation Switching.

The Company gave the Union a counterproposal modifying Traveling Operator work rules.

The Company gave the Union a counterproposal for allowing Traveling Operators to switch in Regional Areas after Troublemans have been asked to work.

The Company gave the Union a counterproposal increasing vacation for the first year of hire, service after one year and 5 weeks of vacation after 20 years.

The Following proposals were rejected by the Company:

U-16 To Modify language to provide time off for loss of a member of a workgroup

U-25 Providing Workman Comp to submit paperwork on behalf of the employee.

U-28 If employee is called out for work within three hours of their last tour, then their pay does not stop during those three hours.

The Union Rejected:

C-1 Amend Article 13 Overtime will be distributed based on a rotation.

The Company withdrew C-13 to amend Overtime Response Policies to provide the policy may apply to individuals as well as Operating Centers.

The next meeting is scheduled for December 1, both sides are working to find available dates sooner.