

CONTENTS OF AGREEMENT
PUBLIC SERVICE COMPANY OF NEW HAMPSHIRE
d/b/a EVERSOURCE ENERGY
UTILITY GROUP CONTRACT
IBEW LOCAL 1837

Contents

PREAMBLE.....	1
ARTICLE I PURPOSE OF AGREEMENT.....	1
ARTICLE II RECOGNITION OF UNION AND UNION SECURITY	1
Section 1. Recognition of Union	1
Section 2. Union Security	2
Section 3. Payroll Deduction for Union Dues.....	2
Section 4. New Employee Orientation.....	3
Section 5. Notification of Union Members Leaving Locals	3
ARTICLE III DEFINITION OF EMPLOYEE.....	3
Section 1. As Used in This Agreement	3
Section 2. Temporary, Regular, and On-Trial Employees	3
ARTICLE IV NO DISCRIMINATION	4
Section 1. No Discrimination Because of Union Membership.....	4
Section 2. No Discrimination Because of Personal Factors	4
ARTICLE V WORKING HOURS	4
Section 1. For Employees Except Shift Workers	4
Section 2. For Rotating Shift Workers.....	5
Section 3. Working Hours by Job Classification	7

Section 4. Working Hours for Operations Employees	10
Section 5. Work Hour Exceptions	10
Departmental and Senior Departmental Clerks.....	10
Field Service Representative	10
Field Technicians	11
Lineworkers in Bedford, Nashua, Hooksett, Rochester, Keene and Tilton Area Work Centers.....	11
Stockhandlers.....	12
Troubleshooters	13
Clerical Utility Workers	13
Section 6. Working Hours for Central Warehouse	13
Section 7. Working Hours for Transportation Department (AMC) ..	14
Section 8. Hooksett Station Operations (4-10 Hour Days)	15
Section 9. Hooksett Station Operations (Job Site Reporting)	17
Section 10. Lineworkers (4 – 10 Hour Days)	19
Section 11. Lineworkers (Job Site Reporting)	21
Section 12. No changes shall be made in the scheduling options without mutual agreement of the parties.	22
ARTICLE VI WAGES	22
Section 1. Scheduled Rates	23
Section 2. (a) Rates for New Employees	23
Section 3. Rates for New or Changed Job Classification.....	23
Section 4. Rates for Temporary Upgrading.....	24
Section 5 Standby Duty	24
Section 5 (a). Scheduled Lineworker Standby Duty	24
Section 5 (b). Assigned Lineworker Standby	26
Trouble Call Assignments in 2-Person Standby Areas.....	27

Section 5 (c). Standby for System Electricians and Communication & Control Workers.....	27
Section 6. Pay While on Military Reserve Weekend Duty	28
Section 7. Pay While on Annual Military Tour of Duty	28
Section 9. Non-Duplication of Benefits.....	29
Section 10. Biweekly Pay	29
ARTICLE VII PREMIUM PAY	30
Section 1. Shift Premium	30
Section 2. Saturday/Sunday Premium for Shift Workers.....	30
Section 3 (a). Revised Schedule for Shift Workers	30
Section 3 (b). Coverage for Troubleshooter Vacancies	31
Section 4. Working on Second Consecutive Day Off	31
Section 5. Employee Designated to be in Charge	32
Section 6. Working More Than 16 Consecutive Hours	32
Section 7 (a). Minimum Pay for Employee Called In.....	33
Section 7 (b). Trouble Call Out Process	34
Section 8. Early Release from Scheduled Overtime.....	34
Section 9. Rest Time.....	35
(A) Day Workers.....	35
(B) Shift Workers	35
Section 10. Pay When Away from Home Overnight	35
Section 11. Storm Rate / Duty	37
Section 12. Manchester Network System.....	37
ARTICLE VIII PARTIAL INCAPACITY PAY	37
ARTICLE IX EMPLOYEE SECURITY AND TERMINATION PAY.....	39
Section 1. Employment Security	39
Section 2. Termination Pay	40

ARTICLE X	HIRING, PROMOTIONS, DEMOTIONS FURLOUGHS, AND	
SENIORITY	41	
Section 1.	Hiring.....	41
Section 2.	Promotions, Demotions, Furloughs, and Seniority	41
Section 3.	Job Postings.....	42
Section 4.	Job Transfers	44
Section 5.	Job Promotions in Certain Job Classifications.....	45
Section 6.	Reassignment as A Result of Failure to Complete Training	46
ARTICLE XI	LEAVES OF ABSENCE	47
Section 1.	Leave of Absence When Ill or Disabled.....	47
Section 2.	Leave of Absence to Attend Funerals	47
Section 3.	Leave of Absence for Military Service.....	48
Section 4.	Leave of Absence for Other Causes	48
Section 5.	Unpaid Leave Program.....	48
ARTICLE XII	UNION BUSINESS.....	49
Section 1.	Meetings of Company and Union	49
Section 2.	Bulletin Boards	49
Section 3.	Time Off for Union Officials	49
ARTICLE XIII	WORKING CONDITIONS	50
Section 1.	Inclement Weather	50
Section 3.	Furnishing Tools and Equipment.....	51
Section 4.	Rain Clothing	51
Section 5.	Division of Overtime	51
Section 6.	Notification of Planned Overtime	52
Section 7.	Time Off for Personal Emergency	52
Section 8.	Damaged Clothing.....	53

Section 9. Protective Clothing.....	54
Section 10. Footwear	54
Section 11. Wash Up Time	54
ARTICLE XIV HOLIDAYS	54
Section 1. Recognized Holidays	54
Section 2. Definition of Holiday	55
Section 3. Holiday Pay.....	55
Section 4. Pay for Working on a Holiday.....	56
Relationship of Holiday Pay to Certain Other Agreement Clauses .	57
ARTICLE XV VACATIONS.....	57
Section 1. Vacation Eligibility	57
Section 2. Holiday Within Vacation Period	57
Section 3. Eligibility When Leaving Company	58
Section 4. Vacation Scheduling	58
Section 5. Carryover Vacation.....	60
Section 6. Rescheduled Vacation.....	60
ARTICLE XVI EMPLOYEE BENEFITS.....	61
Section 1 (a). Disability Benefit Plan- Option 1	61
I. POLICY	61
II. GENERAL PROVISIONS AND PROCEDURES	61
Section 1 (b) Disability Benefit Plan – Option 2	64
Section 2. Benefit Program	69
Section 3. Pension Plan.....	90
Section 4. Eversource 401k Plan	95
Section 6. Educational Reimbursement Program	101
Section 7 (b) Special Licenses.....	106
Section 8. Payroll Deductions for Credit Union	106

Section 9. Time Off to Vote.....	106
Section 10. Coffee Breaks	106
ARTICLE XVII SAFETY.....	107
Section 1. Regulations for Safety	107
Section 2. Accident Investigation Reports	107
Section 3. Inspection of Tools and Equipment	107
Section 4. Assistance When on a Trouble Call.....	107
ARTICLE XVIII SUSPENSIONS AND DISCHARGES.....	108
ARTICLE XIX ADJUSTMENT OF DISPUTES AND GRIEVANCES.....	108
ARTICLE XX NO STRIKES OR LOCK-OUTS	110
ARTICLE XXI CONSOLIDATION OR MERGER OF COMPANY	110
ARTICLE XXII MANAGEMENT.....	110
ARTICLE XXIII SUPERVISORS WORKING	111
ARTICLE XXIV CONTRACTING OUT WORK	111
ARTICLE XXV PROCEDURE FOR NEGOTIATING CHANGES IN AGREEMENT	111
ARTICLE XXVI EFFECTIVE DATE AND TERM OF AGREEMENT.....	113
TABLE A	114
MEAL POLICY.....	115
Apprentice Lineworker Training Program.....	118
Combined Stockhandlers at Legends Drive and Hooksett AWC	121
FIRE RETARDANT CLOTHING BENEFIT.....	123
Global Positioning System (GPS)	124
INCLEMENT WEATHER	125
LODGING EXPENSES	126
SAFETY GLASSES.....	127

SECOND PERSON STANDBY.....	128
MOU – STANDBY TAKE HOME VEHICLE	130
MOU – STOCKHANDLER (JSR)	131
Switching & Tagging	132
Switching & Tagging (2).....	133
TRAINING	134
Transmission Lineworker Position	135
Union Represented Job Specification - Troubleshooter	143
PAY FOR EMPLOYEES ON WORKER’S COMPENSATION	147
JOINT SAFETY REVIEW COMMITTEE	148
WAGE REVIEW COMMITTEE	149
SCHEDULE OF MAXIMUM WAGES A.....	150
SCHEDULE B – BARGAINING UNIT.....	153
SCHEDULE C – CITY, T OWN & OPERATING UNITS.....	154
EXHIBIT "B" –.....	155
DUES DEDUCTION	155
EXHIBIT "C"	156
COMMITTEE ON POLITICAL EDUCATION (COPE)	156
Check-Off Authorization	156
TOPICAL INDEX.....	157

**AGREEMENT ENTERED INTO
AS OF JUNE 1, 2020
BY AND BETWEEN
PUBLIC SERVICE COMPANY
OF NEW HAMPSHIRE d/b/a EVERSOURCE ENERGY
AND
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
LOCAL NO. 1837**

AGREEMENT made and entered into as of June 1, 2020, by and between Public Service Company of New Hampshire d/b/a Eversource Energy, hereinafter referred to as the Company and Local No. 1837 of the International Brotherhood of Electrical Workers, hereinafter referred to as the Union.

It is mutually agreed between the parties as follows:

ARTICLE I PURPOSE OF AGREEMENT

Both parties desire to promote harmony and efficiency among the employees of the Company, so that the employees and the Company may obtain mutual economic advantages consistent with the duty of the Company as a public utility to provide adequate and uninterrupted electric service at all times in the territory and communities in which it operates. Both parties are signing this Agreement in good faith and pledging themselves to keep its spirit and letter.

ARTICLE II RECOGNITION OF UNION AND UNION SECURITY

Section 1. Recognition of Union

The Company recognizes the Union to be the exclusive representative of all employees in each of the bargaining units covered by this Agreement for the purpose of collective bargaining.

Section 2. Union Security

Employees within the bargaining units holding job titles covered by Schedule A of this Agreement who were members of the Union as of the effective date of this Agreement or who thereafter become members shall, as a condition of continued employment, remain members during the period of this Agreement. All persons newly hired during the period of this Agreement for job classifications covered hereby or employees not represented by the Union who may thereafter be permanently transferred to job classifications within the bargaining units shall, as a condition of employment, be required to make a bona fide application for membership in the Union within thirty (30) days following their date of employment, or thirty (30) days from their date of transfer, as the case may be. A member is understood to be a member whose dues are paid in accordance with the Constitution and By-Laws of the Union. Cooperative students and temporary employees are exempt from the provisions of this section.

Section 3. Payroll Deduction for Union Dues

The Company agrees to make weekly payroll deductions for Union dues upon written authorization of employees who are Union members with their signatures properly witnessed and to forward the amounts so deducted to the financial secretary of the Union in accordance with a procedure approved by the Company and the Union. The form of such payroll deduction authorization is attached hereto as Exhibit B.

On a pay period basis, the Company will deduct from the wages of each Union employee from whom it receives written authorization, voluntary contributions to the Union's Committee on Political Education (COPE) fund. Such deductions shall be remitted to the financial secretary of the Union monthly. The form of such payroll deduction authorization is attached hereto as Exhibit C.

Section 4. New Employee Orientation

The company will inform the Union of the names, job title and work location of all newly hired represented employees on a monthly basis. Such notification will normally be done via e-mail to the union during the first week of the month following the employee's start date.

On the day when new employees attend their Company orientation, the Union will be allowed the opportunity to have a Union representative speak to the Union employees at the conclusion of the orientation meeting. The Union representative will not be an employee on paid Company time. Employees would be allowed to serve in this role if they elect to take a vacation day.

Section 5. Notification of Union Members Leaving Locals

Company agrees to supply names of all Union Members who leave a represented position. Such notification will be made via e-mail to union during the first week of the month following. If the employee has retired, it will be indicated in the notification.

ARTICLE III DEFINITION OF EMPLOYEE

Section 1. As Used in This Agreement

The terms "employee" and "employees" as used in this Agreement shall include only the regular employees within each town, city, or other operating unit in the job classifications as listed in Schedule A attached hereto.

Section 2. Temporary, Regular, and On-Trial Employees

For the purpose of this Agreement, the term "regular employee" shall include any employee who has been employed by the Company continuously for a period of six (6) months in one or more of the classifications referred to in Section 1 hereof, and the term "temporary employee" shall include any employee who has not been employed by

the Company continuously for a period of six (6) months in one or more of such classifications.

Under circumstances where the Company needs additional employees for work of a temporary character, upon notice to the Union and mutual agreement, the Company may continue an employee as temporary for a period not exceeding one (1) year. An "on-trial" employee is one who has been hired to become a regular employee if found qualified.

ARTICLE IV NO DISCRIMINATION

Section 1. No Discrimination Because of Union Membership

The Company and each of its agents recognize and will not interfere with the right of employees to become members of the Union and agree that there shall be no discrimination, interference, restraint or coercion against any employee because of membership in the Union.

The Union and its members agree not to coerce or intimidate any employees in any manner and during working hours not to solicit any employee for any purpose nor to transact any Union business of a kind to interfere with the proper performance of an employee's duties.

Section 2. No Discrimination Because of Personal Factors

The Company and the Union agree that the operation or application of various provisions of this Agreement shall in no way serve to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment or otherwise affect the status as an employee because of such individual's age, race, color, creed, sex or national origin.

ARTICLE V WORKING HOURS

Section 1. For Employees Except Shift Workers

For employees except shift workers, the normal workweek shall constitute forty (40) hours worked Monday through Friday and the normal workday shall constitute eight (8) hours worked from 7 a.m. to 3:30 p.m. with a half hour unpaid lunch to be taken between 11:30 a.m. and 12:30 p.m. beginning June 30, 2018, except as otherwise agreed from time to time. Employees with a 10 or 12-hour schedule will have a paid lunch. Time and one-half shall be paid to such employees for all hours worked outside of the normal workday or normal workweek.

Section 2. For Rotating Shift Workers

For each shift operation, the Company will establish from time to time, a regular schedule of working hours for the employees involved which may include shift revolution. If a shift worker is required to work on the first and/or second days off during the calendar week Sunday through Saturday as shown on a schedule or revised schedule which has been posted not later than 5:00 p.m. of the Wednesday of the week preceding that for which the schedule is established, the employee shall be paid for working on such day or days such applicable premium rates of pay as may be set forth in this Agreement. Upon mutual agreement between the Company and the employees, those who desire to trade shifts will be permitted to do so temporarily from time to time. Provided that such temporary interchange does not lead to or require the payment of overtime or other premium rates of pay. The Company agrees that consent to such shift trades will not be unreasonably withheld. Shift workers shall receive time and one-half for all hours worked in excess of their scheduled hours in any one day or forty (40) hours in any one week; provided, however, that if a shift worker voluntarily works two shifts in a single day or two consecutive shifts in connection with a work schedule which has been mutually agreed upon, straight time only shall be paid for the second shift. For the purposes of this section only, two consecutive shifts falling in two calendar days will be treated as being within the same calendar day.

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Section 3. Working Hours by Job Classification

Table 1

Working Hours by Job Classification	
Job Title	Working Hours
AMR Driver	8:00 AM – 4:30 PM
Building Maintenance Attendant	7:00 AM - 3:30 PM
Communication & Control Worker I, II, III, and Specialist	7:00 PM - 3:30 PM
Departmental Clerk and Sr. Departmental Clerk*	7:00 AM - 3:30 PM
Distribution Equipment Mechanic I, II, III	7:00 AM - 3:30 PM
Field Electrician I, II, III	7:00 AM – 3:30 PM
Field Meter Mechanic I, II, III and Specialist	7:00 AM - 3:30 PM
Field Service Representative* (Meter Operations)	7:00 AM - 3:30 PM
Field Service Representative* (Meter Reading & Field Operations)	8:00 AM - 4:30 PM 10:00 AM – 8:00 PM (M-T)
Field Technician/Specialist	8 ½ Hours Between 6:30 AM – 4:00 PM
General Meter Shop Courier	7:00 AM – 3:30 PM
General Meter Shop Tester I, II, III	7:00 AM - 3:30 PM
Groundworker	7:00 AM – 3:30 PM

Working Hours by Job Classification	
Job Title	Working Hours
Laboratory Tester I, II, III	7:00 AM – 3:30 PM
Lineworker I, II, III*	7:00 AM - 3:30 PM 10 Hours Between 12:00 PM – 12:00 AM ¹
Lineworker Service Worker II, III	7:00 AM – 3:30 PM
Meter Office Associate	8:00 AM – 4:30 PM
Rubber Protective Equipment Tester	7:00 AM – 3:30 PM
Stockhandler I, II*	6:30 AM – 3:00 PM 8 ½ Hours Between 6:00 AM – 4:30 PM
Stockhandler I, II (AMC)	8 ½ Hours Between 11:00 AM – 9:30 PM
System Construction Mechanic I, II, III	7:00 AM – 3:30 PM
System Electrician I, II, III and Specialist	7:00 AM – 3:30 PM
Transformer Mechanic I, II	7:00 AM – 3:30 PM
Transmission Lineworker	7:00 AM – 3:30 PM
Clerical Utility Worker	7:00 AM – 3:30 PM
Warehouse Worker	8 ½ Hours Between 7:00 AM – 5:00 PM

Working Hours by Job Classification	
Job Title	Working Hours
Troubleshooter Day Shift ** / ***	6:00 AM – 6:00 PM 3-2-2-3 Straight Rotation
Troubleshooter Mid-Shift **/**	10:00 AM – 10:00 PM 3-2-2-3 Straight Rotation
Troubleshooter Night Shift **/**	6:00 PM – 6:00 AM 5-2-2-5 Straight Rotation

Table 2

Working Hours by Job Classification	
Job Title	Working Hours
Automotive Mechanic I, II, III and Specialist	7:00 AM – 3:30 PM (Day Shift)
	2:00 PM – 12:00 AM Four 10-Hour Days Between Mon and Fri
	Employees hired after September 1, 2020 2:30 PM – 11:00 PM Monday through Friday

* See Section 5 for Work Hour Exceptions

** Company reserves the right to change the troubleshooter schedule from 12-hour shift to 8-hour shift after June 1, 2018. Should the Company decide to change hours, the Company will give the Union six months' notice to reopen the contract to negotiate implementation of the change.

*** Between the hours of 10 PM and 6 AM, Night Shift Troubleshooters may be assigned to 911, outage calls and non-outage calls on the primary voltage system.

The primary duty of a Troubleshooter is to respond to trouble calls. Troubleshooters may be assigned work including capital work that is smaller in scale which will allow them to leave that work to respond to incoming trouble calls. Troubleshooters will not be assigned work with a digger type truck except in an emergency situation.

Section 4. Working Hours for Operations Employees

The normal workweek shall constitute forty (40) hours worked during normal working hours Monday through Friday and the normal workday shall constitute eight and a half (8 1/2) hours worked from 7 a.m. to 3:30 p.m. for Automotive Mechanic, Building Maintenance Attendant, Building Maintenance Mechanic, Communication and Control Worker, Departmental Clerk, Distribution Equipment Mechanic, Field Electrician, Field Meter Mechanic, General Meter Shop Courier, General Meter Shop Tester, Groundworker, Laboratory Tester, Lineworker, Lineworker ALTP, Meter Office Associate, Rubber Protective Equipment Tester, Senior Departmental Clerk, Service Worker, Stockhandler, System Construction Mechanic, System Electrician, Transformer Mechanic, Transmission Lineworker, and Clerical Utility Worker, except as otherwise agreed upon from time to time. The Field Service Representatives, AMR Drivers, and Meter Office Associates shall work from 8:00 a.m. to 4:30 p.m., Monday through Friday, except as otherwise agreed from time to time. A half hour (30 minutes) for eating lunch will normally be taken between 11:30 a.m. and 12:30 p.m. so as to not unduly interfere with the progress of the job. Time and one-half shall be paid to employees for all hours worked outside of the normal workday or workweek.

Section 5. Work Hour Exceptions

Departmental and Senior Departmental Clerks

Departmental Clerks will be allowed to work a 4-10 schedule when to do so does not adversely impact coverage within the Area Work Center. This change in schedule must be agreed to by the Business Manager or Assistant and management within that Area Work Center.

Field Service Representative

Summer Hours – Staffing will be selected from a sign-up sheet posted on the bulletin board by January 14th. If there are multiple volunteers, they will be rotated one week at a time starting with the senior qualified employee. Employees may volunteer for weekly coverage

until April 1. The Company will post the schedule after all vacation requests have been approved, no later than April 7. Weeks that have no volunteers will be filled one week at a time junior to senior until all the Field Service Representatives have been required to cover a vacant shift. The process will then repeat. No approved vacations will be cancelled to fill a week. This Field Service Representative will not be issued any new reconnects after 7:30 PM unless they can be completed by approximately 8 PM.

Based on the number of reconnects this Field Service Representative has incomplete at 7:30 PM, if necessary that employee will notify dispatch to call in another Field Service Representative to cover the remaining connects that cannot be completed by approximately 8 PM and any that are received after that time.

When working this schedule, employees will be entitled to a formal evening break not to exceed 15 minutes at their job location. For the purpose of determining eligibility for meal reimbursement, the employee must work more than one hour beyond the normal quitting of the specified four ten-hour day schedule.

Field Technicians

The normal workweek shall constitute forty (40) hours worked Monday through Friday between the hours of 6:30 a.m. and 4:00 p.m. The actual hours will be determined by mutual agreement between the Company and the Union and will consist of 8 ½ hour shift with an unpaid ½ hour lunch between 11:30 a.m. and 1:00 p.m. If mutual agreement cannot be reached, the work hours will be 7:00 a.m. until 3:30 p.m. with an unpaid ½ hour lunch between 11:30 a.m. and 1:00 p.m. If two or more Technicians wish to work the same hours and it is unacceptable to the company, seniority will be the determining factor. Time and one half (1 ½) shall be paid for all hours worked outside of the normal workday or workweek.

Lineworkers in Bedford, Nashua, Hooksett, Rochester, Keene and Tilton Area Work Centers

Summer Hours – The Company may establish a second shift during summer months between Memorial Day and Labor Day consisting of a 4-10 schedule Monday through Friday on consecutive days between the hours of 12 p.m. and 12 a.m. This shift may only be employed in the Bedford, Hooksett, Rochester, Keene, Tilton, and Nashua Area Work Centers. Only one Lineworker will be required in each district to work this schedule. The employee will be chosen on a voluntary basis by seniority. All Lineworkers are eligible, including Apprentice Lineworkers, to volunteer for any week during the period according to seniority as outlined in the agreement.

Each employee will be permitted to choose two weeks during the time frame. After all the employees have a chance to volunteer and if there are additional shifts available, the employees, senior to junior, will be able to choose an additional week. If there are insufficient volunteers, the shifts will be filled in one week increments starting with the junior employee. The Company will post a sign-up sheet and employees will make their selection by April 15 and posted by May 1.

If a holiday falls on a Tuesday through Friday, the shift will be composed of 2-11 hour shifts beginning 1 hour prior to the normal start time and 1 ten-hour shift during the scheduled hours. If the holiday falls on a Monday, the employee may elect to receive holiday pay or schedule the holiday in lieu of at a later date.

Second shift premium will be paid for all hours worked in the week (00:00 Sunday through 24:00 Saturday) and is included in an overtime calculation. Rest time is earned in the 8-hour period prior to scheduled reporting time.

The second shift Lineworkers will not work beyond the end of their shift unless the day shift Lineworkers have been offered the opportunity, subject to reasonable work continuity.

Stockhandlers

Summer Hours – Stockhandlers may be required to work an 8 ½ day between 6 a.m. and 4:30 p.m. during the summer months between

Memorial Day and Labor Day. The Company shall notify employees of the intent to establish the summer schedule each year by January 15th. With mutual agreement, between the Union (Business or Assistant Business Manager) and local management, hours may be periodically adjusted.

Employees at 1250 Hooksett Road and Legends Drive Transmission Stock shall continue to work their current schedule. Any requested changes will be made by mutual agreement.

Troubleshooters

Time and one-half shall be paid to employees for all hours worked outside of the normal scheduled workday or workweek.

The Troubleshooter position will be solely a Union represented position. The Troubleshooter classification will be included within the Lineworker job classification for seniority purposes.

Clerical Utility Workers

With mutual agreement between the Union (Business Manager or Assistant) and local management, hours may be adjusted.

Section 6. Working Hours for Central Warehouse

The Company, through mutual agreement, has established two (2), 8 ½ hour work schedules. The first shall constitute eight (8) hours worked from 7:00 a.m. to 3:30 p.m., with one half hour for lunch. The second shall constitute eight (8) hours worked from 8:30 a.m. to 5:00 p.m., with one half hour for lunch between the hours of 11:30 a.m. and 12:30 p.m. The personnel presently working in the Central Warehouse will rotate between the two (2) schedules with two thirds (2/3) of the people being assigned from 7:00 a.m. to 3:30 p.m. and one third (1/3) of the people being assigned from 8:30 a.m. to 5:00 p.m. This shall not preclude the establishment of a two-shift operation in the future.

Section 7. Working Hours for Transportation Department (AMC)

Transportation Department employees who work the second shift will be scheduled to work a ten-hour day on Monday through Thursday or Tuesday through Friday between the hours of 2:00 p.m. and 12:00 midnight. The Stockhandler at AMC will work a five day 8 ½ hour per day shift starting between the hours of 11:00 a.m. to 1:00 p.m. unless otherwise agreed to. For the initiation of this schedule, selection of the days (Monday through Thursday or Tuesday through Friday) will be awarded according to seniority, senior to junior. Upon mutual agreement between the company and the employees, those who desire to exchange shifts will be permitted to do so temporarily from time to time provided that such temporary interchange is completed within a payroll week so that it does not lead to or require the payment of overtime or other premium rates of pay. The Company agrees that consent to such shift trades will not be unreasonably withheld.

In a week where a paid company holiday occurs on Monday through Friday, employees will have the option of working a schedule which includes four eight-hour night shifts, or a schedule which consists of two eleven-hour night shifts and one ten-hour night shift, the actual determination to be made with the mutual agreement between the employee and AMC management. In either case, the employee's pay for these weeks would include eight hours of holiday pay. For the week of Thanksgiving, all employees will work an eight-hour night shift schedule Monday through Wednesday. For the weeks of Christmas and New Year's, all second shift employees will have the holiday eve and the holiday off. All hours worked on scheduled days off with the exception of Sunday will be paid at time and one half the normal rates. Sundays will be paid at two times the normal rate of pay. When assigned to and working the ten-hour schedule, employees will be entitled to two formal 15 minute breaks to be taken at the job site. For the purpose of determining eligibility for meal reimbursement, the employee must work more than one hour beyond the normal quitting time of the appropriate schedule.

The employee is expected to operate in compliance at all times within prescribed safety rules and all applicable standards which are

established for these operations. At no time, shall the employee be required to perform work which is deemed inappropriate to be performed alone.

Nothing herein shall modify eligibility for premiums due to working in excess of 16 hours, holidays, or for such other circumstances as would currently make them eligible for compensation at twice the normal rate of pay.

Unless specifically addressed in this section, all other agreements and practices remain unchanged.

Transportation Department Employees who are hired in to the Eversource system after September 1, 2020 and who work the second shift will be scheduled to work an 8.5 hour day Monday through Friday from 2:30PM to 11:00PM with an unpaid half hour meal period. Such employees shall follow a normal holiday schedule.

Section 8. Hooksett Station Operations (4-10 Hour Days)

The following exceptions shall be made to Sections 1, 3 and 4 of this Article. The Company may establish a schedule of ten hour workdays to be used in support of activities in the Eversource service territory and to be paid at straight time rates of pay, comprised of Monday through Thursday, Tuesday through Friday, or Wednesday through Saturday, as provided for below:

1. A ten-hour workday schedule shall consist of four consecutive days in a calendar week of ten hours of continuous time between the hours of 0600 and 1730.
2. Employees may be assigned to work a four ten schedule for up to thirteen weeks per calendar year, of which three may be Wednesday through Saturday schedules. Assignments to four ten schedules shall not exceed five continuous weeks per employee unless on a volunteer basis. Ten hour schedules shall be assigned to employees with the fewest prior four ten hour assignments, with ties to be broken by seniority, junior to senior.

If more employees volunteer than are necessary, the work will be awarded to the senior qualified employee.

3. No assignment shall be made in a week where a paid Company holiday occurs on Monday through Friday. When a holiday occurs on a Saturday, no Wednesday through Saturday schedule will be established in that week.
4. All hours worked on scheduled days off, with the exception of Sunday, will be paid at time and one half the normal rates. Sundays will be paid at two times the normal rate of pay.
5. When assigned to a Wednesday through Saturday schedule, the employee shall receive ten hours of pay for eight hours of work on Saturday. Any hours worked in excess of eight on a Saturday which is part of this schedule, shall be paid at time and one half.
6. Nothing herein shall modify eligibility for premiums due to working in excess of sixteen (16) hours, holidays or for such other circumstances as would currently make them eligible for compensation at twice the normal rate of pay.
7. The employee shall be notified by personal contact of the four-ten-hour day schedule no later than 1530 hours on Wednesday preceding the week in which the schedule is to occur. If notice does not occur prior to 1530 hours of the preceding Wednesday, the employee shall be entitled to work their straight 40 hours and receive time and one half for those hours worked in excess of eight hours of any day. The foregoing notice requirement applies only to assigned schedules. Mutually agreeable schedule changes to be worked by volunteers shall not be subject to a specific notice requirement.
8. For the purpose of determining eligibility for meal reimbursement, the employee must work more than one hour beyond the normal quitting time of the specified four ten-hour day schedule.

9. When assigned to and working this schedule, employees will be entitled to a formal afternoon break, not to exceed fifteen minutes, to be taken at the job site.
10. By mutual agreement of the crew and where job duration permits and when crew assignments remain unchanged, the Company agrees to use its best effort to allow employees to work one week on a Monday through Thursday assignment and the second week on a Tuesday through Friday assignment.

The foregoing provisions are not intended to limit in any way the working of additional ten hour schedules which are mutually agreed upon locally between the Union and the Company.

Unless specifically addressed in this section, all other agreements and practices remain unchanged.

Section 9. Hooksett Station Operations (Job Site Reporting)

Employees may be assigned to Job Site Report (JSR):

- Within a twenty-five-mile travel distance (one way) from Hooksett or,
- When travel distance (one way) from Hooksett is greater than twenty-five miles but less than or equal to fifty miles for jobs that are at least five days in duration.
- Only one reporting location per day.

Employees scheduled for a JSR assignment will report directly to the job site at the beginning of the workday. It will be the responsibility of the employee so assigned to arrange for transportation to and from the work location. Both mileage and travel time will be compensated for with a per diem payment. The schedule of these payments is outlined in the section of the Collective Bargaining Agreement titled "Table A". The Company, upon request, will furnish a vehicle to be based at Hooksett for those employees who wish to commute on their own time and not receive the per diem payment. The employee shall be notified by personal contact of a JSR schedule no later than 1530

hours on Wednesday preceding the week in which the schedule is to occur.

1. Employees shall not be assigned to JSR for more than thirteen weeks per calendar year. Assignments shall not exceed five consecutive weeks per employee.
2. Hooksett Station Operation employees may be assigned to JSR for no more than seven weeks per calendar year for maintenance activities and six weeks per calendar year for construction activities.
3. JSR staffing will be accomplished by first requesting volunteers. If there are no volunteers, the work will be assigned to the qualified employees with the fewest prior JSR assignments, with ties to be broken by seniority, junior to senior. If more employees volunteer than are necessary, the work will be awarded to the senior qualified employee.
4. On days when it becomes necessary to deliver Company equipment (either to the work site or back to Hooksett Station Operations), outside normal working hours, the appropriate premium schedule will be used.
5. If an employee is entitled to rest time, the employee will not be required to Job Site Report on that day.
6. Employees scheduled to JSR shall be assigned to an eight-hour schedule.

The foregoing provisions are not intended to limit additional JSR assignments which are mutually agreed upon locally between the Union and the Company.

Unless specifically address in this section, all other agreements and practices remain unchanged.

Section 10. Lineworkers (4 – 10 Hour Days)

The following exceptions shall be made to Sections 1, 3, and 4 of this Article: The Company may establish a schedule within the Eversource service territory of ten hour workdays to be paid at straight time rates of pay, comprised of Monday through Thursday, Tuesday through Friday:

1. A ten-hour workday schedule shall consist of four consecutive days in a calendar week of ten hours between the hours of 6:00 a.m. and 4:00 p.m., or, by mutual agreement, from 7:00 a.m. to 5:00 p.m. This schedule must have a duration of at least four days and require a minimum of two employees.
2. Employees may be assigned to work a four ten schedule for up to thirteen weeks per calendar year. Assignments to four ten schedules shall not exceed five continuous weeks except on a volunteer basis. Ten hour schedules shall be staffed by first requesting qualified volunteers. If there are no volunteers, the work will be assigned to employees with the fewest prior four ten hour assignments, with ties to be broken by seniority, junior to senior. If more employees volunteer than are necessary, the work will be awarded to the senior qualified employee.
3. No assignment shall be made in a week where a paid Company holiday occurs on Monday through Friday.
4. All hours worked on scheduled days off, with the exception of Sunday, will be paid at time and one half the normal rates. Sundays will be paid at two times the normal rate of pay.
5. Nothing herein shall modify eligibility for premiums due to working in excess of sixteen (16) hours, holidays or for such other circumstances as would currently make them eligible for compensation at twice the normal rate of pay.
6. The employee shall be notified of the four-ten-hour day schedule no less than two weeks prior to the commencement of the

assignment. Mutually agreeable schedule changes to be worked by volunteers shall not be subject to a specific notice requirement.

7. For the purpose of determining eligibility for meal reimbursement, the employee must work more than one hour beyond the normal quitting time of the specified four ten-hour day schedule.
8. When assigned to and working this schedule, employees will be entitled to a formal afternoon break, not to exceed fifteen minutes, to be taken at the job site.
9. The standby crew/person may be scheduled to work four consecutive ten hour workdays including holiday weeks between the hours of 9 a.m. and 7 p.m. At the discretion of the standby crew/person and by mutual agreement between the local employees and local management, the scheduled hours of the four-ten-hour work week may be adjusted to 10 a.m. to 8 p.m. or 11 a.m. to 9 p.m. No employees shall be forced to work the adjusted ten-hour workday. These assignments will be for coverage within an Area Work Center's service territory and will be worked Monday through Thursday of the week. The standby period will begin at 7 a.m. (6 a.m. DST) on the prior Thursday and run through 7 a.m. (6 a.m. DST) on the Thursday of the scheduled standby week.

For Thursday holidays, the standby swap may occur at the end of the scheduled workday on the prior Wednesday, or at other times mutually agreed to by the employees. Standby pay will be adjusted accordingly if the swap is made on Wednesday. No callouts will be paid if the employees choose to make the swap on the holiday. If the employee uses their personal vehicle to respond to a standby callout, the employee will be reimbursed for mileage at the mileage rate in effect at that time.

10. The employee is expected to operate in compliance at all times within prescribed safety rules and all applicable standards which

are established for line crew operations. At no time shall the employee be required to perform work which is deemed inappropriate to be performed alone.

The foregoing provisions are not intended to limit in any way the working of additional ten hour schedules which are mutually agreed upon locally between the Union and the Company.

Unless specifically addressed in this section all other agreements and practices remain unchanged.

Section 11. Lineworkers (Job Site Reporting)

Employees may be assigned to Job Site Report (JSR) within a sixty (60) mile travel distance of their normal reporting location within the Eversource service territory.

Employees scheduled for a JSR assignment will report directly to the job site at the beginning of the workday. It will be the responsibility of the employee so assigned to arrange the transportation to and from the work location. Both mileage and travel time will be compensated for with a per diem payment. The schedule of these payments is outlined in Table "A". Employees will have the option to use their own vehicles and receive the per diem or use a company-provided vehicle to travel with no per diem payment.

1. Employees shall be assigned to JSR for not more than thirteen weeks per calendar year. Assignments to JSR shall not exceed two continuous weeks except on a volunteer basis.
2. To be assigned to this schedule, employees must be notified no less than two weeks prior to the commencement of the assignment. The two-week notice begins once the employees have been notified of the JSR assignment.
3. JSR staffing will be accomplished by first requesting volunteers. If there are no volunteers, the work will be assigned to the qualified employees with the fewest prior JSR assignments, with

ties to be broken by seniority, junior to senior. If more employees volunteer than are necessary, the work will be awarded to the senior qualified employee.

4. Normal working hours for JSR will be from 7:00 a.m. to 3:00 p.m. unless otherwise mutually agreed to.
5. If an employee is entitled to rest time, the employee will not be required to JSR that day.
6. JSR will only be available when the job assignments are scheduled to last at least five (5) days. Employees assigned to JSR shall only be assigned to a five day, eight-hour schedule.
7. On days when it becomes necessary to move Company vehicles either to or from the job site outside normal working hours, the appropriate premium schedule will be used.
8. Employees will only be required to JSR to no more than two locations per week.
9. If public school is cancelled due to winter weather conditions in the town the employee normally reports to or the town where the JSR is located, then JSR will be cancelled for that day.

The forgoing provisions are not intended to limit additional JSR assignments which are mutually agreed upon locally between the Union and the Company.

Unless specifically addressed in this section, all other agreements and practices remain unchanged.

Section 12. No changes shall be made in the scheduling options without mutual agreement of the parties.

ARTICLE VI WAGES

Section 1. Scheduled Rates

The regular wage rates shown on Schedule A attached hereto shall apply to the various job classifications listed on the schedule and shall be in effect from June 1, 2020 to May 31, 2023, as set forth in said schedule; and the parties agree that such rates shall be the regular straight time rates used for the computation of straight time and overtime pay except as provided in the following paragraphs.

Section 2. (a) Rates for New Employees

The Company may hire new employees in any job classification at any rate of pay down to 15% below the straight time hourly rate for such job classifications as shown on Schedule A; provided, however, that if retained in service the employee must be increased to the straight time hourly rate of pay for their job classification within six (6) months of the date of hiring or at such earlier date as the employee shall become fully qualified to perform the duties of said job classification.

Section 2. (b) Rates for Employee Transferred to a New Job

If a regular employee is transferred to a new job classification for which the employee is qualified, the employee shall immediately receive the rate of pay for the new job classification. If a regular employee is transferred to a job for which they are not qualified and the rate of pay for the new job is lower than or equal to the rate of pay for their prior job classification, the employee shall (except as provided in Article VIII) immediately receive the rate of pay for the new job classification and if the rate of pay for the new job classification is higher than that for their prior job classification, the employee shall immediately receive a rate of pay equal to the average of the rate of pay for the new and prior job classification and shall be advanced to the rate of pay for the new job classification within six (6) months of the date of transfer or at such earlier date as the employee proves to be qualified for the new job classification.

Section 3. Rates for New or Changed Job Classification

The Company recognizes its obligation to notify the Union during the term of the Agreement with respect to (i) the creation of new jobs, (ii) the combination of duties of two or more job classifications on Schedule A into a single job and (iii) significant changes in the duties of any job classification listed on Schedule A, and, upon request by the Union, to negotiate with the Union with respect to the rate of pay for such new or changed job classifications.

Section 4. Rates for Temporary Upgrading

An employee who is temporarily assigned to a job classification carrying a higher rate of pay than their regular job for two (2) hours or more shall receive the rate of pay for the job classification to which the employee is temporarily assigned for all hours worked on the job carrying the higher rate of pay. This section does not apply to shift workers because of job progression. Since temporary assignment to a higher job classification does not require the employee to be qualified to perform all functions of that classification in order to receive temporary upgrade in pay, it is agreed that temporary upgrading to a position will not necessarily qualify an employee for that position in the event the employee applies for that position pursuant to Article X, Section 3.

Section 5 Standby Duty

Section 5 (a). Scheduled Lineworker Standby Duty

It is necessary to have certain employees on standby duty in order to provide for prompt handling of actual or potential troubles which may endanger life or property, or which may affect the adequacy or continuity of electric service.

Standby duty consists of remaining within reach of a telephone or pager outside of regularly scheduled working hours for a period of one (1) week so that an employee on standby duty may be notified to report for work in cases of emergency. Standby hours will begin at 7:00 a.m. on Thursdays and continue until 7:00 a.m. on the following Thursday. To qualify for standby duty, an employee shall maintain

their residence within thirty (30) minutes driving time at posted speeds under normal driving conditions from the place they normally report for work. Standby duty does not require any interruption of an employee's normal life except to the extent of arranging to be reached by telephone or pager at a location within thirty (30) minutes driving time from the place where the employee normally reports for work. Employees shall be paid for standby fourteen (14) hours of their regular straight time rate of pay a week plus two (2) hours of their regular straight time rate of pay for a week in which a holiday falls.

Standby employees will not be automatically excluded from participation in planned jobs but the determination to include or exclude a standby employee from a given planned job will be made by management in a reasonable and consistent manner. It is understood and agreed that the Union will cooperate fully in the implementation of this Section.

Lineworkers, system wide, will have the opportunity to "opt-out" of standby rotation each calendar year. The opt out decision will have a one year commitment and cannot be changed mid-year, unless a voluntary swap is made between employees. The opt out option will not be allowed if so doing will result in standby week coverage frequency being more often than every eighth (8th) week for any one individual. Employees who opt out can cover standby on a voluntary basis. In the case of extended absences lasting ten (10) days or more, volunteers will be used to cover vacancies. If there are no volunteers, the junior Lineworker who opted out will be required to cover the vacancy.

Troubleshooters will have no residency requirement.

Section 5 (b). Assigned Lineworker Standby

1. Lineworker Stand-by Policy (effective January 1, 2021)
 - A. New standby language only applies to Distribution and Transmission Lineworkers.
 - B. The Company may only assign additional standby personnel when anticipated (verifiable) weather conditions require coverage.
 - C. The Director of Electric Field Operations will approve any standby assignments.
 - D. New Hampshire Lineworkers shall not be required to be on standby to cover other states.
 - E. When forcing employees on standby, standby will be staffed from all qualified personnel by the overtime list (least hours worked to most hours worked).
 - F. Lineworkers may be assigned a maximum of 12 standby days during calendar year 2021, exclusive of employees' normal standby week.
 - G. Lineworkers may be assigned a maximum of 16 standby days during calendar year 2022, exclusive of employees' normal standby week.
 - H. During 2021 and 2022 the Parties will meet monthly to discuss the status of the standby assignments and any issues that arise during that month.
 - I. After year 2022, employees will be required to take standby as assigned.
 - J. Standby assignments will be from 07:00 am until 07:00 am the next day, employees so assigned shall receive four (4) hours straight time pay per daily standby assignment.
 - K. Previously approved time off will be honored. Vacations will start at the end of the last regularly scheduled shift and continue until the beginning of the next regularly scheduled shift.
 - L. If a Troubleshooter is working overtime other than filling a shift in an Area Work Center, the standby Lineworker(s) for

that area will be called in. No assignments will be started by Troubleshooters after their normal scheduled hours.

Trouble Call Assignments in 2-Person Standby Areas

In Work Centers where two employees are both on standby, the primary standby person will always be called first. When a Working Foreman and a represented Lineworker are on standby, the represented employee shall be the primary standby person. In these Work Centers, a take-home standby vehicle will be assigned to the standby Lineworker.

For the purposes of standby, the Hooksett and Derry AWCs will be grouped together and one combined call out list will be maintained for both locations. When a situation in either Hooksett or Derry requires standby assistance outside of normal hours employees will be called in the following order:

1. The primary standby employee
2. The secondary standby employee
3. The ARCOS list in the AWC where the trouble occurs (either Hooksett or Derry)
4. The ARCOS list in the adjacent AWC (the inverse of Derry or Hooksett)

Section 5 (c). Standby for System Electricians and Communication & Control Workers

The Company will require a System Electrician and a Communication & Control Worker to be on Standby duty on holiday weeks. A standby list for Holiday weeks will be established and posted on an annual basis.

Standby duty consists of remaining fit for duty and within reach of a telephone or pager outside of regularly scheduled working hours for a period of up to one (1) week so that an employee on standby duty may be notified to report for work in cases of need.

Standby hours will begin at 7:00 a.m. on Thursdays and continue until 7:00 a.m. on the following Thursday. Standby duty does not require any interruption of an employee's normal life except to the extent of making arrangements so that they can be reached by telephone or pager and located such that the employee can respond to emergent system and services issues that they are called upon to respond to.

Standby workers will not be automatically excluded from participation in planned jobs but the determination to include or exclude a standby worker from a given planned job will be made by management in a reasonable and consistent manner. It is understood the standby worker is first to be called to respond to system needs and agreed that the Union will cooperate fully in the implementation of this Section.

All on call employees will continue to have the option to take a Company vehicle home. At its discretion, the Company may opt to stage a vehicle at an area work center, or another location mutually agreed upon by the employee and local management. If a Company vehicle is staged for an employee, that employee will be required to use the staged area as a reporting location and use the Company vehicle while on call.

Section 6. Pay While on Military Reserve Weekend Duty

The Company agrees to pay a worker on Military Reserve Duty the difference between the regular straight time rate and the certified Military Reserve pay for up to 144 hours annually for weekend drills.

Section 7. Pay While on Annual Military Tour of Duty

The Company agrees to pay to a regular employee on Military Annual Active Duty Tour, the difference (if any) between their regular rate for forty (40) hours and their certified military basic pay for each week of such absence, provided that such difference will not be paid for more than two (2) weeks, covering ten (10) Company workdays, in any calendar year. Allowances over and above certified military basic pay will accrue to the benefit of the employee in that the Company may not use such allowances in making a determination of such difference.

To be eligible for the difference in pay, the employee will schedule only one (1) week of vacation between July 1 and October 1 in addition to military leave, provided the tour is scheduled during this same period.

If all or part of the tour is considered as vacation, the Company will make up the difference in pay (if any) as outlined above in addition to whatever vacation pay the employee is entitled.

Section 8. Pay When on Jury Duty

Employees who suffer hours lost from their regular workweek because of being called for or serving jury duty shall be reimbursed for such loss in an amount equal to their regular hourly pay for such lost time less whatever compensation they receive on account of such duty.

Section 9. Non-Duplication of Benefits

No employee shall receive more than the single highest rate of pay set forth in any provision of this Agreement which is applicable to any work performed or service rendered by an employee and in no event shall there be any duplication or pyramiding of any two or more of the benefits provided in this Agreement for work performed or service rendered.

Section 10. Biweekly Pay

Biweekly pay for all employees effective 1/1/97.

ARTICLE VII PREMIUM PAY

Section 1. Shift Premium

A premium of two dollars (\$2.00) per hour will be added to the regular straight time rates of all employees classified as shift employees for each hour worked on a scheduled second shift, and two dollars and twenty-five cents (\$2.25) for each hour worked on a scheduled third shift. Such premium shall be considered as part of regular straight time rates for computing overtime pay for all hours worked by such employees during the second or third shift beyond eight (8) hours in any twenty-four (24) hour period or beyond forty (40) hours in any week. For permanent second shift employees, the premium shall also be considered in computing holiday pay for hours not worked, and vacation pay, however, it shall not be considered in computing any other benefit under this Agreement, including sickness benefits, and termination pay. For third shift employees, the premium shall not be considered in computing any other benefit under this Agreement, including holiday pay for hours not worked, sickness benefits, vacation pay, and termination pay.

Section 2. Saturday/Sunday Premium for Shift Workers

A premium of one dollar and forty cents (\$1.40) per hour will be added to the regular straight time rates of all employees classified as shift workers for each hour worked on Saturday, and a premium of two dollars and fifty cents (\$2.50) will be added to the regular straight time rates of all employees classified as shift workers for each hour worked on Sunday. The premium shall be considered as part of the regular straight time rates for computing overtime pay for all hours worked by such employees on Saturday and Sunday, but shall not be considered in computing any other benefits under this Agreement including holiday pay for hours not worked, sickness benefits, vacation pay, and termination pay.

Section 3 (a). Revised Schedule for Shift Workers

If a shift worker is required to begin work on a shift other than that shown on a schedule or revised schedule which has been posted not later than 5:00 p.m. of the Wednesday of the week preceding that for which the schedule or revised schedule is established, the first rescheduled eight (8) hours of duty shall be paid at two times the employee's regular rate. When employees exchange shifts by mutual agreement, the foregoing provision for premium pay shall not apply. Premium payment for a change of schedule without sufficient notice will not be paid to an employee who is absent from work on the scheduled day for which such premium would have been payable. There shall be no duplication of the premium specified herein and the Sunday premium specified in Section 2 of this Article.

Section 3 (b). Coverage for Troubleshooter Vacancies

If an employee is forced to fill a shift vacancy with a notice of less than seven (7) days, the first rescheduled twelve (12) hours of duty shall be paid at two (2) times the employee's normal rate of pay. Day shift Troubleshooters will only be assigned day shift rotations, Mid shift Troubleshooters will only be assigned mid shift rotations, night shift Troubleshooters will only be assigned night shift rotations. Time will start at the employee's normal reporting location where the truck will be parked.

Section 4. Working on Second Consecutive Day Off

An employee required to work on the second of their regularly scheduled days off shall be paid at two times their normal rate of pay for work on such second day. If such second consecutive day off occurs on a holiday, the holiday only premium will be paid and these premiums shall not be pyramided; provided however, that a shift worker shall receive both holiday pay as defined in Article XIV, Section 3 and two times their normal rate of pay for those hours worked which coincide with the hours which the employee would have been normally scheduled to work on that day had it not been a Holiday, the provisions of Article XIV, Section 4 notwithstanding. For all employees except shift workers, for the purposes of this Section, the second consecutive day off shall be Sunday. For shift workers, the second consecutive day

off shall be the second scheduled day off during the calendar week Sunday through Saturday. Premium pay under this Section will not be paid to an employee who is absent from work on the scheduled day for which such premium would have been payable. There shall be no duplication of the provision hereof which relates to two times normal rate of pay and the Sunday premium specified in Section 2 of this Article, nor shall this double time premium be paid more than once in any payroll week of Sunday through the following Saturday.

Troubleshooters will be paid time and one-half for all hours worked outside their normal schedule and will be paid two (2) times their normal rate whenever they work an unscheduled Sunday or on their second consecutive day off on any given week for any schedule. There will only be one double time day per week for any schedule.

Section 5. Employee to be in Charge

An employee who is designated to be in charge of one or more employees for two (2) hours or more shall receive their regular rate of pay plus seven percent (7%) per hour. If such employees normally work outdoors, they shall be entitled to such premium even if such employees do not work outdoors due to inclement weather. When a crew composed of two or more employees is performing work during other than normal working hours which requires employee supervision at the work site, the senior qualified employee on the crew shall be the employee in charge of the other employee or employees unless otherwise designated and shall receive the premium as set forth herein.

Section 6. Working More Than 16 Consecutive Hours

- (A) If an employee is called in and reports for work within five (5) hours of the time the employee went off duty, the time off will not prevent the hours worked thereafter from being considered as consecutive with the previous hours worked.
- (B) If an employee is required to work beyond sixteen (16) consecutive hours, the employee will be paid at double their

straight time rate for those hours worked beyond sixteen (16) including normal scheduled hours worked. Time allowed off for meals will be counted in determining sixteen (16) consecutive hours for the purpose of this Section.

- (C) If an employee is required to work sixteen (16) or more consecutive hours, the employee will be allowed a period of eight (8) hours off before returning to work unless an emergency arises which makes it necessary for the Company to call the employee back to work before the expiration of the eight (8) hour period. If after working sixteen (16) or more consecutive hours an employee is called back to work with eight (8) hours or less rest, they shall return at double time.

Any part of the eight (8) hour period which extends into the employee's normal work schedule will be paid for at normal straight time rates.

Section 7 (a). Minimum Pay for Employee Called In

A "call in" is a communication to an employee who has been released and has left work at the end of their workday directing the employee to report to work to engage in overtime work immediately or at a designated time.

Any employee who is required to continue working after their scheduled quitting time shall not receive minimum pay under Article VII, Section 7.

When an employee is called in to work, they shall receive a minimum amount of pay as provided in the following paragraphs:

1. If a person reports as the result of a call in between eight (8) hours and two (2) hours before the normal starting time, the employee will be paid five (5) hours straight time pay.

2. If a person reports as the result of a call in outside the above stated time, the employee will be paid four (4) hours straight time pay.
3. An employee who reports for work as the result of a call in during the period of two (2) hours immediately preceding their scheduled start time shall receive minimum pay under paragraph 2 above.
4. In computing hours worked, time shall begin immediately when the employee reports to work and shall end when relieved from duty upon completion of work.

Section 7 (b). Trouble Call Out Process

When a Troubleshooter/Lineworker requests assistance with an outage or system restoration, the SOC will obtain the additional resources in the following order:

- If Troubleshooters are available during their normally scheduled hours, they can be dispatched to the location.
- If resources from the AWC are required, run ARCOS with the associated standby person(s) called first.

If additional resources are required outside of the associated AWC, use the following guidelines:

- Run ARCOS for the geographically closest AWC.
- Call the standby personnel last

Section 8. Early Release from Scheduled Overtime

If an employee reports for scheduled overtime, they shall receive minimum pay under the same schedule as in Article VII, Section 7, or overtime pay whichever is greater. Scheduled overtime beginning two hours prior to the normal workday and continuing into the normal workday or immediately following the normal workday, shall not receive minimum pay.

Section 9. Rest Time

(A) Day Workers

Employees required to work hours between 11 p.m. and 6 a.m. will receive rest time (equal to hours worked) from their scheduled hours for the first such day only. If the employee cannot take rest time because of work requirements, the employee shall receive two times their normal rate of pay for the hours of rest time worked. If an employee works eight consecutive hours immediately preceding their normal start time, they shall be entitled to eight hours of rest time. Rest time having a duration of two (2) hours or less will be taken at the end of the day unless otherwise established by mutual agreement. Rest time having a duration of four (4) hours or less but more than two (2) hours may, by mutual agreement, be taken at the end rather than the beginning of the normal workday. An employee who has earned six (6) hours or more of rest time and has two (2) hours or less remaining in their shift, may request to take unpaid time for the remainder of their shift. It is understood that mutual agreement as used in this paragraph may result in other than a uniform Company-wide practice as to when rest time may be taken.

(B) Shift Workers

Employees who are scheduled to work the day shift (normally 7 a.m. - 3 p.m.) and are called in and work the preceding midnight shift (normally 11 p.m. - 7 a.m.) should be sent home after working 10 hours provided shift coverage can be maintained first by using other qualified employees, second by upgrading. If coverage for this shift is not available, the employee remaining on duty shall receive time-and-one half for the remaining six (6) hours of the shift.

Section 10. Pay When Away from Home Overnight

A premium of one dollar (\$1.00) per hour in addition to normal straight time pay will be paid to an employee when required to remain away from home overnight for any of the following reasons:

- a. When working on the Company's System outside the Area Work Center or designated locations considered to be within the employee's normal work area, or
- b. When repairing, transporting or inspecting Company owned equipment which is essential to the proper operation of the Company's System and when in the performance of such work the employee is away from the Area Work Center or designated locations considered to be within the employee's normal work area, or
- c. When attending a Company sponsored training course, or
- d. A premium of \$45 per week will be paid to those employees who are out of town for the normal workweek performing their normal work function. Employees who are working a 4 -10 hour day schedule will be entitled to this \$45 premium if they are out of town for 3 nights in a week. This premium will be in addition to the \$1.00 per hour out-of-town premium of Article VII, Section 10.
- e. Meals eaten when away from home overnight shall not be limited to the minor and major dollar amounts specified in the Meal Policy. Such meals shall be reimbursed to the employee at 100% as long as they are reasonable in nature and do not include costs for alcohol. This shall not change the current meal policy used during storm restorations.

The premium shall apply to all hours worked away from the normal work area during the day on which the employee is unable to return home, provided however, that the minimum premium pay for such day shall be six dollars (\$6). The one dollar (\$1.00) hourly premium shall be added to the regular straight time rate of pay for determining overtime rates of pay, but for no other purpose. **These premiums will not apply when employees work within the NU system in Massachusetts and Connecticut.**

Section 11. Storm Rate / Duty

- A. When employees are deployed to provide restoration assistance off the NU system, all hours worked shall be paid at double the prevailing rate or double the employee's normal straight time rate, whichever is higher. For computing purposes, time shall begin when an employee reports to work and shall end when an employee is relieved from duty upon completion of work. The one dollar (\$1.00) hourly premium shall be added to the regular straight time rate of pay for determining overtime rates of pay, but for no other purpose.
- B. During out of state storm preparation, the Company will attempt to secure volunteer crew members before assigning members to storm duty. The Company will honor scheduled vacations unless they are canceled enterprise wide.
- C. Troubleshooters will not be eligible to perform mutual aid assignments out of the Companies' New Hampshire service territory.

Section 12. Manchester Network System

A premium of sixty cents (\$.60) per hour will be added to the regular straight time rate of pay to all workers working in the Manchester "network system" whenever performing the following work:

- Lead cable is spliced, terminated, or capped
- Splicing lead to poly
- Installing, removing, or repairing network secondaries
- Installing, removing or repairing network transformers and compartments
- Splicing shielded cable where soldering is required

ARTICLE VIII PARTIAL INCAPACITY PAY

If a regular full time employee becomes partially incapacitated by reason of disability and thus is unable to perform fully the duties of

their job classification, the employee may apply for reassignment pursuant to the procedures set forth in this Article. Upon receipt of the employee's written request for reassignment under this Article specifying the job(s) which the employee is able to perform and for which they wish to be considered, the Company will endeavor to place the employee in the highest suitable classification in which there is an available opening for which the employee is qualified, or for which the employee can reasonably be expected to qualify. The employee shall be given a reasonable opportunity for training to fill such an available job and if the employee becomes qualified for the job, they shall be placed in that classification.

An assignment made under this Article shall continue until the employee's normal retirement date, provided that the employee remains qualified to perform the duties required of their job classification. During the period of assignment under this Article, employees shall be paid at the maximum rate for the classifications to which they are assigned, except that employees who have completed ten (10) or more years of continuous service at the time of assignment shall be paid not less than the percentage of their former rates indicated below, such percentage to remain the same for the balance of each employee's active employment. When rates of pay are adjusted by a general wage adjustment, employees so classified will receive an adjustment in pay in the amount by which the employee's retrogressed classification is adjusted.

Subject to the restrictions imposed by this Article relating to the availability of a job opening and the ability of the employee to perform the job, an employee suffering an occupational disability resulting from sickness or injury contracted in the course of Company employment, shall have the option of receiving a rate determined in accordance with the following table or such compensation as may be determined by the operation of the applicable Worker's Compensation Law.

<u>Years of Service at Time of Assignment</u>	<u>Percentage</u>
25 or more	100%
20 – 24	95%

15 – 19

85%

10 – 14

75%

The provisions of the foregoing Article shall not impair the right of the Company to require an employee to retire under the Company's Pension Plan.

This Article shall not apply to situations where the disability (1) arose during the course of or as a result of employment by an employer other than the Company who is subject to Worker's Compensation statutes, or (2) arose during the course of or as a result of the employee's activity as an independent contractor on a regular basis, or (3) was deliberately caused by or contributed to by the voluntary act of the employee.

ARTICLE IX EMPLOYEE SECURITY AND TERMINATION PAY

Section 1. Employment Security

If a change or changes in equipment and/or operational procedures instituted by the Company might otherwise cause the termination of employment of any regular employee having three (3) or more years of continuous service at the date of such change or changes, the employee so affected shall be entitled, at the employee's discretion, to one of the following options:

- (a) To Termination Pay as provided in Section 2 and if eligible, to be retired under the Company's Pension Plan in effect at the time, or
- (b) To an offer of another job within and selected by the Company with pay as follows:
 - (1) If the employee has less than ten (10) years of service, their new rate of pay will be the regularly established rate for the offered job.
 - (2) If the employee has ten (10) or more years of service, their new rate of pay shall be the higher of (a) a percentage of the

employee's previous rate computed under the following schedule, or (b) the established rate of pay for the new job:

<u>Years of Service at Time of Transfer</u>	<u>Percentage</u>
20 or more	100%
15 - 19	90%
10 - 14	80%

Rates established by this schedule will be considered as "personal rates" until washed out through wage increases, promotions, or otherwise.

The job offer, when made, shall be in writing and shall give a description of the job, its rate of pay and location. Its receipt shall be acknowledged by the employee, who shall have seven (7) days in which to accept or reject the offer. Unless accepted in writing within seven (7) days, the job offer shall be deemed to have been rejected. If the job offer is accepted and its location requires a change in residence of the employee, the Company will reimburse the employee for the cost of moving household furnishings and personal effects.

Section 2. Termination Pay

If any regular employee's employment with the Company is terminated due to a reduction in workforce, the employee shall be entitled to receive one (1) week's pay for each six (6) months (calculated to the nearest six (6) month period) of service with the Company; provided, that the total number of weeks utilized in said computation shall not exceed the number of weeks remaining between the time of termination and the end of the month in which the employee's sixty-fifth (65th) birthday occurs; and provided further, that an employee receiving termination pay shall not be entitled to be rehired under the provisions of Article X, Section 2, Paragraph (d) of this Agreement. If an employee's employment is so terminated, the employee shall not be entitled to termination pay if offered a position by the Company within the employee's Area Work Center at a rate of pay equal to or better than their last regular rate of pay or if the employee accepts any

position with the Company. If the employee is not offered a position with the Company within their Area Work Center at a rate of pay equal to or better than their last regular rate of pay, the employee shall be entitled to refuse other employment by the Company and so collect termination pay.

ARTICLE X HIRING, PROMOTIONS, DEMOTIONS FURLONGHS, AND SENIORITY

Section 1. Hiring

In hiring new employees on other than a temporary basis, it is the normal practice of the Company to hire at the bottom of each job progression. In the event that the Company finds it necessary to hire at a higher level, such hiring shall not adversely affect the normal advance of regular employees within the job progression in question.

Section 2. Promotions, Demotions, Furloughs, and Seniority

Seniority as used in this Agreement shall mean length of continuous service within a job progression within each town, city, or other operating unit. For employees having the same seniority date, the order of seniority shall be determined using the last four digits of their Social Security numbers. The employee with the lowest number shall be considered senior. For purposes of calculation, 0 shall be considered higher than 9.

Selection of regular employees for promotion within a town, city or other operating unit shall be based on seniority and qualifications. The employee with greatest seniority will be given first consideration provided their qualifications are satisfactory. If the employee with greatest seniority does not qualify, the remaining employees within the town, city or other operating unit will be considered for the promotion in the order of greatest seniority, considering the employees' qualifications in the same manner as for the senior employee. Employees in the Automotive Maintenance Center and the Central Warehouse will be considered part of Greater Manchester Area Work Centers for the purpose of this subsection only. For all

other purposes, these operating units will remain separate and distinct. This provision shall have no effect on the composition of the bargaining units established by the NLRB and listed in Schedule B.

Selection of employees for demotion, furloughing, or termination of employment resulting from a reduction in force within a town, city or other operating unit shall be based on seniority. In cases of furloughing or termination of employment, an employee who has had more than one year of continuous employment with the Company, shall have a preferential right for twelve (12) months, up to thirty-six (36) months (time to be pro-rated to reflect time with the Company as follows*) to be rehired based on seniority, to fill a position for which the employee is qualified, if the Company needs additional employees for jobs covered by the same town, city or other operating unit from which the employee was furloughed or terminated. A former employee so rehired shall report for work within seven days after notice is sent to their last known address with a copy to the Business Manager/President of the Local Union and failure to report for work shall constitute a waiver of all rights of re-employment established by this Section.

The Union and the Company recognize that it may be necessary to make exceptions in the application of the foregoing seniority provisions by mutual agreement in order to insure efficient operation of the Company's business.

* preferential rehire right time is equal to employee's continuous work time for a period of up to thirty-six (36) months with a minimum of one year recall.

Section 3. Job Postings

When a vacancy or the creation of a new position necessitates promotion of an employee or the hiring of a new employee, the Company shall post notices at locations accessible to the employees, such notices to remain posted for five (5) working days, within which time employees may apply in writing to the supervisor or official of the Company designated in the notice. If the Company decides not to fill a vacancy, it will so notify the Union within two (2) weeks of the date

of vacancy. If the Company decides to fill a vacancy, it will post notices within two (2) weeks of the date the vacancy occurs. Job posting shall apply only within each town, city, or other operating unit, however, if no local union represented candidate qualifies for the position, the Company will offer that position to the senior (continuous union membership) employee outside the town, city or operating unit, then to the senior qualified member from the Generation unit (pursuant to the Divestiture MOU dated 5/20/15). If the employee awarded the job has previously held the job, they will begin the job at their previously attained level. The notices shall set forth the classification of the position to be filled, an outline of the duties, the hours and days of work, the ultimate wage rate, the date on which the notice is posted, and the last day for filing applications. Applicants who have special qualifications shall describe such qualifications briefly in their application.

The Company reserves the right to add Troubleshooters in any location in the service territory when, in its sole opinion, there is a need. Such addition shall be made with a minimum 30 day notification to Union leadership.

The Company and the Union agree to jointly monitor the progress of filling the Troubleshooter positions. It is agreed that both parties will meet monthly following the initial posting to review interest in the position. If within one year from date of posting, the majority of the positions are not filled, the Company and the Union agree to renegotiate the terms of the Troubleshooter positions. In no case will compensation be less.

The Company shall not be required to consider employees who fail to apply as prescribed in this Article but may do so. On or before the date of posting, the Company shall mail a copy of the notice to the Business Manager and Assistant Business Managers of the Union. The name of the applicant accepted for the position shall be appended to the notice and thereafter the notice shall remain posted for one (1) week.

When an employee is promoted or transferred to another position but fails to qualify within two (2) months, the employee shall be reassigned

to the class from which they were promoted or transferred, and their seniority date will revert back to their seniority date prior to the promotion or transfer. If the Company determines that the employee is qualified to perform the work in the class to which they were promoted or transferred, but the employee desires to return to their previous class of work within two (2) months, the Company shall not reassign the employee until there is a vacancy in such previous class and their seniority date will be the effective date of that reassignment.

The Company may assign any employee, if available, within the bargaining unit, to fill a vacancy or new position temporarily, pending the posting of notices and the consideration of applications. The Company may also assign anyone to perform temporary work or to replace an absent employee without regard to the foregoing provisions of this Article.

Section 4. Job Transfers

Any employee who desires to change jobs or place of work within the Company may make written application on a form furnished by the Company to Human Resources, 780 North Commercial Street, Manchester, New Hampshire. Such written application will expire unless renewed each twelve (12) months.

When a job opening in a position listed in Schedule A becomes available in any area where the Union represents the employees under this Agreement, the Company will first observe the requirements of Sections 2 and 3 of this Article. If the job is not filled under the provisions of Section 2 of this Article, the Company will first consider employees for the job who have job transfer requests on file for the job in question before hiring a new employee. Employees other than station operators transferring within the same job classification to a new location as a result of the above stated transfer request will transfer to the new position for a six month "on trial" period at one half grade below their previous attained level. Upon entering their new position, the employee will be subject to qualifying criteria for progression within the classification, with testing limited to issues of local knowledge.

Section 5. Job Promotions in Certain Job Classifications

An employee shall be fully qualified for promotion to each successive job level. An employee, who because they are not fully qualified, fails to be promoted to the next higher level at the stated time limits shall be given an additional six (6) months in which to become fully qualified. If at the end of such additional six (6) month period the employee is not fully qualified, the employee will remain at their then existing level and will be considered ineligible for future promotion within the job progression. Nothing contained in this paragraph shall operate to negate the rights of the Company to terminate the employment of an "on-trial" employee as defined in Article III, Section 2 of this Agreement. Other than as provided for by Section 6 of this Article X, an employee may refuse promotion.

In consideration of the other than Schedule A rates established in the foregoing table, the provisions of Article VI, Section 4 of this Agreement relating to rates for temporary upgrading shall not apply to the job progressions covered by this Section.

The Company may in its discretion make promotions at lesser time intervals than those set forth in the foregoing table.

The provisions of Article X, Section 3. with respect to job posting shall not apply to promotions made in pursuance of this Section but the provisions of said Section with respect to notifying the Union that the Company will not fill a vacancy created by a promotion from Grade III to Grade II and from Grade II to Grade I under the provisions of this Section shall apply.

It is recognized that the operation of this clause will increase the proportion of employees in the higher ratings of the progressions and that as a result thereof employees in the higher ratings may be required to perform work usually associated with the lower ratings of the progressions more frequently than has been customary under past practice.

Section 6. Reassignment as A Result of Failure to Complete Training

An employee shall be fully qualified for promotion to each successive job level in any progression. In recognition of the parties' mutual interest in advancement of employees within the Company and the continued efficient operation of the Company, the Company agrees that it will use its best efforts to further the training and education of the Company's workforce. It is further understood, however, that notwithstanding the Company's efforts, some employees may fail to train and advance properly within a progression. In recognition of this fact, the following procedure will be used should an employee, whose date of hire is after June 1, 1985, fail to qualify for promotion at any level other than the ultimate step of a progression:

1. The Company shall notify the employee and the Union in writing of any failure to qualify for a successive level within a progression.
2. The employee shall be granted up to an additional 50% of the usual time in that step of the progression in which to qualify. Such time shall be computed from the date notice is given.
3. During the extended qualifying period, an assessment of the employee's progress shall be made no less frequently than every fifteen (15) normally scheduled working days. Company management shall inform the employee in writing of the results of each assessment.
4. If at the end of the extended qualifying period an employee still fails to qualify for the next level of a progression, one of the following shall apply:
 - a) The employee shall be returned to their previously attained position or progression apart from the current progression.
 - b) If not previously employed in a progression or position or if the progression or position no longer exists, the employee will be placed into another position for which they are

qualified and shall be paid the then current rate of pay for this position. Employees so placed will be allowed to bid on openings within progressions other than the progression from which reassignment was made. Nothing in this section shall be construed to limit the rights of management under Article XXII.

It is recognized that the operation of this clause may increase the proportion of employees in the higher ratings of the progressions and that as a result thereof employees in the higher ratings may be required to perform work usually associated with the lower ratings of the progression more frequently than previously has been customary.

ARTICLE XI LEAVES OF ABSENCE

Section 1. Leave of Absence When Ill or Disabled

An employee who is ill or disabled shall receive an automatic leave of absence for the period the employee receives sick pay plus one (1) year. The Company, upon application of the employee, may extend such leave for a further period of not exceeding one (1) year.

Section 2. Leave of Absence to Attend Funerals

Each regular, full time employee shall be entitled to time off at straight time from normally scheduled work for attending funerals as follows:

- a) Such time up to three (3) consecutive work days, provided the funeral occurs within said three (3) days, as the employee may request in cases of funeral of the employee's (i) relatives in their household; (ii) parents (including fathers-in-law and mothers-in-law) or children outside of their household and (iii) brothers and sisters outside of their household; provided, however, that if one or more of said three (3) days is a day for which the employee was not scheduled to work, they shall not receive pay therefore.

- b) Such time up to one (1) day as the employee may request in cases of funerals of close relatives of the employee or their spouse (including grandparents, grandchildren, uncles, and aunts.)
- c) Once an employee verifies the need, they may request additional time off in cases of funerals of relatives and close friends through the unpaid leave program.

Funeral leave shall be without duplication of any other benefit.

Section 3. Leave of Absence for Military Service

A regular employee, who performs training and service under the Universal Military Training and Service Act as amended, or the Armed Forces Reserve Act as amended, shall be restored to employment, in accordance with any governmental laws or regulations pertaining thereto.

The period of absence from their duties with the Company of those restored to employment under this Section shall be computed as part of their total term of service with this Company in determining their seniority, vacation and sickness disability benefits, termination pay and rights under the Pension Plan of Public Service Company of New Hampshire d/b/a Eversource Energy.

Section 4. Leave of Absence for Other Causes

The Company may grant leaves of absence for other causes which it, in its discretion, deems justifiable, for periods not in excess of one (1) year. Time spent on leave of absence shall be included in determining length of service for seniority purposes.

Section 5. Unpaid Leave Program

Eligibility for unpaid leave for up to one week will be determined by local management based upon the ability to maintain schedules and accomplish work at no additional cost. In order to participate,

employees must schedule their current vacation entitlement prior to requesting unpaid leave. In the case of Leave of Absence to Attend Funerals, unpaid leave may be taken prior to all vacation being scheduled. Single day absences will be permitted under the unpaid leave policy. With the exception of Transportation Department employees, employees working a regular shift in excess of eight (8) hours may continue to use unpaid leave in conjunction with vacation pay to achieve a full shift off. Existing local notification procedures will be used for all leaves under this policy and requests will be handled in the order they are received.

ARTICLE XII UNION BUSINESS

Section 1. Meetings of Company and Union

- a) A Representative of the Company and a Representative of the Union shall meet from time to time at the request of either party for the purpose of discussing any matter coming within the scope of this Agreement.

All meetings between a Representative of the Company and the Union Representative shall be held at the Company office at the convenience of both parties if possible.

- b) The Business Manager or the Assistant Business Manager who is located in the territory where a matter arises requiring meetings between representatives of the Company and of the Union will be given time off with pay to attend such meeting if the Company elects to have the meeting during working hours.

Section 2. Bulletin Boards

The Company shall permit the reasonable use of bulletin boards for posting officially signed Union Bulletins.

Section 3. Time Off for Union Officials

Time off without pay shall be granted upon the request of the Union to the President and/or Business Manager and/or Assistant Business Managers of Local 1837 and/or duly elected delegates to the International Convention for the purpose of attending conventions of the International Brotherhood of Electrical Workers or to attend committee meetings involving the Local Union provided that a) the absence of such President and/or Business Manager and/or Assistant Business Managers and/or duly elected delegates shall not in the opinion of the Company interfere with the Company's operations or cause undue hardship to other employees and b) provided that the request for such time off shall be made as far in advance as possible but in no case less than seventy-two (72) hours in advance and c) further provided that the aggregate sum total of days given to employees under this section shall not exceed forty (40) working days in any Agreement year.

ARTICLE XIII WORKING CONDITIONS

Section 1. Inclement Weather

Except in cases of necessity or emergency, employees shall not be required to do outdoor work when heat, cold, rain, snow, wind, humidity or other inclement weather conditions make such work unsafe. Different levels of the aforementioned conditions will apply, depending on the employees' job classification. The manager, or a representative designated by him, will determine whether or not the weather conditions are such that the crew or crews will be sent into the field consistent with safety. In the field, the Working Foreman or Foreman of the crew shall make the decision as to whether or not the assigned crew shall stop work. Employees shall not lose any regular pay because of failure to work outdoors due to inclement weather.

Meter Readers will not be required to read meters during heavy snow or sleet or in any severe weather conditions which would be considered detrimental to the safety of the employee. In making this determination, management will consider factors which include driving/road conditions, walking conditions, location of routes to be

read, a review of local weather conditions and forecasts and any relevant source of information.

The Company's decisions shall, upon written complaint filed with the Company within ten (10) working days, be subject to the grievance and arbitration provisions of this Agreement.

Section 2. Drawing Out Material

Employees shall draw out material and replace material on Company time.

Section 3. Furnishing Tools and Equipment

The Company shall furnish all proper and necessary tools and equipment which the Company requires an employee to use in the performance of their assigned duties. All such tools and equipment shall be and remain the property of the Company. When renewals or replacements are requested, the old tools or equipment must be turned in or the loss satisfactorily explained. All such tools and equipment shall be left on the property of the Company when not in use.

Section 4. Rain Clothing

The Company shall provide an adequate supply of suitable rain clothing, which shall be kept at such places upon the Company's property as the Company may direct.

Section 5. Division of Overtime

Subject to standby duty, emergency and the ability of the Company to reach employees, overtime work shall be reasonably evenly divided among those qualified to perform the work within the applicable job classifications, and workers in the department involved shall be given first preference. The Company will review overtime assignments on a weekly basis and will make every effort to equalize overtime opportunities over a reasonable period based upon operational needs

and frequency of overtime at the particular location. The Company agrees that it will upon request furnish to the Union's Business Manager a list showing overtime hours worked. Employees will make a reasonable effort to bring errors or omissions in overtime lists to the attention of management as soon as possible.

Planned overtime within an AWC will be offered to all Lineworkers within the AWC prior to being offered to Troubleshooters within the AWC.

Distribution overtime will be offered to Distribution Lineworkers within a given area work center and the closest adjacent area work center prior to offering to Transmission Lineworkers.

Filling of Troubleshooter vacancies will take into consideration distance to travel to the truck reporting location. On clock time will start once employee is in a trouble vehicle. Details will be mutually agreed to by the employee and Troubleshooter management.

- Request for volunteers from the Troubleshooter staff where the vacancy exists.
- Request for volunteers from the Troubleshooter organization.
- Request for Lineworker volunteers from the IBEW local 1837 bargaining unit where the vacancy exists.
- Request for Lineworker volunteers within the IBEW Local 1837 statewide.

Section 6. Notification of Planned Overtime

The Company agrees to use its best efforts to give forty-eight (48) hours' notice of planned overtime.

Section 7. Time Off for Personal Emergency

An employee will be allowed reasonable time off for personal emergencies, such time to be deducted at the election of the employee, from the following:

- 1) the employee's vacation
- 2) from the day or days which the employee would be entitled to take off with pay for a holiday(s) which falls on a day when an employee is not normally scheduled to work, if such time is available or...
- 3) taken at the employee's request with management approval, without pay, such request shall not be denied so long as the employee has scheduled or exhausted their current vacation entitlement prior to requesting the time off; provided, however, that medical and dental appointments of a non-elective nature which cannot reasonably be scheduled during other than the normal working hours for the particular employee involved shall be considered under the provisions of the Disability Benefit Plan referred to in Article XVI, Section 1 of this Agreement. The employee shall endeavor to give the Company as much notice as possible. Within the limits of "reasonable time" as set forth herein, the following will be considered to be within the scope of a personal emergency for the purposes of this section:
 - a) Passing papers on the employee's home.
 - b) A serious illness or accident involving the employee's spouse or other members of their immediate household.
 - c) Fire, flood or other acts of God directly affecting the employee, members of their immediate household or home in other than an incidental manner.

Section 8. Damaged Clothing

Employee's clothing which may be accidentally damaged due to abnormal conditions on the job will be repaired or replaced by the Company. This provision will not apply to clothing which is worn out or damaged due to normal wear and tear nor will it apply where the employee has failed to use protective clothing provided by the Company.

Section 9. Protective Clothing

The Company will continue the practice of providing employees with protective clothing to be worn on job assignments which would cause abnormal damage or soil to clothing normally considered to be appropriate for an employee in a given job classification and will make such protective clothing available in a reasonable range of sizes. Issues regarding protective and fire retardant clothing may be submitted to the Joint Loss Committee.

The Company will maintain a supply of FR clothing at the area work centers for the Stockhandlers and Clerical Utility Workers to use, as needed, on an infrequent basis.

Section 10. Footwear

Physical employees who are eligible under the Collective Bargaining Agreement and purchase safety footwear will receive up to \$250 beginning in 2014, with multiple receipts for Electrical Hazard (EH) rated footwear. Receipts are to be reimbursed one time per year and received by the Company on or before December 1st of each year. Receipts submitted after December 1st of each year may be used for the following year's entitlement.

Section 11. Wash Up Time

Employees who perform non-clerical functions will be provided with ten (10) minutes prior to their scheduled lunch period and five (5) minutes prior to quitting time to wash up before leaving their reporting location. Employees who choose not to wash up are not allowed to leave the reporting location prior to the scheduled quitting time.

ARTICLE XIV HOLIDAYS

Section 1. Recognized Holidays

The following days shall be recognized as Holidays:

New Year's Day
Martin Luther King Day
President's Day
Memorial Day
Independence Day

Labor Day
Columbus Day
Veterans' Day
Thanksgiving Day
Christmas Day

If a holiday falls on a Saturday, the holiday is not observed on Friday, but rather employees are granted an extra floating holiday within the calendar year. If a holiday occurs on a Sunday, the holiday will be observed on a Monday.

Employees shall be granted two Floating Holidays per year.

The Company will approve at least 35% of vacation requests for the day after Thanksgiving in a given work area. All other days throughout the year will remain at 25% approval for vacation requests in a given work area. Field Technicians will not be limited to 25% on any day.

Troubleshooters will be paid time and one half and twelve (12) hours of holiday pay, if they are scheduled to work on a holiday. Employees not scheduled to work on a holiday will earn eight (8) hours of holiday pay. Holidays will be credited to the holiday bank on January first of each year per the current CBA. Employees who work unscheduled holiday hours will be paid two and one half their normal straight time rate.

Section 2. Definition of Holiday

As used in this Section, the word "Holiday" means one of the above-named Holidays or the day upon which it is celebrated. If a Holiday falls on Sunday but is celebrated on Monday, then Monday shall be deemed to be the Holiday. For shift workers that work a 24/7 schedule, Saturday and Sunday Holidays will be celebrated on the actual day.

Section 3. Holiday Pay

As used in this Article, "Holiday Pay" as applied to an individual employee, shall mean eight (8) hours straight time pay at regular straight time rates, excluding pay for shift differentials and temporary upgrading. Permanent second shift employees shall receive shift differentials in addition to Holiday Pay.

Section 4. Pay for Working on a Holiday

If an employee is required to work on a Holiday, they shall receive "Holiday Pay" as defined in Section 3 plus one and one-half times their straight time rate for each of those hours worked which coincide with the hours which the employee would have been normally scheduled to work on that day had it not been a Holiday, and two and one-half times their straight time rate for all other hours worked, including pay for shift differentials and temporary upgrading; provided, however, that an employee who works 8 or more hours on a holiday may elect to receive as pay for such Holiday only the premium pay and to receive the holiday pay as defined in Section 3 for an 8 hour day to be taken off at a later date in the same calendar year, subject to the following conditions:

- a) The employee shall notify the Company of such election prior to such Holiday, if practical.
- b) The elected day off may be taken with a minimum of two (2) weeks' notice in writing provided that in the judgment of the Company, his absence on such day will not impair the Company's operation.

Section 5. Holiday Falling on Other Than a Scheduled Workday

If a Holiday falls on a day on which an employee is not regularly scheduled to work and the employee does not work on such a Holiday, they shall receive "Holiday Pay" as defined in Section 3 or a day off with pay in lieu of such "Holiday Pay" at the option of the Company. The day off with pay may be taken either prior to or after the Holiday upon such day as the employee may elect upon two (2) weeks' notice in writing provided that, in the judgment of the Company, their absence on such day will not impair the Company's operations; provided

however, that the day off must be taken within the calendar year in which the Holiday falls. In case two or more employees elect the same day and the Company's operations will not permit granting all such elections, length of continuous service shall govern.

Relationship of Holiday Pay to Certain Other Agreement Clauses

- 1. Article XV. Vacation Pay. Use Section 3 above to compute vacation pay when a Holiday falls within the vacation period and an extra day's vacation is not granted.
- 2. Article VII, Section 7, Call-out Pay. If call-out is greater than Holiday pay for hours worked, the employee shall receive call-out pay.
- 3. Article VI, Section 9, prevents duplication or pyramiding of Holiday Pay with any other benefits.

ARTICLE XV VACATIONS

Section 1. Vacation Eligibility

An employee who has completed their probationary period is eligible for vacation equal to the employee’s normal rate of pay as follows:

Years of Service	Vacation Eligibility
Less than one year of service:	
Start date January 1 – March 31	15 days
Start date April 1 – June 30	10 days
Start date July 1 – September 30	5 days
Start date October 1 – December 31	No vacation days
One year but less than 10 years	15 days per year
10 years but less than 20 years	20 days per year
20 years or more	25 days per year

Section 2. Holiday Within Vacation Period

If a Holiday, as defined in Article XIV falls within an employee's vacation period, the employee shall be entitled to an extra day's vacation or a normal day's pay at the election of the Company. If the Company elects the extra days' vacation, it shall be taken at a time designated by the Company.

Section 3. Eligibility When Leaving Company

If an employee separates employment and they are age 55 or older with 10 or more years of service, the entire amount of unused vacation time will be paid out to the employee.

For all other terminations, the amount of vacation time paid will be pro-rated based on the termination date.

Termination Between	Amount of Vacation to be Paid
January 1 – March 31	One-third of total vacation entitlement less vacation time taken
April 1 – June 30	Two-thirds of total vacation entitlement less vacation time taken
July 1 and after	Full vacation entitlement less vacation time taken.

If an employee carries over vacation time from the prior year, and that time was not used as of their termination date, they will be paid for the entire amount of the vacation time carried over (not to exceed 40 hours).

Section 4. Vacation Scheduling

Vacations shall be taken during each calendar year at such time or times as may be determined by the Company after consideration of employees' preferences and in accordance with the following principles:

- a) Service shall be maintained 24 hours a day, 365 days a year with an adequate and balanced workforce;

- b) Subject to the other provisions hereof, vacations may be scheduled so to avoid the payment of overtime rates of pay to cover vacated jobs. When and where needed, available and qualified temporary employees paid on a straight time basis may be used to avoid the payment of overtime rates of pay to cover vacated jobs;
- c) Each eligible employee shall be granted a two (2) week vacation during the period from May 1 through October 31 of each calendar year, if the employee shall so desire;
- d) After two-week vacation periods have been scheduled within the period from May 1 through October 31 in accordance with (c), the third, fourth and/or fifth weeks shall be scheduled either within or outside said period;
- e) The third, fourth, fifth and/or sixth weeks of vacation may be scheduled continuously with the two-week period but it is recognized that these principles will frequently require one or more weeks to be scheduled outside the period of May 1 through October 31 and either together or separated from each other; and these principles shall not be arbitrarily applied;
- f) Each employee shall have the right during the period from January 1 through March 31 each year to express in writing a desire as to the scheduling of vacation for that calendar year, and length of continuous service shall govern the order in which such preference shall be considered.
- g) The Company will approve at least 35% of vacation requests for the day after Thanksgiving in a given work area. All other days throughout the year will remain at 25% approval for vacation requests in a given work area. Field Technicians will not be limited to 25% on any day.
- h) Troubleshooter Vacation: 50% of days, night, mid shift coverage. Day shift, 3 Troubleshooters total per day from Hooksett, Bedford, or Nashua. One Troubleshooter each from Keene,

Rochester, and Tilton. Mid shift half the Troubleshooter crew rounded up. Night shift 1 Troubleshooter. Vacation is independent from all other leave and vacant positions.

Requests for vacation to be taken during the January 1 - March 31 period shall receive preference consideration in the order in which the written requests are received by the supervisor (except that requests received between January 1 and January 7 will be considered as received on January 1 and all requests received on the same day will be considered based on length of continuous service).

Requests for vacation to be taken during the April 1 - December 31 period which are received after April 1 shall receive preference consideration based on the order in which they are received.

Section 5. Carryover Vacation

Employees will be permitted to carryover up to 40 hours vacation.

Section 6. Rescheduled Vacation

If because of work requirements or in the event that an employee is disabled due to sickness or injury for any full week or weeks of scheduled vacation, said week or weeks shall be rescheduled during the remainder of the then current year in accordance with the provisions of Section 4 of this Article; provided, however, that the scheduled vacations of other employees shall not be changed by such rescheduling. In the event, it is not possible to reschedule such vacation during the then current year, such vacation will be rescheduled at a time set by the Company in the following year.

It is understood that rescheduling "because of work requirements" is not intended to modify the Company's past practice relative to the nature of work requirements calling for rescheduling.

ARTICLE XVI EMPLOYEE BENEFITS¹

EVERSOURCE SYSTEM PERSONNEL POLICY AND PROCEDURES

ABSENCE DUE TO NON-OCCUPATIONAL ILLNESS (INCLUDING PREGNANCY DISABILITY) OR INJURY

Section 1 (a). Disability Benefit Plan- Option 1²

I. POLICY

The Company, upon authorization of the principal supervisor, will continue, for a time, the base pay of an employee absent because of nonoccupational illness (including pregnancy disability) or injury.

II. GENERAL PROVISIONS AND PROCEDURES

A. General Provisions

1. This policy applies to all PSNH employees.
2. In connection with this policy, the Company reserves the right:
 - a. to verify the illness or accident through its own medical staff and/or by requiring the employee to furnish a statement from their own physician.
 - b. to deny pay when the injury or illness is sustained while the employee is engaged in work for another employer or while gainfully self-employed.
 - c. to deny pay for absence in any case where an employee has a record of excessive absenteeism.

¹ All references to Summary Plan Descriptions will be as stated as of January 2018.

² Option 1 – This plan is a one-time opt-in available only to incumbent employees as of June 1, 2017.

3. In order to provide some consistency of application, the following should be used as a calendar year guide for determining reasonable paid time off due to nonoccupational illness:

Continuous Service	Weeks of Full Pay
Less than 2 years	Up to 2 weeks
For 2 years but less than 3 years	Up to 4 weeks
For 3 years but less than 4 years	Up to 6 weeks
For 4 years but less than 5 years	Up to 8 weeks
For 5 years but less than 10 years	Up to 10 weeks
For 10 years or longer	Up to 1 week for each year of continuous service

4. The schedule in 3. above **does not represent an entitlement or guarantee**, but rather a guide for use by an employee's supervisor to determine the maximum duration of paid sick time.
5. In case of a nonoccupational illness or injury continuing from one calendar year into the succeeding calendar year, the employee is allowed for that illness or injury only the amount of sick leave to the employee's credit as of the beginning of the illness or injury. An employee whose illness or injury is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

B. Procedures

Reporting Absence Due to Nonoccupational Illness

1. The employee is responsible for notifying their immediate supervisor as soon as possible of an absence indicating the nature of the illness or disability and the estimated length of absence. Failure to inform the immediate supervisor may be cause to consider the absence as unauthorized and without pay; the matter should also be reviewed to determine whether disciplinary action is appropriate.

2. Employees are responsible for keeping their supervisors informed concerning their recuperation.
3. The supervisor is responsible for staying informed and keeping others so informed regarding the employee's progress on the basis of reports from the employee and advice received from the Company Medical Unit and the attending physician.
4. Supervisors should consult with the appropriate HR Coordinator for help in resolving absence or lateness problems.

Exceeding Nonoccupational Illness Guide

5. The appropriate business unit HR Director or Manager, on the basis of information provided by the principal supervisor, may authorize the brief continuance of full or partial pay when absence exceeds guidelines. Such factors as the employee's work history and absentee record, as well as the extenuating circumstances presented, will be considered.

Returning to Work

6. Upon returning to work following a serious or prolonged illness or injury, the employee is required to report to the Medical Unit and/or to furnish a written statement from the employee's personal doctor to substantiate the reason for absence and to assist in determining any types of physical activity that should be avoided and for what period of time.

Long Term Disability Options

- LTD 40% – No cost to the employee
- 60% of pay – Employee contribution based on age and salary
- 70% of pay – Employee contribution based on age and salary

LTD Plan Effective January 1, 2003

- Employees who become eligible for LTD will be required to seek Social Security disability benefits
- LTD participants who elect not to obtain Social Security disability benefits will have their medical claims coordinated as if they were enrolled in Medicare:
 - NU will process the claim as a secondary payer coordinating payment only on the balance Medicare normally would not have paid (as is the current practice for NU system retirees)
 - LTD participant will be responsible for all deductibles and copayments in addition to the amount Medicare would have paid
- LTD participants not approved for Social Security disability will continue to have their claims processed in the normal manner with NU being the primary payer.
- NU will reimburse the LTD participant for the Part B premium once the participant is approved and enrolled in Medicare Part B.

Section 1 (b) Disability Benefit Plan – Option 2³

I. POLICY

Employees will be eligible for up to 80 hours per year at 100 percent of pay for absences from work due to non-occupational illness or injury. Sick days cannot be carried over from one year to the next nor will sick days be paid out at termination.

II. GENERAL PROVISIONS AND PROCEDURES

A. General Provisions

³ Option 2 – Employees hired after June 1, 2017 will be automatically enrolled in this plan. Employees hired prior to June 1, 2017, will have a one-time opt-in opportunity during the 2017/2018 open enrollment.

- In case of a nonoccupational illness or injury continuing from one calendar year into the succeeding calendar year, the employee is allowed for that illness or injury only the amount of sick leave to the employee's credit as of the beginning of the illness or injury. An employee whose illness or injury is carried over into the succeeding year must return to work in order to establish sick leave benefits for that year.

B. Procedures

Reporting Absence Due to Nonoccupational Illness

1. The employee is responsible for notifying the Company as soon as possible of an absence. Employees will be required to call into the HR Connect interactive voice response (IVR) system at 1-800-841-8684 each day they will be out sick. If the employee is unable to self-report due to an emergency, they should have a family member or friend notify their supervisor. The supervisor will contact Leave Administration who will submit a claim to Liberty Mutual on behalf of the employee. Failure to inform the Company may be cause to consider the absence as unauthorized and without pay.
2. If the employee is out sick beyond five days or knows they will be, they may be eligible for Short-Term Disability benefits.

Short-Term Disability Benefit

In the case of illnesses that exceed five consecutive workdays, qualifying employees will be eligible for short-term disability (STD) benefits. Disability benefits are payable for up to 25 weeks, for each injury or illness after an employee has been out of work for more than five consecutive working days.

Disability time is not based on a calendar year allotment of illness time. The first five consecutive working days of an extended absence (or 40 consecutive work hours whichever comes first) is

considered an “elimination period”. Employees must use available sick time to satisfy the elimination period.

Pay While on Short-Term Disability

1. Following a period of five consecutive sick days (or 40 consecutive work hours whichever comes first), the next twelve (12) weeks of absence under the STD benefit will be paid at 100 percent of base pay. Up to thirteen (13) additional weeks of STD will be paid at 67 percent of base pay.
2. Vacation time cannot be used to supplement the 67 percent of base pay or to extend a short-term absence prior to transitioning to long-term disability (LTD).
3. Maternity benefits are treated like any other illness and will be paid for a period of up to eight weeks for a normal delivery (one week sick time, seven weeks STD at 100 percent base pay and up to 12 weeks for a C-section delivery (one week sick time, eleven weeks STD at 100 percent of base pay .)

Initiating a Short-Term Disability Claim

In the event the employee becomes disabled, the employee must call the third-party administrator, Liberty Mutual, at 1-800-451-5554 to initiate a disability claim as soon as the employee expects to be out for a period of more than five consecutive working days. The employee can also initiate a claim electronically by logging into Liberty's website at www.mylibertyconnection.com and entering "northeast" in the Company Code field.

If the employee is incapacitated, a family member can submit a claim on the employee's behalf. Alternatively, if the Disability and Absence Management Group is made aware of the incapacity, they can also initiate a claim on the employee's behalf.

If the Employee Recovers and Again Becomes Disabled

If an employee becomes disabled, recovers, and is disabled again as the result of the same or a related injury or illness, both disabilities will be treated as one disability for the duration of benefit payments, unless the disabilities from the same or a related cause are separated by six months or longer. In this case, the employee would be eligible for full benefits under STD after the employee satisfies the elimination period of five consecutive sick days.

Disabilities from totally unrelated causes would also be eligible for full benefits under STD after the employee satisfies the elimination period of five consecutive sick days.

Failure to Provide Proper Notice

Failure to provide proper notice of an absence could result in non-payment of benefits under the STD Plan. Once a claim is initiated, the third-party administrator will be the employee's primary contact during the disability. The employee will have a dedicated case manager who will work with the employee and their health care provider to obtain medical documentation to support the absence. Failure to cooperate in the administration of the disability claim could result in the termination of benefits. False claims for payment under this policy will be subject to disciplinary action. The employee will be required to notify the Leave Administration Group and the third-party administrator of any primary Social Security, workers' compensation, or other third party payments including any retroactive payments, and to reimburse the company for payments made. If notification is not made, Eversource reserves the right to reduce all or some portion of future benefit payments until paid in full.

Long Term Disability Benefit

1. To be eligible for LTD benefits, the employee must be unable to perform the material and substantial duties of their own

occupation for the first 24 months they are covered under LTD. After receiving LTD for a period of 24 months, they will continue to be eligible for the benefit if they are unable to perform, with reasonable continuity, the material and substantial duties of any occupation.

2. LTD benefits begin once an employee's benefits under the Short-term disability (STD) plan end, which is generally a 26-week period. LTD benefits, payable at 50 percent of base earnings, are provided at no cost to the employee. If the employee elects to purchase additional LTD benefits with pre-tax contributions, LTD benefits are payable at 67 percent of base earnings. Earnings are based on the employee's rate of pay immediately prior to the date of their disability and do not include bonuses, commissions, overtime pay or extra compensation.
3. If the employee is awarded Social Security benefits, LTD benefits will be offset by 100 percent of the Primary Social Security benefits received. This does not include any change in the Social Security benefit due to a cost of living increase.
4. If an employee is certified as disabled under the plan, the maximum duration of the LTD benefit will be based on their age at the time of the disability. In most cases, LTD benefits continue until age 65.
5. LTD benefits will end if the employee retires and begins receiving pension benefits.
6. The LTD benefit, due to mental illness, will be limited to a period of 24 months while the employee is insured under the LTD policy.

Company agrees that the plan is for new employees and incumbent employees who opt into the plan. Current employees will have a one-time, opt-in or opt-out opportunity during 2017 open enrollment.

Medical and Dental Appointments

This section shall apply to all Employees. Employees will provide reasonable notification time for pending medical and dental appointments when practical. Employees will be encouraged to make medical appointments before 10:00 AM and after 3:00 PM except in unique situations. All employees will be permitted to use sick time in 1 hour increments for routine medical and dental appointments as well as disability.

Section 2. Benefit Program

(1) Health Care Plan

Medical Benefits Summary – Medical coverage includes prescription drug coverage but does not include vision care or dental care which must be selected separately.

Choice of medical options to include the PPO 100, PPO 90, Saver, and the Opt-Out Option. Highlights of plan features are outlined below; refer to complete plan details contained in the Summary Plan Description (Overview and Carrier Supplement) as provided to employees and summarized in ATTACHMENT A.

The PPO 100 option provides in network coverage using fixed dollar copays for all services.

The PPO 90 option provides some in network services using fixed dollar copays with no deductible similar to the PPO 100 option. However, other in network services, such as inpatient and outpatient surgical services and laboratory and imaging services, are subject to a deductible. Once the annual deductible is paid, the plan provides 90 % coinsurance and the participant pays 10% for these services.

Both the PPO 100 and PPO 90 options provide carved out prescription drug services using a three-tier copay structure as described in **ATTACHMENT A.**

The Saver option is an IRS qualified High Deductible Health Plan that charges an annual deductible for all non-preventive services including prescription drugs. Once the deductible has been paid, the plan provides in network coverage at a 90% coinsurance level and all services are subject to annual out of pocket limits beyond which the plan pays 100%. Prescription drugs are not carved out with this option, but are paid using a three-tier copayment structure after the deductible has been met as described in **ATTACHMENT A**.

All medical options provide preventive care services with no deductible, copay or coinsurance in accordance with federal requirements under the Patient Protection and Affordable Care Act (PPACA).

Opt Out: Employees electing to opt out of coverage who are not otherwise covered as a dependent under the Eversource Flexible Benefits Plan will receive cash back as shown in **ATTACHMENT A**.

Patient Protection and Affordable Care Act:

The Parties recognize that certain modifications to the Health Care Plan (the Plan) may be required to comply with the Patient Protection and Affordable Care Act (PPACA). This provision shall supersede any prior and/or existing provisions of this Labor Agreement and any Benefit Agreement, healthcare plan document, or summary plan description which permits the Company to unilaterally modify the Plan to comply with federal law.

- (1) The Parties agree that they shall meet and discuss the required modifications and the statutory basis for such modifications as required by PPACA and shall negotiate in good faith in an effort to reach mutual agreement permitting the required modifications prior to the implementation of any such required modifications. In addition, at the union's or Company's option, the Parties shall negotiate in good faith regarding plan design changes which would serve to offset increases in cost to bargaining unit employees or the

Company resulting from the modifications to the plan which are required by PPACA.

- (2) In the event that the Parties are unable to reach mutual agreement and the Company unilaterally implements changes to the Plan which the union contends,
- a. exceed the requirements of PPACA,
 - b. result in a reduction in current aggregate benefit levels without the mutual consent of the Parties, or
 - c. materially affect the costs to the Company of providing healthcare benefits and consequently increase the amount of contributions beyond levels agreed to in this contract, or other costs borne by bargaining unit members in aggregate who participate in the Plan,

the union retains the right to file a grievance in accordance with the terms of the Labor Agreement and submit the matter directly to final and binding arbitration. If the arbitrator determines that the Company's changes to the plan exceed the requirements of PPACA, result in a material reduction in aggregate current benefit levels, or materially affect the costs to the Company of providing healthcare benefits and consequently increase the amount of contributions beyond levels agreed to in this contract, or other costs borne by bargaining unit members who participate in the Plan in aggregate, the arbitrator shall have the authority to order the Company to rescind the modifications. If the Company declines to rescind the modifications because of its good faith belief that such rescission will jeopardize the Plan's qualified status, the arbitrator shall have the authority to award other appropriate relief, including but not limited to lowering the bargaining unit employees' contributions so as to compensate the bargaining unit employees for the changes.

Prescription Drugs

See **ATTACHMENT A** for details or refer to the Summary Plan Description as provided to employees.

Coverage is based on a 3-tier Co-payment (generic, brand, non-formulary)

- Generic would be dispensed at all times if available.
- Brand or formulary medication would be dispensed at all times if no generic available.
- If employee or doctor requests a drug that is not on the formulary list, employee would pay the non-formulary co-payment.
- If doctor requests a brand and a generic is available, employee pays generic co-payment plus difference in cost between brand and generic.
- To obtain Dispensed as Written (DAW) or non-formulary medication when generic or formulary are available, prescribing doctor would consult with Express Scripts directly to obtain a medical override.
 - ⇒ Override would be for situations where patient was unable to take generic or non-formulary medication for medical reasons.

Formulary vs. Non-formulary:

- A formulary medication is one that, first and foremost, has been found to be safe and medically effective, and then is also cost effective.
- A non-formulary medication is a medication that is safe and medically effective but may not be as cost effective as a formulary medication.
- Non-formulary medications do have formulary alternatives, and by talking with your prescriber you can decide if a switch would be appropriate.
- In comparing formulary vs. non-formulary alternatives, the medications can be either chemical or therapeutic equivalents.
- Chemical equivalents are medications where the active ingredients are identical. Examples of chemical equivalent medications are Zestril and Prinivil – these are two brand name medications that contain the same active ingredient – lisinopril. Another example is Motrin and Ibuprofen, this is a brand and generic medication where

both contain the same active ingredient – ibuprofen, and a pharmacist will generally substitute these automatically.

- Therapeutic equivalents are medications where the active ingredients are similar but not identical, are in the same therapy class, and used for the same indication. Substitutions between therapeutic equivalents are common, but not automatic, and do require a prescriber's authorization. An example of therapeutic equivalents would be Pravachol, Crestor, and Simvastatin. These medications are all in the same therapy class and used for the same indication but may have different copayments according to where the drug falls in the three-tier structure (non-formulary brand, formulary brand, or generic).
- By moving to a three-tier structure as opposed to a closed formulary, members have the option of selecting a formulary medication, or paying a higher copay for a non-formulary medication.
- If a member has tried several alternative formulary medications, the member can ask the physician to provide a statement saying the Brand name medication being requested is medically necessary.
- An override can be provided in the system.
- If the override is approved, the patient would pay the brand copayment.
- If you have any questions regarding the prescription coverage of formulary or non-formulary medications, you should contact the carrier.

Participants receiving LTD benefits will be charged 50% of the health benefit rates charged to active employee participants for the plan option elected.

(2) Dental Plan Options

Three options are offered. Plan 1000 and Plan 1800. See **ATTACHMENT A** for details or refer to the Summary Plan Description as provided to employees. No opt out cash is available for members electing to opt out of dental coverage.

(3) Vision Benefit

Vision care is now a separate election. See **ATTACHMENT A** for details or refer to the Summary Plan Description as provided to employees.

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ATTACHMENT A

Medical Option Comparison Charts

In-Network Coverage – This chart refers to benefit coverage available if you use a provider who participates in the Blue Cross Blue Shield of MA network.

In-Network Highlights	PPO 90	PPO 100	Saver Option
Lifetime Maximum	Unlimited		
Annual Deductible	\$250 per person up to a \$500 family maximum	None	\$1,350 employee only; \$2,700 family ¹
Coinsurance	10%	None	10%
Annual Out-of-Pocket (OOP) Maximum (Includes deductible)	\$1,500 per person up to a \$3,000 family maximum	\$750 per person up to a \$1,500 family maximum	\$2,500 employee only; \$5,000 family
Health Care FSA or HSA	Health Care FSA	Health Care FSA	HSA
Employer HSA Funding	No	No	\$500 employee only; \$1,000 family
Prescription Drug (Retail Copays)	Express Scripts No deductible applies \$6 (generic) \$25 (brand) 50% of cost up to \$1,000	Express Scripts No deductible applies \$6 (generic) \$25 (brand) 50% of cost up to \$1,000	Blue Cross Blue Shield of MA You pay full cost until deductible is met, then copays apply: \$0 (generic) \$25 (brand)

In-Network Highlights	PPO 90	PPO 100	Saver Option
	(non-formulary)	(non-formulary)	\$50 (non-formulary)
Prescription Drug (Mail Order Copays)	Express Scripts No deductible applies \$12 (generic) \$50 (brand) \$97 (non-formulary)	Express Scripts No deductible applies \$12 (generic) \$50 (brand) \$97 (non-formulary)	Blue Cross Blue Shield of MA You pay full cost until deductible is met, then copays apply: \$12 (generic) \$50 (brand) \$97 (non-formulary)
Office Visit (PCP)	\$20 copay No deductible applies	\$15 copay	You pay 10% coinsurance after meeting deductible
Office Visit (Specialist)	\$35 copay No deductible applies	\$30 copay	
Preventive Care²	100% covered No deductible applies	100% covered	100% covered No deductible applies
Inpatient Hospital	10% coinsurance after deductible	\$150 per day (not to exceed \$300 per admission)	You pay 10% coinsurance after deductible is met
Outpatient Surgery		\$150 copay	

In-Network Highlights	PPO 90	PPO 100	Saver Option
Emergency Room	\$100 copay (waived if admitted)	\$100 copay (waived if admitted)	
Urgent Care/Walk-In	\$30 copay	\$30 copay	
Lab and X-Ray	10% coinsurance after deductible	100% covered	
Advanced Radiology (MRI, CAT/PET Scan)	10% coinsurance after deductible	\$150 copay	
Infertility Procedures	Plan pays \$25,000 lifetime maximum per person for in- and out-of-network combined for procedures related to artificial insemination, in-vitro fertilization, GIFT and Zift.		
Hearing Aid Device	Up to \$1,000 lifetime maximum benefit for the hearing aid device.		

¹Company will update deductibles as necessary to assure minimum requirement for health savings account eligibility.

²Preventive care is determined by your physician. Any non-preventive services provided by an in-network provider as part of a preventive care visit will be considered standard service and any annual deductibles, copays and coinsurance will apply.

Out-of-Network Coverage – This chart refers to benefit coverage available if you use a provider who DOES NOT participate in the Blue Cross Blue Shield of MA network. The cost of out-of-network services is based on the carrier’s maximum reimbursable charges (MRC), a defined fee schedule developed by the medical carrier and/or what other doctors in your area charge. You will pay 100 percent of costs above MRC.

Out-of-Network Highlights	PPO 90	PPO 100	Saver Option
Lifetime Maximum	Unlimited		
Annual Deductible	\$1,000 per person up to a \$2,000 family maximum	\$400 per person up to a \$1,200 family maximum	Combined amount for In- and Out-of-Network, see In-Network chart
Coinsurance	30%	30%	30%
Annual Out-of-Pocket (OOP) Maximum (Includes deductible)	\$3,000 per person up to a \$6,000 family maximum	\$3,000 per person up to a \$6,000 family maximum	Combined amount for In- and Out-of-Network, see In-Network chart
Health Care FSA or HSA	Health Care FSA	Health Care FSA	HSA
Employer HSA Funding	No	No	See In-Network Chart

Out-of-Network Highlights	PPO 90	PPO 100	Saver Option
Prescription Drug (Retail Copays)	No Out-of-Network coverage	No Out-of-Network coverage	You pay 30% coinsurance after deductible is met
Prescription Drug (Mail Order Copays)			
Office Visit (PCP)	You pay 30% coinsurance after deductible is met	You pay 30% coinsurance after deductible is met	
Office Visit (Specialist)			
Preventive Care			
Inpatient Hospital			
Outpatient Surgery			
Emergency Room	\$100 copay per visit (waived if admitted)	\$100 copay (waived if admitted)	You pay 10% coinsurance after deductible is met
Urgent Care/Walk-In	\$30 copay	\$30 copay	
Lab and X-Ray (at independent lab or facility)	You pay 30% coinsurance after deductible is met	You pay 30% coinsurance after deductible is met	You pay 30% coinsurance after deductible is met
Advanced Radiology (MRI, CAT/PET Scan) at outpatient facility			
Infertility Procedures	Plan pays \$25,000 lifetime maximum per person for in- and out-of-network combined for procedures related to artificial insemination, in-vitro fertilization, GIFT and Zift.		
Hearing Aid Device	Up to \$1,000 lifetime maximum benefit for the hearing aid device.		

Prescription Drugs

Prescription drug benefits are included with your medical benefits and do not require a separate election. The prescription drug carrier and copays, however, depend upon the medical option in which you enroll. If you enroll in the PPO 100 or PPO 90 medical option, your prescription drug coverage will be administered by Express Scripts and you will have a copay and coinsurance for non-formulary retail pharmacy benefits as indicated below. It will also be mandatory for you to fill your maintenance medications through the Home Delivery pharmacy.

If you enroll in the Saver medical option, your prescription drug coverage will be administered by Blue Cross Blue Shield of MA and you will have to first satisfy a deductible, and then the prescription drug copays, as indicated below, will apply.

Medical Option	Type of Drug	Retail Pharmacy (Up to a 34-day supply)	Mail Order (Up to a 90-day supply)	
PPO 100 and PPO 90 (Express Scripts)	Generic	\$6	\$12	Mail order is mandatory for maintenance medications
	Brand (Formulary)	\$25	\$50	
	Non-Formulary	50% coinsurance (up to an annual \$1,000 maximum per person)	\$97	
Medical Option	Type of Drug	Retail Pharmacy (Up to a 34-day supply)	Mail Order (Up to a 90-day supply)	
Saver Option (Cigna) (copays apply once the deductible is met; no copays for generic medication considered preventive)	Generic	\$0	\$12	Mail order is NOT mandatory for maintenance medications
	Brand (Formulary)	\$25	\$50	
	Non-Formulary	\$50	\$97	

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Your Dental Options

Before you determine which dental option to consider, first determine whom you want to cover. The coverage level for dental does not need to be the same as medical – this means you can choose to cover yourself only for dental and your family for medical. There is a two-year lock on your dental benefit if you decide to waive dental coverage. If you waive dental coverage, you won’t be able to re-enroll in dental coverage for two years unless you experience a qualifying life event or HIPAA special enrollment event.

You have the following dental options:

- ☐ Dental 1000
- ☐ Dental 1800
- ☐ Waive Dental Coverage

Dental Benefit Highlights	Your cost	
	Dental 1000	Dental 1800
Your Annual Deductible	\$50 per person to a family maximum of \$150	\$25 per person
Preventive and Diagnostic Treatment (exams, x-rays, and cleanings)	20% after deductible	No cost; no deductible
Basic Treatment (standard amalgam and composite fillings, dentures, denture repair, simple extractions, and root canals)	20% after deductible	20% after deductible
Oral and Periodontal Surgery (not subject to the annual maximum; benefit may coordinate with medical plan)	20% after deductible	20% after deductible

Dental Benefit Highlights	Your cost	
	Dental 1000	Dental 1800
Prosthodontics & Crowns (bridges and crowns; implants allowed once per 60 months per implant)	50% after deductible	40% after deductible
Orthodontia Lifetime Maximum (for adults and children) (Includes TMJ appliance, which is subject to deductible)	\$750 included in calendar year maximum; not subject to deductible	100% covered up to separate \$1,800 lifetime maximum per person; not subject to deductible
Calendar Year Maximum (Plan pays per person)	\$1,000 per person (includes orthodontia/TMJ appliance max)	\$1,800 per person

Vision Benefit

Your vision benefit carrier is Vision Service Plan (VSP). You have the opportunity to elect vision independent of your medical and/or dental elections, which means you can elect vision coverage for yourself and any qualified dependent regardless of whom you cover under the medical benefit.

Benefit	Description	Copay	Frequency
Well Vision Exam	Focuses on your eyes and overall wellness	\$15	Every calendar year
Prescription Glasses		\$25	See frame and lenses
Frame	<ul style="list-style-type: none"> - \$130 allowance for a wide selection of frames - 20% off amount over your allowance 	Included in Prescription Glasses	Every other calendar year

Benefit	Description	Copay	Frequency
Lenses	<ul style="list-style-type: none"> - Single vision, lined bifocal and lined trifocal lenses - Polycarbonate lenses for dependent children 	Included in Prescription Glasses	Every other calendar year
Lens Options	<ul style="list-style-type: none"> - Standard progressive lenses - Premium progressive lenses - Custom progressive lenses - Average 20-25% off other lens options 	\$55 \$95 - \$105 \$150 - \$175	Every other calendar year
Contacts (instead of glasses)	<ul style="list-style-type: none"> - \$335 allowance for contacts and the contact lens exam (fitting and evaluation) 	\$0	Every other calendar year
Diabetic Eye Care Plus Program	<ul style="list-style-type: none"> - Services related to type 1 and 2 diabetes; ask your VSP doctor for details 	\$5	As needed
Extra Savings and Discounts	Glasses and Sunglasses <ul style="list-style-type: none"> - 20% off additional glasses and sunglasses, including lens options, from any VSP doctor within 12 months of your last Well Vision Exam 		
	Laser Vision Correction <ul style="list-style-type: none"> - Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities 		

Your Coverage with Other Providers (Out-of-Network Benefits)

Visit vsp.com if you plan to see a provider other than a VSP doctor.

Plan copays still apply.

Exam: up to \$45

Frame: up to \$47

Single Vision Lenses: up to \$45

Lined Bifocal Lenses: up to \$65

Lined Trifocal Lenses: up to \$85

Progressive Lenses: up to \$85

Contacts: up to \$105

ATTACHMENT B

New Hampshire Bargaining Employee Medical Caps Effective through 12/31/2023*

PSNH**Medical, Dental, and Vision Contributions****Rates are Caps expressed as Weekly Amounts****Four Tier Pricing**

Medical Plan Option	Coverage Category	2020 Actual	2021*	2022*	2023*
		Weekly 52 Weeks			
PPO 100	Employee Only	\$36.01	\$39.61	\$43.57	\$47.93
	Employee & Child(ren)	\$89.46	\$98.41	\$108.25	\$119.07
	Employee & Spouse	\$109.51	\$120.46	\$132.51	\$145.76
	Employee & Child(ren) & Spouse	\$176.32	\$193.95	\$213.35	\$234.68
PPO 90	Employee Only	\$20.54	\$22.60	\$24.86	\$27.34
	Employee & Child(ren)	\$61.63	\$67.79	\$74.57	\$82.03
	Employee & Spouse	\$77.03	\$84.74	\$93.21	\$102.53
	Employee & Child(ren) & Spouse	\$128.39	\$141.23	\$155.35	\$170.89
Saver Option	Employee Only	\$11.20	\$12.32	\$13.55	\$14.91
	Employee & Child(ren)	\$30.39	\$33.42	\$36.77	\$40.44
	Employee & Spouse	\$37.58	\$41.34	\$45.47	\$50.02
	Employee & Child(ren) & Spouse	\$61.57	\$67.72	\$74.50	\$81.95
Opt-out Medical	All Categories	-\$9.62	-\$9.62	-\$9.62	-\$9.62
Dental Plan Option	Coverage Category		2021	2022	2023
Plan 1000: \$50 Deductible/\$1000 Max	Employee Only	\$2.15	\$2.28	\$2.42	\$2.56
	Employee & Child(ren)	\$3.88	\$4.11	\$4.36	\$4.62
	Employee & Spouse	\$4.52	\$4.79	\$5.08	\$5.39
	Employee & Child(ren) & Spouse	\$6.68	\$7.08	\$7.50	\$7.95
Plan 1800: \$25 Deductible/\$1800 Max	Employee Only	\$4.73	\$5.01	\$5.31	\$5.63
	Employee & Child(ren)	\$8.51	\$9.02	\$9.56	\$10.13
	Employee & Spouse	\$9.93	\$10.52	\$11.15	\$11.82
	Employee & Child(ren) & Spouse	\$14.65	\$15.53	\$16.47	\$17.45
Opt-out Dental	All Categories	\$ -	\$ -	\$ -	\$ -
Vision Plan	Coverage Category		2021	2022	2023
VSP	Employee Only	\$0.39	\$0.41	\$0.43	\$0.45
	Employee & Child(ren)	\$0.70	\$0.74	\$0.77	\$0.81
	Employee & Spouse	\$0.82	\$0.86	\$0.90	\$0.95
	Employee & Child(ren) & Spouse	\$1.21	\$1.27	\$1.33	\$1.40
Opt-out Vision	All Categories	\$ -	\$ -	\$ -	\$ -

*Rate caps applied only in absence of Excise Tax legislation

(4) Life Insurance

Product Name	Proposed Coverage
Company Paid Basic Life	1X Pay (minimum \$50,000)
Company Paid Basic AD&D	1X Pay (minimum \$50,000)
Employee Paid Optional Life	1X – 6X Paid with after-tax contributions Rates are age based Changes allowed anytime subject to EOI
Employee Paid Optional Dependent Life	Choice of 3 options: \$25,000 for Spouse/\$10,000 per child \$50,000 for Spouse/\$15,000 per child \$100,000 for Spouse/\$30,000 per child Changes allowed anytime subject to EOI (spouse & child)
Employee Paid Optional AD&D	Purchase up to \$1.5 million in \$10,000 increments Coverage for dependents is elected at Employee option Spouse – up to \$300,000 in total coverage (not to exceed EE amount) Child – flat coverage of \$5,000 per child
Basic Accidental Death	None
Business Travel & Accident	Work related Accidental Death or Dismemberment coverage 5X salary up to a maximum of \$1.4 million

(4) Pre-tax Expense Reimbursement Accounts for:

- Health care reimbursement: for out-of-pocket medical, dental, and vision care expenses including deductibles and co-payments.
 - Participants in PPO 100, PPO 90 or who have opted out of medical coverage will continue to have access to a Health Care Flexible Spending Account (FSA) with an annual contribution limit of \$2,500 or such other amount as required by regulation or law.
 - Participants in the Saver option will have access to a Health Savings Account (HSA) with annual company contributions as shown in ATTACHMENT A.
- Dependent care reimbursement: for child and other dependent care needed to allow you and your spouse to work.

(5) Carrier administration

Response to Legal/Regulatory requirements

- Each carrier will continue to administer the plan coverages in accordance with their respective internal administrative and medical standards and protocols. Coverage design and rules will be governed in all cases by the Eversource Flexible Benefits Plan (or successor plan) Summary Plan Description.
- Mandated plan design coverage imposed by the carriers or by law or regulation that are different from the Eversource standard design will continue to be the coverage in effect and will override the Eversource design.
- The Company may change carriers but will discuss any such change with the Union in advance of its effective date.
- The Company reserves the right to make changes to its benefits plan design in response to legal or regulatory changes, including changes resulting from the Patient Protection and Affordable Care Act or any successor legislation which impacts regulation of employer-provided self-funded coverage

Section 3. Pension Plan

The pension plan is available to all represented employees who were hired prior to 12/31/06 and who have not selected the K-Vantage program.

The Company agrees to continue in force the "Pension Plan of Public Service Company of New Hampshire d/b/a Eversource Energy" in the form adopted as of January 1, 1976, as subsequently amended from time to time through December 31, 1993. On January 1, 1994, the pension rights of all represented employees in active service will be transferred to the "Eversource Pension Plan" in force on that date. The Company certifies that it is an "associate company" as defined in the Northeast Utilities Plan and that so long as it continues to be an associate company it will maintain its membership in the Eversource Pension Plan. The Company and the Union acknowledge the existence of differences between the two plans, which differences have been explained to the Union, and they agree that the accrued benefit of represented member under the current Company Plan will not be reduced as the result of the transfer of pension rights to the Eversource Pension Plan. The Company agrees that the accrued benefit of every represented member under the current Company Plan will be calculated as of January 1, 1994 and placed in the members' file. When the represented member actually retires, the calculated benefit will be compared to the benefit calculated under the Eversource Pension Plan, and the higher benefit will be used as the represented members' benefit amount. The Company further agrees that it will not consent to any amendment or alteration of the Eversource Pension Plan which will impair its benefits without discussion with the Union.

K-Vantage benefits include a schedule of 401k company contributions, \$1000 annual Med-Vantage contributions after age 40, and no free retiree life insurance. All employees may participate in financial planning seminars and receive an individualized financial planning voucher valued at \$300 for the MetLife ProAdvice Signature financial plan.

Refer to the Summary Plan Descriptions (SPD) of the Eversource Pension Plan and Eversource 401k Plans, as provided to employees, for specific benefits and features of these respective plans.

Benefit Calculations

Annually, upon request, employees will be provided with a complete statement of their pensionable earnings through the preceding quarter.

85 Rule for Early Retirement

Employees who are at least age 55 and whose age plus service equal or exceed 85 years shall have no reduction in retirement benefits as illustrated below.

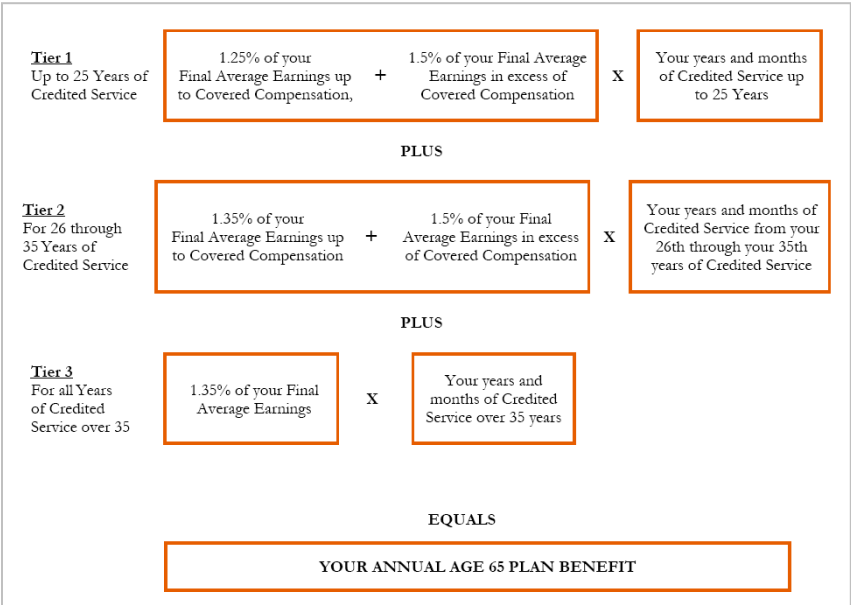
Age at Pension Starting Date	Factors for Retirees	
	(A)	(B)
	Retirees who do not qualify for Rule of 85	Retirees who qualify for the Rule of 85
65	1.00	1.00
64	.98	1.00
63	.96	1.00
62	.94	1.00
61	.92	1.00
60	.90	1.00
59	.87	1.00
58	.84	1.00
57	.81	1.00
56	.78	1.00
55	.75	1.00

Pension Plan Tables

A full description of benefits under the Eversource Pension Plan is provided in the Summary Plan Description as provided to employees.

Eversource Pension Plan Formula

Eversource Pension Plan benefits are determined by a three-tiered actuarial formula that takes into account Final Average Earnings, Credited Service and Covered Compensation. This formula applies for Retirement Dates (or for Vested Terminated Participants, for terminations of employment) on or after January 1, 2004. The annual benefit under the Plan is converted to a monthly amount payable beginning upon age 65.



K-VANTAGE

Union employees newly hired after December 31, 2006 will receive K-Vantage contributions from the Company in lieu of their participation in the Eversource Pension Plan. K-Vantage contributions are:

- Calculated based on the eligible employee’s age and service as of January 1 each year, as outlined below:

Age plus Service	% of Covered Pay
Less than 40	2.5
40 or more but less than 60	4.5
60 or more	6.5

Covered pay includes base pay or straight-time earnings plus on-call pay, shift premiums, Sunday premiums, lump sum payments under your compensation program and overtime pay calculated at straight-

time rates. Federal law limits the amount of annual compensation that can be considered.

Service includes all your years and months of continued employment with Eversource NH and/or any participating company. Special rules apply for calculating service when there are breaks in employment.

- Deposited biweekly into employees' Eversource 401k accounts. Employees elect how the contributions are invested from among the investment options in the Plan.
- 100% vested after three years of participation in the Plan.
- Not eligible for withdrawal during employment with a participating company.
- Not eligible for loans.

Special rules apply to Union employees who are rehired by Eversource or any participating company after December 31, 2006. All Union employees who were hired prior to January 1, 2007 will have a choice in 2006 to remain as an active participant in the Eversource Pension Plan without the K-Vantage feature of the 401k Plan or freeze their participation in the Eversource Pension Plan and become an active participant in the K-Vantage feature effective with the first paycheck in 2007. Additionally, if an employee is hired after ratification, June 1, 2006, but prior to January 1, 2007, they will be required to make a choice between the Eversource Pension Plan and the K-Vantage Plan. There will be no default plan chosen by the Company.

Retiree Medical Savings Account (Med-Vantage)

The Med-Vantage Plan is a retiree medical savings account (RMSA) available to participants in the K-Vantage Plan who are age 40 or older.

Starting at age 40, full-time employees in the new program will be credited each year with a contribution of \$1,000 to a notional account. The contributions vest after you have completed five years of service.

The account grows with interest and both the contributions and the interest are tax-free. The annual interest rate is based on the five U. S.

Treasury constant maturity average yield during the month of November preceding the calendar year.

If your account is vested when you leave the company, you can use it to reimburse yourself for health care expenses you and your eligible family members incur in retirement, including premiums you pay for health care coverage.

If you die, your spouse may use the account to pay for health care expenses.

Section 4. Eversource 401k Plan

The Company agrees to provide employees with benefits under the Eversource 401k Plan (the “plan”) that contain an employee loan provision subject to IRS guidelines, employee Pre-tax and Roth 401k contribution features, and an employer matching contribution provision that is subject to an initial six (6) month eligibility period upon being hired.

The employer matching contribution consists of a dollar for dollar matching contribution of an employee’s hourly base salary up to the first 3% of an employee’s Pre-tax and/or Roth 401k contributions subject to the annual IRS dollar limits. Employees are always 100% Vested in their employee and employer matching contributions. Employer matching contributions are allocated to the employee’s 401k account each pay period and 100% of the employer matching contribution is invested into the Eversource Common Shares Fund and is eligible for immediate diversification if so desired.

Further details regarding the Plan and many of its features are contained in the Eversource 401k Plan Summary Plan Description (SPD) as provided to employees.

Loan Program:

Eligibility

Eversource 401k Plan account loans are available to all Plan participants for any reason and two (2) types of loans are available. A general-purpose loan and a primary residence loan. Employees may take up to 2 outstanding loans at any time subject to IRS guidelines. For example, two general purpose loans or one general purpose and one primary residence loan. General purpose loans can be taken for terms between six months and up to five (5) years, and a primary residence loan can be taken for terms between one and thirty (3) years.

Processing

Employees can initiate a loan through Fidelity NetBenefits® at www.401k.com or by calling the Eversource 401k Service Center at 1-800-261-4015. Required loan documentation such as the truth-in-lending disclosure statement and promissory note information will be provided upon loan initiation. Loan requests are processed on the day the Employee initiates the loan if it is confirmed by 4 p.m. Eastern Time on a business day, on which the New York Stock Exchange (NYSE) is open. Loan requests made after 4 p.m. (or on holidays or weekends) will be processed on the next business day.

Amount

The minimum loan amount an Employee can take is \$1,000. The maximum loan is the lesser of \$50,000 or 50 percent of the balance (excluding K-Vantage) in the account. This amount is further limited in the event that an Employee has had an outstanding Plan loan at any time within the last 12 months, in which case the maximum available for both loans will be the lesser of:

1. \$50,000 minus the difference between the highest outstanding loan balance in the last 12 months and the current amount outstanding, or
2. 50 percent of the balance – excluding K-Vantage

The resulting figure is the Employee's maximum loan amount.

Source of Loan Funds

The monies for a loan will be withdrawn from the various eligible sources within an Employee's Plan account. Participants can obtain additional information on how much monies are available by contacting the Eversource 401k Service Center at 1-800-261-4015.

In addition, an Employee cannot borrow money from investments in the K-Vantage account or from the BrokerageLink® account, although these amounts will be used to determine the maximum loan amount available. To use any amount invested through the BrokerageLink® account to fund a loan, the Participant must first exchange their BrokerageLink® investments into one of the other Plan investments prior to borrowing the money.

Interest Rate

The interest rate to be charged on loans will be a fixed rate of interest for the term of the loan. The applicable rate is determined by the Plan Administrator, considered a commercially reasonable rate, and will be reviewed periodically. Rates are determined each full calendar quarter with reference to the Prime Rate (as published by Reuters) plus one percent as of the last business day of the prior calendar quarter.

Security

Because a Plan loan is secured by the Employee's Vested account balance, an Employee may not withdraw amounts that are currently securing an outstanding Plan loan.

Repayments

The Participant's principal and interest payments are added back into the Participant's 401k account. The outstanding principal balance of a loan will not earn investment income other than the interest paid by the Employee.

Loans are repaid through payroll deductions on an after-tax basis. Employees who stop receiving a paycheck because of an unpaid leave of absence must continue making loan repayments. Payment

arrangements should be made by calling the Eversource 401(k) Service Center at 1-800-261-4015.

Prepayments

Outstanding loan balances can be prepaid in full at any time. Partial loan prepayments are not allowed. Prepaying a loan in full should be arranged by calling the Eversource 401(k) Service Center at 1-800-261-4015.

Default

Loan repayments must be made in accordance with the agreed repayment schedule. If a Participant is unable to make payments when due, a grace period will be allowed. However, a loan will be considered in default if no payments are received within 90 days or if there is an outstanding balance after the scheduled termination date of the loan. In cases involving a qualified leave of absence, a grace period of up to one year may be granted. After this period has elapsed, the loan is deemed to be refinanced and repayments must begin over the original loan term or the loan will be considered a taxable distribution to the Participant.

If an Employee misses three months of repayments, the employee is contacted, and arrangements are made to resume repayments. If repayments do not restart, the loan will be considered a taxable distribution to the Participant.

Loan Repayment During Military Leave of Absence

The Plan will suspend loan payments during the period of an Employee's qualified military leave under USERRA. On return to employment, the Employee must resume loan payments with the payment frequency and amount being at least equal to the prepayment schedule. The rehired veteran must repay the full loan (including interest accrued during the military leave) by the date that is the end of the maximum term for the original loan, and then extended by the military service period.

Retirement, Termination of Employment, or Death

If an Employee terminates employment with an outstanding loan balance, arrangements will be made with the terminated Employee through the Eversource 401k Service Center to repay the loan outside of the company's payroll department. If the former employee continues to maintain a balance in the Plan after termination, the employee has the option to repay the loan in full or continue to make scheduled payments. If the employee elects to continue making payments, the outstanding loan will be re-amortized to a monthly payment basis and paid electronically from their checking or savings account into their 401k plan account. If the employee decides not to repay the outstanding loan, then the loan will be default and become a taxable event reportable to the IRS.

If the Participant dies before paying off the loan, the outstanding balance is treated as a distribution from the Plan on the date of death. The loan cannot be transferred to or assumed by anyone else.

Automatic Enrollment

Union employees hired after December 31, 2006 who have not enrolled in the Plan or who have not elected a zero-contribution rate within 60 days from their date of hire will automatically be enrolled in the Eversource 401k Plan at a contribution rate of 3% of pretax eligible earnings. Those contributions will automatically default into the applicable Fidelity Freedom k class fund. Employees can elect at any time to change or cease contributions, change how future contributions are invested, and perform fund exchanges.

Roth 401(K) Feature

Effective as soon as practical after June 1, 2006, but no later than January 1, 2007, Union employees can choose to make contributions on an after-tax basis that will be subject to the special rules that apply to Roth 401(k) contributions. Generally, the earnings on these

amounts will not be taxed if received after the employee turns age 59-1/2 and after five years have passed since the first Roth 401(k) contribution to the Plan. Roth 401(k) contributions are subject to the same IRS dollar limits as pre-tax contributions. Employees elect how Roth 401(k) contributions are invested from among the investment options available in the 401k Plan.

Section 5. Group Insurance

Make available the following:

- Group auto
- Group homeowners
- Company distributes promotional materials provided by the carrier to employees
- Employees contact carrier and establish policy
- Premiums deducted from paychecks
- All claims handled directly by carrier
- Group discounts provided to employees

Section 6. Educational Reimbursement Program

NORTHEAST UTILITIES SYSTEM PERSONNEL POLICY AND PROCEDURES

EMPLOYEE EDUCATIONAL REIMBURSEMENT PROGRAM

I. POLICY

For interested employees, the Company may financially reimburse the furthering of education in recognition of the mutual benefits derived from personal growth and increased professional and technical work competence.

II. GENERAL PROVISIONS AND PROCEDURES

A. General Provisions

1. This policy applies to Company employees classified as regular, full-time and part-time excluding NAESCO.
2. Employees working less than forty hours a week will receive reimbursement comparable to the same percentage as the employee's normally scheduled worked hours (e.g., an employee who is normally scheduled to work 20 hours/week will be reimbursed 50% of the allowable reimbursement costs).
3. Financial reimbursement will be made under the provisions of the Employee Educational Reimbursement Program (EERP). Charges covered by EERP are tuition, registration fees, lab fees, and required graduation fees for degree programs. Employees receiving other assistance, such as Veteran's benefits, must deduct the amount of that assistance from the total of the applicable costs. The

Company will reimburse 75% of the net applicable costs. Where courses taken are graded, the employee must receive a grade of no less than a C- to be reimbursed.

4. Although completion of a course of study provides an improved educational background, the accomplishment does not obligate the Company to reward such completion through promotion, transfer, reassignment, wage or salary increase, etc.
5. The Employee Educational Reimbursement Program is subject to revision or cancellation, as determined by the Company.

Eligibility Under the EERP

6. To qualify under the program, each course must be shown to maintain or improve skills required in doing work in the present position or be part of an approved degree program that provides development for a future position available within the employee's business unit. All courses in an Associate's, Bachelor's, or Master's degree program may qualify for reimbursement if the program is approved as related to employment and of direct benefit to the Company, provided the Degree/Course Approval Form (Form OPD4578) is on file in the HR Learning and Development Department **prior** to the start of the program.
7. Courses must be taken outside of the employee's normal working hours and may not interfere with the performance of regular work.
8. The following are included under EERP.
 - Seminars and workshops,

- Courses that do not receive college credit,
 - Adult education courses; and
 - Refresher courses for the Engineering in Training Exam and the Professional Engineer Exam, costs of tuition and registration.
9. The following are excluded from the EERP program:
- Cost of books, transportation, living expenses, drawing instruments, calculators, electronic equipment, recording devices, or other course material;
 - Late fees and interest for delayed payment plans;
 - Institutions or programs of study not approved by the Company;
 - Law degree programs, unless an individual course in law relating to an employee's present position is recommended by the employee's supervisor;
 - Courses available within the NU system (e.g., computer courses presented by the Information Group, etc.)
10. Reimbursements will not be made under the following conditions:
- If an employee fails to complete the course within the required time.
 - If the employee fails to complete the course with a grade of C- or better.

- If the employee leaves the Company before the completion of the course.

Approved Institutions

11. Courses must be taken through accredited colleges, universities, technical schools, the National Home Study Council, American Home Study Institute, or state/local Board of Education.

Program Administration

12. Overall administration of this program is the responsibility of HR Learning and Development. However, to expedite the processing of forms and to provide needed guidance and assistance, the employee should contact the appropriate business unit HR Coordinator.

Applicable Taxes

13. IRS guidelines indicate that reimbursements for courses are to be considered reportable income and are subject to applicable taxes.

B. Procedures

Application for Educational Reimbursement

1. Employees interested in participating in the EERP should first discuss their intentions with the appropriate supervisor, complete the Degree/Course Approval Form (Form OPD4578) available from HR Learning and Development, and obtain the supervisor's initials on Form OPD4578 confirming management approval.

2. Forward the Degree/Course Approval Form (Form OPD4578) to the appropriate business unit HR Coordinator no less than two weeks prior to the start of the course. A copy of the completed form will be returned to the employee by the HR Coordinator with the decision to approve or not approve the request for reimbursement.

Change of Status

3. Applicants should notify the appropriate business unit HR Coordinator if a change of status regarding the request for educational reimbursement occurs. Failure to report status changes will result in the employee's current reimbursement records not being kept up-to-date and may jeopardize any future educational reimbursements.
4. To replace a previously approved course, applicants should submit a new Form OPD4578 to HR Learning and Development indicating the course being replaced in the space provided.
5. If the employee is withdrawing from a course, written notification of the withdrawal, changes in the reimbursement amount requested, and any other changes that would affect the application process must be forwarded to HR Learning and Development.

Request for Educational Reimbursement

6. Employees must submit a Request for Educational Reimbursement (Form OPD1442), together with copies of the course grade report and receipts for tuition and other eligible fees to HR Learning and Development for processing.

Section 7 (a) Automobile Drivers' Licenses

Employees who are required to obtain a CDL license or any special endorsements on their license in order to perform their job duties shall have the full cost of such license or endorsement reimbursed to them by the Company. If an employee only needs an "Operator's" license to perform their job duties, the employee will not be reimbursed for the cost of that license with the exception of Field Meter personnel including Meter Readers.

Section 7 (b) Special Licenses

The Company will reimburse employees the full cost of Electrical, Plumbing or Gas Fitter renewal fees if required in the performance of their job.

Section 8. Payroll Deductions for Credit Union

The Company agrees to make payroll deductions for payments to a duly established Credit Union upon written authorization by regular employees duly witnessed and to forward the amounts so deducted to the Credit Union in accordance with such authorization.

Section 9. Time Off to Vote

If an employee's working hours interfere with the ability to vote an Australian Ballot during a town, state, or national election, the employee will be given time off to vote with pay.

Section 10. Coffee Breaks

Coffee breaks will be taken on Company property or at the work location. Employees may stop on route to pick up coffee etc. to be consumed at the work location. The morning break will not exceed 15 minutes. A short informal break for coffee at the work location can be taken in the afternoon so as to not unduly interfere with the progress of the job.

ARTICLE XVII SAFETY

Section 1. Regulations for Safety

The Company will continue to make reasonable regulations for the safety and health of its employees during their hours of employment. Representatives of the Company and the Union shall meet from time to time at the request of either party to discuss such regulations and other matters pertaining to safety. A copy of any proposed change in such regulations shall be submitted to the Business Manager prior to the effective date of such proposed change.

Section 2. Accident Investigation Reports

Whenever an employee represented by the Union is involved in a “Lost Time” accident, the Company will notify the Union within seven (7) days.

Whenever an Investigation Report is made as to an accident in which an employee represented by the Union is involved, the employee and the Assistant Business Manager will receive a copy of the Investigation Report upon request.

Section 3. Inspection of Tools and Equipment

Tools and equipment shall be periodically inspected by representatives of the Company and the Union.

Section 4. Assistance When on a Trouble Call

An employee sent out on a trouble call may, at their discretion, request assistance if the trouble cannot be repaired safely and adequately by a single person. If an automotive mechanic is dispatched to work out of town under adverse conditions and/or to perform duties requiring strenuous or hazardous physical labor, the employee may, in their discretion, request assistance if the work assignment cannot be done safely by one person.

ARTICLE XVIII SUSPENSIONS AND DISCHARGES

Upon written request of the Union, made within seven (7) days from the date upon which a regular employee has been suspended or discharged, the Company shall grant a hearing to the employee involved. Upon receipt in writing of the foregoing request, the Company will inform the Union of the reason for suspension or discharge. The hearing will be conducted by the Department Head or a superior of the Company, and if as a result of the hearing the employee is exonerated, the employee will be reinstated without prejudice and compensated for loss in wages. The hearing shall be conducted in accordance with the method of adjusting grievances as provided in Article XIX herein.

"On-trial" employees are not entitled to a hearing under this Article or recourse to grievance or arbitration under Article XIX in the event of discipline, suspension or discharge.

ARTICLE XIX ADJUSTMENT OF DISPUTES AND GRIEVANCES

Any dispute or grievance arising during the term of this Agreement shall be settled in the following manner:

- First - By agreement between a representative of the Company and a representative of the Union. The representatives shall be designated in writing by the Company and the Union from time to time. Grievances submitted in writing will be signed by the submitting Union representative and by the receiving Company representative to acknowledge receipt at the time of submission.
- Second - Any dispute or grievance not settled as aforesaid shall be settled by agreement between the President of the Company and the Business Manager of the Local Union or Representatives designated by them. An International Representative of the IBEW may be present at this stage of the grievance procedure to assist the Local Union.

It is understood and agreed that to be considered under this Article a grievance must be filed promptly after the occurrence thereof, provided further that there shall be no obligation to consider any grievance based upon facts which occurred more than ninety (90) calendar days prior to the filing of said grievance under part "First" of this Article.

Unless mutually arranged otherwise, meetings on grievances will be scheduled promptly by the Company and held within twenty (20) calendar days of the Union's request for the meeting. The Company will provide the Union with its written response at each step of the grievance procedure no later than twenty (20) calendar days after the meeting.

If the Company and the Union are unable to settle a dispute or grievance which is subject to arbitration under the following paragraph, it may be submitted to arbitration before an arbitrator appointed pursuant to the rules of the American Arbitration Association, provided that the Company shall have no obligation to arbitrate any dispute or grievance not submitted in writing to arbitration within ninety (90) calendar days of the Company's final written response in paragraph Second above. The party submitting a grievance to arbitration will furnish a copy of the grievance and the submission to the American Arbitration Association to the other party at the time of submission. The decision of the arbitrator shall be final and conclusively binding upon the parties. The Administrative expenses of the arbitration shall be shared equally by the Company and the Union. Each party will pay for their own witness expenses.

It is agreed that there shall be no obligation to arbitrate a renewal of this Agreement or a change in, or supplement to, this Agreement or to arbitrate any matter not covered by this Agreement or some provision thereof. No arbitration decision shall be binding beyond the life of this Agreement.

ARTICLE XX NO STRIKES OR LOCK-OUTS

The Union agrees that it will not authorize a strike or work stoppage, and the Company agrees that it will not engage in a lock-out because of disputes over matters relating to this Agreement. The Union further agrees that it will take every reasonable means which are within its powers to induce employees engaged in a strike or work stoppage in violation of this Agreement to return to work. There shall be no responsibility on the part of the Union, its officers, representatives or affiliates, for any strike or other interruption of work, unless specifically provided in this Article. The Company and the Union, its officers, representatives and affiliates shall be responsible only for breach of their respective agreements above set forth.

ARTICLE XXI CONSOLIDATION OR MERGER OF COMPANY

This Agreement shall be binding on any and all successors and assigns of the employer or any other entity acquirer, whether by sale, transfer, merger, acquisition, consolidation or otherwise. The employer shall make it a condition of transfer that any such successor or assigns or any other entity acquirer shall be bound by the terms of this Agreement.

ARTICLE XXII MANAGEMENT

The Union agrees, for itself and the employees, not to hinder or interfere with the management and operation of the Company in its several departments, including the assignment of work, the direction of the work forces, the right to hire, suspend or discharge for proper cause, and to furlough employees because of lack of work or for other good and sufficient cause, but, in the exercise of these responsibilities in management, the Company agrees that it will not discriminate against any member of the Union and will act in accordance with the provisions of this Agreement. This Article is intended to set forth certain rights and principles without intending to alter or amend existing rights and prerogatives of the Company or the Union.

ARTICLE XXIII SUPERVISORS WORKING

Full time supervisors above the rank of Working Foreman will not customarily perform the same work which is performed by the employees whom they supervise; provided, however, that supervisors may perform such work for the purpose of instruction and training; when qualified employees subject to this Agreement are not immediately available at the respective locations covered by this Agreement; and in case of emergency.

ARTICLE XXIV CONTRACTING OUT WORK

The Company shall not use outside contractors to perform work regularly done by its regular employees if so doing would result in any regular employee being discharged, laid off, or transferred to another job. When bargaining unit employees are available and not otherwise assigned, the Company agrees that it will use its best efforts to first offer qualified unit employees overtime opportunities before having contractor crews perform overtime work within a unit, it being understood that this provision will not preclude contractor crews from performing overtime work to finish any jobs in progress and in cases of emergency when Company employees are not immediately available. The Company agrees to provide staffing information on a quarterly basis when requested by the Union.

ARTICLE XXV PROCEDURE FOR NEGOTIATING CHANGES IN AGREEMENT

If either party desires to make changes in this Agreement, the substance of the proposed changes shall be submitted to the other party prior to March 31, 2023 or prior to any March 31 thereafter, each party hereto reserving the right to bring up additional proposals during the course of negotiations. The parties shall meet promptly thereafter and endeavor to agree upon the proposed changes. If all proposed changes are not disposed of in a mutually satisfactory manner, (1) the proposed changes remaining in dispute may, by mutual agreement, be submitted to arbitration or, (2) either party shall have the right to terminate the Agreement. If all proposed changes are disposed of in a

mutually satisfactory manner, the changes mutually agreed upon shall take effect on the May 31st following unless the parties agree upon a different effective date.

ARTICLE XXVI EFFECTIVE DATE AND TERM OF AGREEMENT

This Agreement when signed by the Company and Local Union 1837 or their authorized representative and approved by the International Office of the Union will take effect June 1, 2020 and shall remain in effect until May 31, 2023 and from year to year, thereafter; providing, however, that this Agreement shall terminate on May 31, 2023 or any May 31 thereafter if (1) either party prior to sixty days before May 31, 2023 or any May 31 thereafter serves notice of termination, or (2) the Agreement is terminated in accordance with Article XXV.

For the
PUBLIC SERVICE COMPANY
OF NEW HAMPSHIRE
d/b/a EVERSOURCE ENERGY

For the
EMPLOYEES OF THE
PUBLIC SERVICE COMPANY
OF NEW HAMPSHIRE
d/b/a EVERSOURCE ENERGY in
each of the bargaining units
covered by this agreement and
LOCAL 1837 INTERNATIONAL
BROTHERHOOD OF
ELECTRICAL WORKERS

By: Joseph A. Purington
Joseph Purington 5/12/2021
President, Eversource NH
Operations

By: Tony Sapienza
Tony Sapienza 5/10/21
Business Manager
IBEW, Local 1837

By: Christopher L. Hall
Christopher L. Hall 5/12/21
Vice President – Employee & Labor Relations

APPROVED:

International President of
International Brotherhood of Electrical Workers

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

5/27/2021

Lonnie R. Stephenson, Int'l President
This approval does not make the
International a party to this agreement

TABLE A

Per Diem Schedule for travel (mileage from normal reporting work location to assigned location).

<u>Plan</u>	<u>Distance One Way</u>	<u>Rate Before Adj*</u>
A	< 5 miles	\$ 0.00
B	6 to 25 miles	\$ 28.50
C	26 to 40 miles	\$ 61.50
D	41 to 60 miles	\$ 93.50
E	61 to 90 miles	\$119.50

* NOTE: These rates will be increased for taxes.

MEAL POLICY

I. Purpose

To set forth the terms and conditions under which the Company shall provide, or otherwise compensate employees for meals. Employees who are entitled to a minor or major meal shall receive compensation through the payroll system up to the limits defined in the policy. Effective June 1, 2006, the Company will no longer allow for employees to sign for meals except during storm emergencies.

II. Normal Definitions

Minor Meal:

For a day worker, this meal would be breakfast and/or lunch. For a shift worker, this meal would be the meal immediately preceding the shift and/or the mid-shift meal. This meal shall be subject to a \$10.00 maximum payment/reimbursement limitation.

Major Meal:

For a day worker, this meal would be the evening or “dinner” meal. For a shift worker, this meal would be the meal due after completion of a shift and when eligible as herein defined.

When Troubleshooter employees are working outside their normal schedule, they will be allowed a meal every 5 hours with a maximum of 4 meals in a 24 hour period. The first major meal is one (1) hour past their regular shift.

This meal shall be subject to a \$25.00 maximum payment/reimbursement limitation.

III. Meal Periods

If an employee works continuously until their normal or scheduled reporting time as a result of a call-in received no later than 30 minutes prior to their scheduled shift, the employee shall be entitled to a minor meal. Furthermore, if a call-in is such that an employee who normally carries lunch was unable to reasonably prepare a mid-shift meal, the employee shall be entitled to a minor meal if they are still at work during the mid-shift meal period.

An employee who is called in outside their normal working schedule shall be entitled to a major or minor meal based upon their normal schedule if the callout includes work during the following time periods:

6:00 a.m. - 7:30 a.m.
12:00 noon - 1:00 p.m.
5:00 p.m. - 6:30 p.m.

An employee shall be entitled to a mid-shift meal under the conditions specified by paragraph 1 or when assigned away from home overnight. This mid-shift meal shall normally occur four to five hours following the normal or scheduled reporting time unless management grants prior approval of an alternate period.

An employee shall be entitled to reimbursement for a minor meal at mid-shift only if the period during which the employee is expected to eat the meal is unpaid and the employee is required to work outside of their regularly assigned area. This mid-shift meal shall normally occur four to five hours following the normal or scheduled reporting time unless management grants prior approval of an alternate period.

An employee shall be entitled to a major meal if they work more than two hours following the normal or scheduled end of the shift unless management has granted prior approval of another time. An employee working consecutive hours beyond those just described, shall be entitled to a meal after each five (5) hour interval.

Except for the limitations imposed by Section II, this section shall not preclude payment for meals when employees are assigned such that they are away from home overnight.

NOTE: Reference in this section to shift and mid-shift are not intended to distinguish between shift workers and day workers. Such reference is made only for the purpose of universally identifying time within a scheduled work period.

Reimbursement as provided for by this section shall require the presentation of a receipt or evidence of payment acceptable to management.

IV. Payment in Lieu of a Meal

The Company recognizes that certain limited situations arise where efficiencies are realized by a payment in lieu of reimbursement. Such a payment shall be allowed where the job is not expected to last more than (2) hours beyond when a meal would otherwise be due. When a payment is made in lieu of a meal it shall be subject to the appropriate limitations established by Section II. Payments in lieu of a meal shall be subject to IRS reporting and withholding requirements. Payment in lieu of a meal will be made through the payroll system.

V. Storm Exclusion

This meal policy is not intended to change the Company's current practice with regard to meals during storm emergencies.

Memorandum of Understanding
Public Service of New Hampshire and IBEW Local 1837
For
Apprentice Lineworker Training Program

The purpose of this document is to outline the scope and parameters of the Apprentice Lineworker Training Program (ALTP), as agreed to between Public Service Company of New Hampshire d/b/a Eversource Energy (the Company) and IBEW Local 1837 (the Union), collectively referred to herein as the "Parties."

The ALTP is being developed to provide effective and consistent training for Lineworkers. Employees in the program will be working and training on various line projects in various locations throughout the state. ALTP participants will be part of a cohort of individuals who remain together during an 18 month training period. After 18 months, employees will report to the specific AWC for which they have been hired, as an 18 month progressed Lineworker with no reduction in pay, for additional training and work experience. The Company may, at its sole discretion, stop or eliminate the ALTP and place the affected employees into the positions and locations they were hired for at their then current wage rate and progression as an apprentice.

In accordance with the collective bargaining agreement between the Parties dated June 1, 2013 (the "Agreement"), and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, both Parties agree as follows:

1. Incumbent employees who currently are employed by the Company and are awarded Lineworker positions in one of the Northern Area Work Centers (AWCs) including Chocorua, Lancaster, Berlin, Colebrook and their existing or future satellites, will have the option of participating in the ALTP or receive training

using the past practice method of on the job training. Future new hires from outside the Company in these Northern AWCs will not be given such a training option. The training method for these employees shall be determined by the Company.

2. The ALTP will be 18 months in duration during which time employees will work an 8 hour schedule from 7:00 AM through 3:00 PM, Monday through Friday. Employees may, upon mutual agreement with management, work a 4/10 schedule. The specific hours of a 4/10 schedule may vary upon mutual agreement and may occur at any time or frequency throughout the year.
3. Job postings for ALTP positions will include the ultimate work location (AWC) following the 18 month training period.
4. During the 18 month training period employees will use Legends Drive, Hooksett, New Hampshire as a base reporting location. They may also, as deemed necessary by the Company, report to specific job sites from the Tilton AWC territory south to the New Hampshire/Massachusetts border and, from the Keene AWC territory easterly to the Portsmouth AWC territory. Such reporting will take place at 7:00 AM unless a reporting time change is mutually agreed upon.
5. Employees in the ALTP will not be compensated for any travel or lodging during the 18 month period related to participation in the program.
6. Employees in the ALTP will be paid at the hourly rate for a Lineworker II upon entering the program. They will remain at that rate of pay until they become eligible for a pay step increase to the then current rate for a Lineworker I Learner progression. During this period, employees will receive normal annual pay increases as prescribed in the Agreement.

7. While employees are participating in the ALTP, they will not normally be eligible for overtime during the regular work week that would interfere with their normal training schedule.
8. Incumbent employees who are currently employed by the Company, who are awarded a Lineworker position in one of the Northern Area Work Centers, who elect to be trained on the job, will be paid using the traditional time in grade progression.
9. The Parties will make every effort to resolve issues that may arise under this Agreement through discussion and continued collaboration.

For the
Company  Date 3/25/16

For the
Union  Date 3/28/2016

**Memorandum of Understanding
Public Service of New Hampshire and IBEW Local 1837
for**

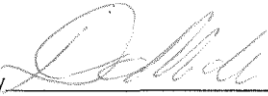
Combined Stockhandlers at Legends Drive and Hooksett AWC

The purpose of this document is to outline the scope and parameters of the combined stock handling employees from Legends Drive and Hooksett AWC, as agreed to between Public Service Company of New Hampshire d/b/a Eversource Energy {the Company} and ISEW Local 1837 {the Union}, collectively referred to herein as the "Parties." In accordance with collective bargaining agreement between the Parties dated June 1, 2013 (the "Agreement"), and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, both Parties agree as follows:

- 1) The Hooksett Stockhandler shall be transferred into the Legends Drive T&D Stock Department.
- 2) The incumbent represented employees at Legends Drive and the transferred Hooksett AWC employee shall perform stock work for both T&D and the AWC line department.
- 3) The work hours for these affected employees will be a straight 8 hour shift. The hours to be determined by management but the choice shall be determined by seniority. The Hooksett employee shall be allowed to continue to start at 6:30AM until the current Agreement expires. No other represented employees with at Legends Drive shall have a change in their work schedule.
- 4) The Company maintains the right to change the work hours of the affected represented stockhandlers if the Operations Department hours change.
- 5) Seniority shall be dovetailed.
- 6) Overtime shall be divided among all the incumbent Legends Drive stockhandlers and the Hooksett AWC stockhandler.

- 7) The Clerical Utility Worker from the Hooksett AWC will be included in a storm coverage rotation if management deems appropriate.

For the
Company



Date 3/4/16

For the
Union



Date 3/6/16

MEMORANDUM OF UNDERSTANDING

FIRE RETARDANT CLOTHING BENEFIT

The following allotments shall be used in determining individual FR clothing benefits for employees beginning January 1, 2014.

Frequent users:

New employee start-up allotment	\$1,200
New employee start-up allotment for Lineworkers/System Electricians	\$1,375
Annual allotment	\$675

Infrequent users:

New employee start-up allotment	\$650
Annual allotment	\$400

Employees will be allowed to carry over amounts not to exceed the previous year's allotment.

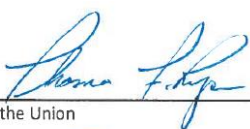
**Memorandum of Understanding between
Eversource New Hampshire
and
International Brotherhood of Electrical Workers Local Union 1837**

Global Positioning System (GPS)

It is understood and agreed that the GPS system will not be utilized solely for the monitoring of employees for disciplinary purposes; provided however, that if an employee is suspected of specific misconduct, reliable information from the GPS system may be used to exonerate the employee or for disciplinary purposes subject to the proper cause standard as set forth in the Collective Bargaining Agreement"

Both parties maintain all rights under the CBA.

This agreement will not set precedent or prejudice any other matter except to apply and enforce its terms.


For the Union

10/26/2015
Date


For the Company

10/21/15
Date

MEMORANDUM OF UNDERSTANDING

Effective June 1, 2006

INCLEMENT WEATHER

This memo is to identify the process that will be used to document a disagreement between crew members on the job site concerning inclement weather.

If there is a difference of opinion over inclement weather conditions between the assigned crew and the Working Foreman on the job site, the Working Foreman will make the final decision as to whether or not normal work activities will take place. The difference of opinion will be documented using the existing "Tailboard Discussion" form. The completed form will be given to the employee, Safety & Health Administrator, and local management.

MEMORANDUM OF UNDERSTANDING
Effective June 1, 2006

LODGING EXPENSES

This is to confirm our agreement concerning lodging expenses for employees.

The Company will make good faith efforts to establish Purchase Orders with lodging establishments strategically located within the NU System. Employees may use these Purchase Orders to charge lodging expenses when they are required to remain away from home overnight while conducting Company business.

MEMORANDUM OF UNDERSTANDING
Effective June 1, 2010

SAFETY GLASSES

The Company will pay the additional cost for progressive safety glass lenses up to \$35.00 every two years.

MEMORANDUM OF AGREEMENT

SECOND PERSON STANDBY

1. For those AWCs that normally have one (1) person assigned for standby duty, and for those weeks that contain a recognized Company holiday, said AWCs may add one (1) additional Union represented standby person for such week. The additional standby person will be acquired on a voluntary basis following local established procedures. In the event that no one volunteers, there will be no Union represented second standby for that holiday week. In AWCs that normally have more than one standby person, the Company may elect at its discretion. to add an equal number of additional people to be on standby.
2. The normal standby duty will be for one (1) full week. However, the Company agrees that periods less than a full week will be allowed, at the sole option of the employee for the coverage periods described in the table below:

Description	Coverage Period	Premium Pay
Partial Week - Monday Holiday	Friday 1500 to Tuesday 0700	10 Hours
Partial Week - Tuesday Holiday	Friday 1500 to Wednesday 0700	12 Hours
Partial Week - Wednesday Holiday	Tuesday 1500 to Thursday 0700	6 Hours
Partial Week - Thursday Holiday	Wednesday 1500 to Monday 0700	12 Hours
Partial Week - Friday Holiday	Thursday 1500 to Monday 0700	10 Hours
Thanksgiving Week	Wednesday 1500 to Monday 0700	14 Hours

Once accepted the Company may not change the assignment.

3. During those holiday weeks when a second person has volunteered for standby duty. and if a trouble or emergency arises requiring a second person, the second person so designated will be called in first.
4. The Company will ask for volunteers as soon as the determination is made to increase the number of standby personnel.
5. Standby duty may be offered to additional Union represented standby persons for a period of less than a full week in weeks which do not include a recognized Company holiday with proper notification of the Union's Business or Assistant Business Manager when circumstances occur which make additional persons on standby desirable, provided the procedures in Paragraphs 1, 2, 3, and 4 are followed. The rate for each day of standby covered under this paragraph will be 4 hours premium pay. Once accepted the Company may not cancel the assignment.
6. The Company will adopt uniform payroll and recording practices at all AWCs for payment of standby pay, and to additional standby persons.

For the Union
Name Thomas F. Ryan
Date DECEMBER 6, 2011

For the Company
Dale
12/21/11

MOU – STANDBY TAKE HOME VEHICLE

June 1, 2017

Mr. Tom Ryan
IBEW
680 Central Ave. Suite 202
Dover, NH 03820

Dear Tom,

The purpose of this letter is to clarify the agreements made during the 2017 contract negotiations regarding take home vehicles for employees on standby duty.

The Company will assign a take home vehicle for lineworkers on standby duty. This provision will not apply to lineworkers in the Hooksett, Bedford, Derry or Nashua Area Work Centers. In 2017, Mark Sandier, Labor Relations and Union Representatives will meet with employees individually to discuss and address specific issues prior to implementation. The Company and the Union will agree to language regarding employee and employer liability and the use of standby vehicles. In the event parties cannot reach an agreement on such language, the remainder of this section will not apply.

Vehicle assignments will begin January 2018 and continue until January 2019. During this time the Company and the Union will meet to discuss problems identified with the use of certain take home vehicles. It is understood that with a 60 day notice either party may eliminate the requirement that employees use the Company selected vehicles in part or in whole.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Dan McCallum', with a long horizontal flourish extending to the right.

Dan McCallum
Labor Relations
Eversource New Hampshire.

MOU – STOCKHANDLER (JSR)

February 1, 2016

Mr. Tom Ryan
IBEW
680 Central Ave. Suite 202
Dover, NH 03820

Dear Tom,

This letter commits to writing the agreement we verbally reached regarding Job Site Reporting (JSR) for Stockhandlers. If you are in agreement, please sign below and return a copy to me.

The Company and the Union agree, at the Company's request, Stockhandlers, on a voluntary basis, will job-site report to an assigned work location on an as needed basis and will be paid per Table A (Per Diem Schedule) in the Generation Group Agreement between Public Service Company of New Hampshire d/b/a Eversource Energy and Local 1837 of the International Brotherhood of Electrical Workers June 1, 2013 to May 31, 2017. An assignment will not be terminated without one week's notice unless mutually agreed upon.

Please contact me if you have any questions.

Sincerely,



Dan McCallum
Labor Relations
Eversource New Hampshire.

For the Company



Feb 1, 2016

For the Union



2/3/2016

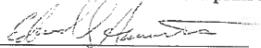
MEMORANDUM OF AGREEMENT

Switching & Tagging

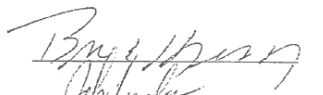
Without waiving or modifying the rights of either party contained in their collective bargaining agreements, the Company and IBEW Locals agree on the Switching and Tagging Procedures as contained in the May 6, 2014 document "With the following additional agreement:

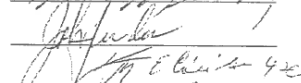
- The Company will not change its current company specific practice regarding use of contractors for switching and tagging.
- Employees will not work under a contractor's permission, NRA, clearance, or controllership.
- Employees will have the right to verify any work boundaries established by a contractor for the NU employee's clearance.
- The Company will issue a Supervisor Briefing Sheet covering all aspects of this agreement.

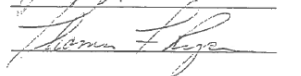
For Northeast Utilities,
Ct Light & Power Co.
Western Mass Electric Co.
Public Service of New Hampshire



For IBEW Locals 455, 457, 420 &
1837







Date 5/6/14

PIL

MEMORANDUM OF AGREEMENT

Switching & Tagging (2)

July 9, 2020

Mr. Tony Sapienza
Asst. Business Manager
IBEW Local 1837

Dear Tony:

This Memorandum of Understanding is the Company's and the Union's understanding regarding the current practice of the PSNH (dba Eversource) switching and tagging procedure.

The practice is that only Eversource employees (or retired employees working for Guidant or equivalent) are permitted to be Authorized Persons and hold Clearance on any NH Transmission or Distribution systems. Exceptions can be made with prior contact with the Union and under emergency conditions.

Non Eversource personnel (i.e., contractors) are permitted to hold Clearance, Permission or Non-Reclose Assurance (NRA) and perform switching and tagging on portions of distribution circuits which are beyond single phase protective devices. This would be done only after being given controllership from the local AWC.

This will remain the practice until both parties agree otherwise.

Sincerely,



Brian J. Dickie
Director, System Operations

For the Union:


Tony Sapienza 10/29/20

TRAINING

All represented employees in Schedule A within progression shall receive a defined list of criteria and be provided training materials as needed to progress to the next level of their classification within 30 days of entering the classification.

This list will also include the maximum time required prior to advancement and the criteria from which the progression requirement will be formulated.

It is the responsibility of both the supervisor and the employee to ensure they obtain the training and work opportunities and support required to be successful.

**Memorandum of Understanding
Transmission Lineworker Position
Between
Public Service of New Hampshire and IBEW Local 1837**

The purpose of this document is to outline the scope and parameters of the newly-established Transmission Lineworker position in New Hampshire as agreed to between Public Service Company of New Hampshire d/b/a Eversource Energy (the Company) and IBEW Local 1837 (the Union), collectively referred to herein as the "Parties." In accordance with collective bargaining agreement between the Parties dated June 1, 2013 (the "Agreement"), including but not limited to Article VI Section 3 of the Agreement, and without waiving or modifying the rights of either party contained therein, except as specifically provided herein, both Parties agree as follows.

Job Duties and Description
Attachment "A"

Schedule:

The hours of coverage will be 7:00am to 3:00pm Monday thru Friday. Transmission Lineworkers will be required on occasion to work a 4/10 schedule which may consist of a Monday thru Thursday cycle or a Tuesday thru Friday cycle. The frequency and duration of a 4/10 schedule is unlimited in any calendar year. The Company will use its best efforts to provide employees with as much lead time as possible with regard to notification of a 4/10 schedule. The 4/10 schedule may be used in conjunction with Work Site Reporting, with unlimited frequency and duration throughout a calendar year.

Vacation:

All Transmission Lineworkers will be considered to be part of a single organization for purposes of vacation awards. Vacations shall be granted using the 25% rule and existing practices currently in place. Vacation will be scheduled pursuant to Article XV, section 7 in the current agreement.

Fill in coverage for vacancies:

With adequate notice, the Company reserves the right to change, modify or adjust individual Team assignments as deemed necessary.

Number of positions

The Company will initially create four (4) Transmission Lineworker positions. The Company reserves the right to establish, add or reduce represented staffing. The Company agrees to maintain 2 more represented Lineworkers than Working Foreman. (ex. 4 Lineworkers: 2 Working Foreman, or 20 Lineworkers: 18 Working Foremen.)

Reporting location(s)

Legends Drive in Hooksett shall be considered the base location for the Transmission Lineworkers. Tooling and equipment shall be based there but will be on job sites throughout the state. Work Site Reporting is a requirement of the position. Existing contract language regarding Work Site Reporting criteria shall not apply to Transmission Lineworkers. Transmission Lineworkers shall be required to report to specific job locations from the Tilton AWC territory to the New Hampshire/Massachusetts border and, from the Keene AWC territory easterly to the Portsmouth AWC territory as deemed necessary by the Company. Such reporting will take place at 7:00am unless a reporting time change is mutually agreed upon. Employees will be paid a \$65 per day (grossed up for taxes) per diem for all Work Site Reporting locations greater than 10 miles from the Legends Drive facility. Standard computer based trip measurement will be used (ex. MapQuest). Work assignments located within New Hampshire, other than those listed above, will be subject to existing contract language and practices with regard to overnight and out of town compensation.

The frequency and duration of Work Site Reporting is unlimited in any calendar year. The Company will use its best efforts to provide employees with as much lead time as possible with regard to notification of Work Site Reporting assignments.

Coverage area

The coverage area shall consist of all Eversource N.H. service territory.

Supervisory Direction

Transmission Lineworkers will be directed daily by Working Foremen. The Company reserves the right to change, modify or adjust the supervisory organization as needed from time to time within the terms consistent within the number of positions section of this agreement.

Residency Requirement

Transmission Lineworkers will have no residency requirement.

Training

The Transmission Lineworker position requires a minimum rating of Lineworker (I) RG 34.5KV. The Company will schedule all required ongoing training and updates.

Standby

Transmission Lineworkers will be subject to the provisions of Article VI, section 5 regarding standby, excluding the residency requirement. The Company may assign standby for recognized Company Holidays and system based needs when necessary. A Company vehicle will be provided when standby is assigned. The Company agrees to use its best efforts to schedule standby coverage as soon as practicable. Required Holiday standby will be scheduled at the beginning of each year {upon implementation of this program). The Holiday schedule may be changed as specific conditions warrant.

Transmission Lineworker Bargaining Unit Description and Initial Filling of Vacancies

A single bargaining unit shall consist of all Transmission Lineworkers within the State of New Hampshire. Employees who initially staff the bargaining unit shall maintain their current seniority date pursuant to Article X, section 2. Employees who fill future vacancies shall establish a new seniority date based on the date their title changes. Initial filling of the vacancies shall be determined based on current unit seniority amongst qualified applicants. Future vacancies

Wages

The hourly wage for a Transmission Lineworker shall be \$41.37. This hourly wage shall be subject to any future pay increases negotiated between the Company and the Union.

Miscellaneous:

After initial positions are filled, future postings will include the following wording; "IBEW represented Eversource N.H. applicants with a minimum of two years of experience in the construction, installation and maintenance of transmission level circuits and equipment shall receive first consideration for this position". It is understood by the Company and the Union that IBEW represented Eversource N.H. applicants having 2 years or greater of transmission linework experience shall be considered before IBEW represented Eversource N.H. applicants who have no transmission linework experience even if the experienced lineworker has less seniority.

All Transmission Lineworkers will be considered qualified to perform any and all functions of a Distribution Lineworker and may be required to do so at any time when the Company deems it necessary.

IBEW represented Eversource N.H. lineworkers who fill the initial four (4) positions shall keep the seniority date from the position they vacate. In the event of a lay off within the Transmission Lineworker Bargaining Unit, an affected Transmission Lineworker shall have bumping rights in the bargaining unit they vacated for a period of four years from the date they start in the Transmission Lineworker Bargaining Unit. This bumping right shall only apply to the employees who fill the initial four (4) positions.


After the initial four (4) positions are filled, any employee who enters the Transmission Lineworker Bargaining Unit shall have their seniority date reset. The Company maintains its right to contract out work.

Nothing in this agreement changes the current Lineworker job responsibilities.

The Company will endeavor to provide Transmission Lineworker work/training opportunities to Distribution Lineworkers who volunteer for such duty.

This agreement is not intended to adversely affect Area Work Center (AWC) T & D Lineworkers.

The parties agree to work collaboratively and reassess when necessary to ensure that the provisions outlined in this Agreement are meeting the needs of both parties.

For the
Company  Date 7/28/2016

For the
Union  Date 7/28/2016

OPERATING JOB DESCRIPTION



Job Title: Transmission Lineworker

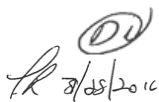
General Description of Job:

Constructs, installs, repairs, maintains and removes distribution and transmission circuits, substations and associated facilities, including all permissible work on energized equipment. May perform work without direct supervision. May Rubber Glove up to 35 kv.

Regular Duties:

- Digs holes, set poles and installs anchors.
- Rigs poles on both energized and de-energized circuits.
- Pulls in, sags and ties in conductors alongside energized circuits. Changes over conductors and other equipment from old to new poles. Install services.
- Installs transformers, voltage regulators, capacitors and reclosers. Installs other equipment and makes repairs on energized circuits. Replaces fuses on energized equipment.
- Installs, repairs and maintains underground cables, ducts, transformers and associated equipment. Locates and repairs troubles on distribution and transmission facilities.
- Builds Structures.
- Trims trees.
- Installs, removes and relamps streetlights. Performs hot stick work.
- Makes voltage and current measurements.
- Operates automotive and power driven equipment. Replaces fuses in substations.
- Constructs and replaces equipment in substations.
- Installs and removes transmission structures and related apparatus. Constructs and maintains assets in connection with Rights-of-Way.
- Patrols and inspects the transmission system; identifies, investigates, and analyzes abnormal conditions. Operates heavy duty equipment such as four wheel drive line trucks and track vehicles.

- Performs substation and line switching.
- May direct Lineworker II, III, Groundworker, Service Worker I and Service Worker II. Performs the duties of lower-rated jobs in the job progression.

 3/25/2016

Tools and Equipment Used:

Lineman's tools, including hot line tools, air compressor with associated tools and electrical measuring instruments. Automotive and power driven equipment and tools.

Education:

High School diploma or equivalent. Knowledge of and ability to apply electrical theory and a complete working understanding of Company line work practices and policies. Associates Degree in Industrial Electricity or equivalent; courses in advanced math, helpful.

Experience:

Successful completion of the on-the-job training of Groundworker and Lineworker III and II which normally takes 45 months or equivalent.

Required Skills:

Mechanical aptitude. Manual and finger dexterity. Aptitude to climb and work on poles and structures. The ability to: communicate effectively and follow instructions; instruct and train others in line work; analyze, determine and implement solutions for line problems; complete forms, reports and work without supervision.

License(s) I Certificate(s): Commercial Motor Vehicle License, required.

Source of Direction:

Normal- Working Foreman- Line,

Infrequent- Lineworker I, Field Supervisor- Lines and other supervisors.

Note: this description does not describe all of the responsibilities inherent to the position. It provides as much detail as necessary to distinguish this position from all other positions.

Lonny 7/28/2016

Dave 7/28/2016

2/18/15

Attachment A

**Eversource dba. Public Service of New Hampshire
Union Represented Job Specification - Troubleshooter**

POSITION: Troubleshooter

JOB CODE:

ORGANIZATION: Electric Operations

EFFECTIVE DATE: 4/29/2015

DEPARTMENT:

AREA: Various

APPROVALS:


Union Representative


Department Manager

Labor Relations

NOTE: Statements included in this description are intended to reflect in general the duties of this classification and are not to be interpreted as being all inclusive.

I. JOB SUMMARY:

The title Troubleshooter designates employees working in the field, under normal and abnormal system conditions, principally in connections with the operation, maintenance and repair of overhead and underground equipment and emergency isolation of substation equipment, with a focus on service continuity. The work of the Trouble Shooter involves work on energized and de-energized lines and equipment, at all voltage levels, utilizing Eversource dba. PSNH approved

work methods, equipment, and tools in accordance with current training levels.

- Under general supervision, performs work in buildings and in the field, in connection with the inspection, operation and clearing or repair of faulty and unsafe conditions on distribution system supply, distribution, and street lighting system, apparatus and equipment, requiring considerable independent judgment.
 - The Trouble Shooter is responsible for working in a safe and productive manner while adhering to Eversource dba. PSNH standards and work methods resulting in work of the highest quality.
 - Assumes the responsibilities of all lower classifications in progression of Lineworker.
 - Inspection of transmission lines and equipment, supporting the ESCC, System Dispatcher and/or other departments for line issues or outages.
-

II. ILLUSTRATIVE DUTIES:

The below illustrative duties will be performed as a single person crew or as a multi-person crew as dictated by the task at hand and Eversource dba. PSNH approved work methods.

- a. Identify and isolate faulted primary and secondary equipment when necessary.
- b. Operates switching devices on overhead and URD systems and work with Field Electricians on overhead and underground systems when necessary.
- c. Clears faulty and unsafe conditions including maintaining or restoring electrical service, preferably by permanent means.
- d. Connects, disconnects and operates portable transformers, generators, and temporary primary jumpers to restore service under emergency or urgent conditions. Working with the Substation Group to connect mobile substations.

- e. Replaces failed transformers with assistance of another qualified person.
 - f. Replaces damaged or faulty services during the initial response or as a follow up corrective maintenance, after a temporary repair has been made.
 - g. Repairs and re-energizes primary.
 - h. Performs street light installation and repair.
 - i. Installs and removes protective cover.
 - j. Performs overhead and underground, inspections and patrols. Additional security, perimeter and emergency inspections of substations will be performed as necessary.
 - k. Makes current and voltage measurements, as required.
 - l. Directs the work of other Lineworkers assigned or necessary to assist the Troubleshooter under emergency conditions.
 - m. Applies standards, operating procedures, services requirements and safe operating practices relating to the work without reference to notes on work of a recurring nature.
 - n. Operates and adjusts overhead and pad-mounted controlled equipment.
 - o. Submits required records and reports associated with trouble, line patrols and equipment inspections as required.
-

III. REPORTING RELATIONSHIPS: *(The title of the position to whom the incumbent reports)*

IV. WORKING CONDITIONS:

- Ability to perform moderately heavy physical work indoors and outdoors in all seasons and at times for extended periods.
-

V. MINIMUM QUALIFICATIONS:

Technical Knowledge/Skill/Education/Licenses/Certifications: *(What do incumbents need to know to competently perform the role?)*

- Familiarity with line crew work gained through a total of at least 4 years line related experience and obtaining a Lineworker I classification or equivalent.
- New Hampshire License to Operate Motor Vehicles of the required class or the ability to obtain.
- Must have mechanical aptitude, a thorough knowledge of the electric T&D system, be analytical, alert, resourceful, and a work history that demonstrates safe work habits.
- Must obtain and maintain a New Hampshire High/Medium Voltage license.

PAY FOR EMPLOYEES ON WORKER'S COMPENSATION

June 1, 1999

Mr. Thomas D. Clements
Assistant Business Manager
IBEW - Local 1837

Mr. George J. Magnan
Union Representative
USW - Local 8938

Gentlemen:

In accordance with agreements reached in the 1999 Collective Bargaining Agreement negotiations, effective January 1, 2000, the Company will pay an employee who is receiving worker's compensation benefits the difference between the worker's compensation benefits and the employee's normal straight time after tax wages, for a period not to exceed fifty-two weeks. Following that fifty-two-week period, this supplement will end and the employee will receive only those worker's compensation benefits as defined in existing worker's compensation regulations. Any employee receiving Worker's Compensation benefits as of 1/1/2000 will be entitled to the benefit as defined in the letter dated 5/19/93 under Paul Bohan's signature. This agreement will not apply to employees covered by the Partial Incapacity Article of the Collective Bargaining Agreements (Article VIII - IBEW, and Article IX - USW).

Sincerely,

Daniel S. Comer
Human Resources Manager

DSC:SMJ:emd

JOINT SAFETY REVIEW COMMITTEE

May 26, 2017

Mr. Tom Ryan
IBEW
680 Central Ave.
Suite 202
Dover, NH 03820

Dear Tom,

In accordance with agreements reached in the 2017 Collective Bargaining Agreement negotiations, the Company agrees to create a joint safety review committee comprised of equal numbers of Unit members and System Operations Center (SOC) leadership to review current practices. This includes troubleshooter inclement work practices, refusing required help when requested and Do Not Go Out calls between 10:00pm and 5:00am. In addition, a safety review committee comprised of equal number of Unit members and Operations Supervision will review and analyze inclement weather line work as well as not supplying required help when requested. The committee will be sponsored by Bob Coates, Vice President of Eversource Safety.

Additionally, the committee will perform a feasibility study on the use and placement of Automated External Defibrillation devices (AEDs).

The committee will present its findings and recommendations to Senior Management. Union Leadership will be invited to the presentation and given the opportunity for input. The final report will be distributed to all employees.

Sincerely,

Dan McCallum
Labor Consultant

WAGE REVIEW COMMITTEE

May 26, 2017

Re: Wage Review Committee

Mr. Tom Ryan
IBEW
680 Central Ave.
Suite 202
Dover, NH 03820

Dear Tom,

The Company agrees to create a Wage Review Committee comprised of unit members and management. The committee will be sponsored by Chris Hall, Vice President, Labor Relations and Sasha Lazor, Director of Compensation. The committee will review and analyze the wage issues raised by the Union during the 2017 negotiations. Upon recommendation of the committee the contract may be reopened to negotiate a wage revaluation during the term of the agreement.

Sincerely,

Dan McCallum
Labor Consultant

SCHEDULE OF MAXIMUM WAGES A HOURLY RATE

POSITION TITLE	In Effect 6/01/20 through 5/29/21 3.00%	In Effect 5/30/2021 through 5/28/22 3.00%	In Effect 5/29/2022 through 5/27/23 3.00%
AMR DRIVER	\$27.55	\$28.38	\$29.23
AUTOMOTIVE MECH SPECIALIST*	\$41.26	\$42.50	\$43.77
AUTOMOTIVE MECH III	\$31.94	\$32.90	\$33.89
AUTOMOTIVE MECH II	\$36.18	\$37.27	\$38.39
AUTOMOTIVE MECH I	\$39.79	\$40.98	\$42.21
BUILDING MAINTENANCE ATTEND	\$32.43	\$33.41	\$34.41
BUILDING MAINTENANCE MECHANIC (2 Licenses)	\$41.92	\$43.18	\$44.47
BUILDING MAINTENANCE MECHANIC (1 License)	\$41.28	\$42.52	\$43.80
CLERICAL UTILITY WORKER (Start)	\$21.41	\$22.06	\$22.72
CLERICAL UTILITY WORKER (End of 3 months)	\$23.63	\$24.34	\$25.07
CLERICAL UTILITY WORKER (End of 6 months)	\$26.09	\$26.87	\$27.68
CLERICAL UTILITY WORKER (End of 12 months)	\$28.89	\$29.76	\$30.65
CLERICAL UTILITY WORKER (End of 24 months)	\$31.73	\$32.69	\$33.67
CLERICAL UTILITY WORKER (End of 36 months)	\$34.34	\$35.37	\$36.43
COMMUN & CONTROL SPECIALIST*	\$47.86	\$49.30	\$50.78
COMMUN & CONTROL WORKER I	\$46.62	\$48.02	\$49.46
COMMUN & CONTROL WORKER II	\$41.77	\$43.02	\$44.31
COMMUN & CONTROL WORKER III	\$36.88	\$37.99	\$39.13
DEPARTMENTAL CLERK (Start)	\$19.79	\$20.38	\$20.99
DEPARTMENTAL CLERK (End of 3 months)	\$21.21	\$21.84	\$22.50
DEPARTMENTAL CLERK (End of 6 months)	\$22.05	\$22.71	\$23.40
DEPARTMENTAL CLERK (End of 12 months)	\$23.39	\$24.09	\$24.82
DEPARTMENTAL CLERK (End of 18 months)	\$24.56	\$25.29	\$26.05
DEPARTMENTAL CLERK (End of 24 months)	\$25.74	\$26.51	\$27.31
DEPARTMENTAL CLERK (End of 30 months)	\$27.43	\$28.25	\$29.10
DEPARTMENTAL CLERK (End of 36 months)	\$29.12	\$29.99	\$30.89
DISTRIB EQUIPMENT MECH I	\$41.11	\$42.34	\$43.61
DISTRIB EQUIPMENT MECH II	\$36.62	\$37.71	\$38.85
DISTRIB EQUIPMENT MECH III	\$32.67	\$33.65	\$34.66
FIELD ELECTRICIAN I	\$43.65	\$44.96	\$46.31
FIELD ELECTRICIAN II	\$39.37	\$40.55	\$41.76
FIELD ELECTRICIAN III	\$34.77	\$35.82	\$36.89
FIELD METER MECH I	\$42.91	\$44.20	\$45.52
FIELD METER MECH II	\$37.88	\$39.02	\$40.19
FIELD METER MECH III	\$34.51	\$35.54	\$36.61
FIELD METER SPECIALIST*	\$44.32	\$45.65	\$47.02
FIELD SERVICE REPRESENTATIVE SPECIALIST**	\$35.22	\$36.27	\$37.36
FIELD SERVICE REPRESENTATIVE (Start)	\$25.80	\$26.58	\$27.37
FIELD SERVICE REPRESENTATIVE (End of 3 months)	\$27.22	\$28.04	\$28.88
FIELD SERVICE REPRESENTATIVE (End of 6 months)	\$28.66	\$29.52	\$30.41
FIELD SERVICE REPRESENTATIVE (End of 12 months)	\$31.47	\$32.41	\$33.38
FIELD SERVICE REPRESENTATIVE (End of 18 months)	\$32.76	\$33.75	\$34.76
FIELD SERVICE REPRESENTATIVE (End of 24 months)	\$34.08	\$35.11	\$36.16
FIELD TECHNICIAN A	\$39.22	\$40.40	\$41.61
FIELD TECHNICIAN B	\$33.81	\$34.83	\$35.87
FIELD TECHNICIAN C	\$28.85	\$29.72	\$30.61
FIELD TECHNICIAN SPECIALIST***	\$43.23	\$44.53	\$45.86

POSITION TITLE	In Effect 6/01/20 through 5/29/21	In Effect 5/30/2021 through 5/28/22	In Effect 5/29/2022 through 5/27/23
GEN METER SHOP COURIER	\$32.81	\$33.79	\$34.80
GEN METER SHOP TEST I	\$38.53	\$39.69	\$40.88
GEN METER SHOP TEST II	\$34.07	\$35.09	\$36.15
GEN METER SHOP TEST III	\$31.49	\$32.43	\$33.40
GROUNDWORKER	\$30.45	\$31.36	\$32.30
LABORATORY TESTER I	\$43.34	\$44.64	\$45.98
LABORATORY TESTER II	\$38.63	\$39.78	\$40.98
LABORATORY TESTER III	\$33.84	\$34.85	\$35.90
LINEWORKER I (RG 34.5)	\$47.16	\$48.94	\$50.41
LINEWORKER II	\$40.74	\$42.32	\$43.59
LINEWORKER III	\$35.72	\$37.15	\$38.27
LINEWORKER II (SW)	\$40.74	\$42.32	\$43.59
LINEWORKER III (SW)	\$35.72	\$37.15	\$38.27
LINEWORKER ALTP	\$40.74	\$42.32	\$43.59
METER OFFICE ASSOCIATE (Start)	\$29.12	\$29.99	\$30.89
METER OFFICE ASSOCIATE (End of 12 months)	\$30.60	\$31.52	\$32.46
METER OFFICE ASSOCIATE (End of 24 months)	\$32.19	\$33.15	\$34.15
RUBBER PROTECTIVE EQUIPMENT TESTER	\$37.06	\$38.17	\$39.32
SR DEPARTMENTAL CLERK (Start)	\$29.12	\$29.99	\$30.89
SR DEPARTMENTAL CLERK (End of 48 months)	\$30.60	\$31.52	\$32.46
SR DEPARTMENTAL CLERK (End of 60 months)	\$32.19	\$33.15	\$34.15
STOCKHANDLER I	\$36.43	\$37.52	\$38.65
STOCKHANDLER II	\$33.31	\$34.31	\$35.34
SYSTEM CONSTRUCTION MECH I	\$40.23	\$41.44	\$42.68
SYSTEM CONSTRUCTION MECH II	\$35.83	\$36.91	\$38.02
SYSTEM CONSTRUCTION MECH III	\$32.01	\$32.97	\$33.96
SYSTEM ELECTRICIAN I	\$44.41	\$45.75	\$47.12
SYSTEM ELECTRICIAN II	\$39.05	\$40.22	\$41.43
SYSTEM ELECTRICIAN III	\$33.78	\$34.80	\$35.84
SYSTEM ELECTRICIAN SPECIALIST*	\$45.72	\$47.09	\$48.51
SYSTEM MACHINIST I	\$44.11	\$45.44	\$46.80
SYSTEM MACHINIST II	\$39.37	\$40.55	\$41.76
SYSTEM MACHINIST III	\$33.77	\$34.79	\$35.83
TRANSFORMER MECHANIC I	\$35.78	\$36.86	\$37.96
TRANSFORMER MECHANIC II	\$32.67	\$33.65	\$34.66
TRANSMISSION LINEWORKER	\$48.01	\$49.81	\$51.30
TROUBLESHOOTER (Day Shift)	\$50.90	\$52.43	\$54.00
TROUBLESHOOTER (Mid-Shift)	\$52.96	\$54.55	\$56.19
TROUBLESHOOTER (Night Shift)	\$55.02	\$56.67	\$58.37
WAREHOUSE WORKER I	\$37.08	\$38.19	\$39.34
WAREHOUSE WORKER II	\$33.96	\$34.98	\$36.03

NOTE: It is understood that the Business Office bargaining units and Rochester Distribution Office bargaining unit were omitted from Schedule "A" of the Agreement due only to the fact that no person currently works in the positions listed under those bargaining units. However, if in the future the Company repopulates either the District Customer Service Clerk position or the Line Department Clerk position listed in the 1996 edition of the Collective Bargaining Agreement, those bargaining units will once again be included in Schedule "A" and the employees working in those classifications will be subject to the provisions of the Collective Bargaining Agreement.

NOTE: Increase in rates will become effective at the time employee has worked the intervals shown, providing the employee meets the Company's minimum acceptable performance standards. Time spent on "Leave of Absence" and extended disability is not included as time worked.

- * Position attained through progression
- ** Position attained through posted job opening
- *** Position attained through time in grade and employee request for testing

SCHEDULE B – BARGAINING UNIT

<u>SCHEDULE B - BARGAINING UNIT</u>	
1250 Hooksett Road Machine Shop	AMR Driver
AMC (Including Keene, Tilton & Rochester satellite)	Automotive Mechanic III, II, I, Specialist
Berlin AMC (Including AMC satellite)	Building Maintenance Attendant
Central Warehouse	Building Maintenance Mechanic
Chocoma AMC, Tilton AMC	Communication & Control III, II, I Spec
Derry AMC	Credit Specialist
Epping AMC	Departmental Clerk and Sr. Departmental Clerk
Greater Manchester AWC**	Distrib Equipment Mechanic III, II, I
Keene AMC	Field Electrician III, II, I
Lancaster AMC (Cobbrook Satellite)	Field Meter Mechanic III, II, I, Specialist
Monadnock Satellite (Peterborough)	Field Service Representative
Nashua AMC	Field Service Representative Specialist
Newport AMC	Field Technician C, B, A, Specialist
Newport Meter Reading	General Meter Shop Courier
Potomouth AMC	General Meter Shop Tester III, II, I
Rochester AMC	Lineworker Groundworker / III, II, I
T&D Maintenance/Legends Drive/1250 Hooksett Rd	Meter Office Associate
	Rubber Protective Equipment Tester
	Service Worker III, II
	Stockhandler II, I
	System Construction Mechanic III, II, I
	System Electrician III, II, I, Specialist
	System Machinist
	Transformer Mechanic II, I
	Transmission Lineworker
	Troubleshooter (12/7 12-hour Rotational)
	Clerical Utility Worker
	Warehouse Worker II, I

** Greater Manchester AWC includes Bedford AWC, Hooksett AWC, Manchester Meter Reading

SCHEDULE C – CITY, T OWN & OPERATING UNITS

<u>SCHEDULE C - CITY, TOWN AND OPERATING UNIT</u> for posting purposes	
1250 Hooksett Road Machine Shop	AMR Driver
Berlin AWC	Automotive Mechanic III, II, I, Specialist
Chocoma AWC	Building Maintenance Attendant
Derry AWC	Building Maintenance Mechanic
Epping AWC	Clerical Utility Worker
Greater Manchester AWC**	Communication & Control III, II, I Spec
Keene AWC	Credit Specialist
Lancaster AWC	Departmental Clerk and Sr. Departmental Clerk
Monadnock Satellite (Peterborough)	Distrib Equipment Mechanic III, II, I
Nashua AWC	Field Electrician III, II, I
Newport AWC	Field Meter Mechanic III, II, I, Specialist
Portsmouth AWC	Field Service Representative
Rochester AWC	Field Service Representative Specialist
T&D Maintenance/Legends Drive / 1250 Hooksett Road	Field Technician C, B, A, Specialist
Tilton AWC	General Meter Shop Courier
	General Meter Shop Tester III, II, I
	Lineworker Groundworker / III, II, I
	Meter Office Associate
	Rubber Protective Equipment Tester
	Service Worker III, II
	Stockhandler II, I
	System Construction Mechanic III, II, I
	System Electrician III, II, I, Specialist
	System Machinist
	Transformer Mechanic II, I
	Transmission Lineworker
	Troubleshooter (12/7 12-hour Rotational)
	Warehouse Worker II, I

** Greater Manchester AWC includes Bedford AWC, Hooksett AWC, Manchester Meter Reading and one way bid in for AWC and Central Warehouse

**EXHIBIT "B" –
DUES DEDUCTION**

I hereby authorize and direct Public Service Company of New Hampshire d/b/a Eversource Energy to deduct from my pay, Union membership dues in accordance with the following: $((\text{my job classification hourly rate} \times 2) + \text{the per capita dues}) \times 12 \div 24$ or such other amount as may from time to time be certified to the Company as being the current dues voted by members of Local Union No. 1837. This deduction shall be made equally twenty-four times per year and shall be paid to Local Union No. 1837 in accordance with the terms of the collective bargaining agreement between it and the Company now in effect.

This authorization and direction shall be irrevocable for the period of one year or until the termination of the said collective bargaining agreement, whichever occurs sooner; and I agree and direct that this authorization and direction shall be automatically renewed and shall be irrevocable for successive periods of one year or for the period of each succeeding applicable collective bargaining agreement between the Company and the Union, whichever shall be shorter, unless written notice is given by registered mail by me to the Company and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year, or each applicable collective bargaining agreement between the Company and the Union, whichever occurs sooner.

NEW MEMBER:

WITNESS:

Please print

Please print

Member signature

Witness signature

_____, 20____

EXHIBIT "C"
COMMITTEE ON POLITICAL EDUCATION (COPE)
Check-Off Authorization

I hereby authorize the company to deduct from my pay the sum of \$_____ each pay period worked and forward that amount to IBEW Political/Legislative Affairs Department. This authorization is signed voluntarily and not out of any fear of reprisal and on the understanding that the IBEW will use the money to make political contributions and expenditures connected with federal, state and local elections and this voluntary authorization may be revoked at any time by notifying the company and the IBEW in writing of a desire to do so. Contributions or gifts to the IBEW political fund are not deductible as charitable contributions for federal income tax purposes.

Date:_____

Signature of Employee _____

Name (Print)_____Local Union No. _____

Social Security or Employee ID No. _____

TOPICAL INDEX

A

Page No.

Accident Investigation Reports	108
Adjustment of Disputes and Grievances.....	109
Arbitration.....	51, 72, 109, 110, 112
Assignment of Work.....	111
Assistance When on a Trouble Call.....	34, 108
Automobile Drivers' Licenses.....	107

B

Benefits:	62
401(k)	96
Auto Enrollment	100
Roth 401(k)	101
Automobile Driver's License	107
Calculations	92
Coffee Breaks	107
Credit Union	107
Dental Plan.....	53, 70, 75, 84
Disability Benefit Plan	62, 65
Educational Reimbursement.....	102
Group Insurance.....	101
Health Care Plan.....	70
Holidays.....	55
K-Vantage.....	91, 94
Life Insurance	89
Medical Benefit Summary.....	70
Partial Incapacity Pay	38
Pension Plan.....	91
Prescription Drugs.....	73, 77, 78
Vacation	58, 136
Vision Plan.....	75, 85, 86
Bulletin Boards	50
Biweekly Pay	29

C**Page No.**

Call In Pay	33
Clothing:	
Damaged	54
Protective	54
Rain	52
Coffee Breaks	107
Consolidation or Merger	111
Contracting Out Work	112
Cooperative Students.....	2
COPE.....	2, 157
Credit Union	107

D

Damaged Clothing	54
Day Worker	35
Definition of:	
Arbitration Procedure	109
Call In.....	33
Employee	3
Formulary vs Non-Formulary	73
Holiday	56
Member in Good Standing.....	2
On-Trial Employee	3
Overtime	5
Pyramiding	29, 31, 58
Regular Employee	3
Seniority	41
Straight Time Rates	25
Stand By Rates	25
Temporary Employee	3
Temporary Upgrading.....	24
Termination Pay	39
Demotions-also see Retrogression	41
Designated to be in Charge	23
Disability Benefit Plan	62, 65

D (Cont'd)

Page No.

Discrimination:

Personal Factors.....	4
Union Membership.....	4
Division of Overtime	52
Double Time.....	32, 33, 37
Drawing Out Material	51
Dues Deduction.....	2, 156

E

Educational Reimbursement Program	102
Effective Date and Term of Agreement	1, 114
Eighty-Five Rule For Retirement	92
Election of Holiday Pay	56
Employee Security.....	53
Emergency.....	53
Exchanging Shifts	14, 30

F

401(k)	96
Fire Retardant Clothing.....	54, 124
Floating Holiday	55
Footwear	54
Formulary vs Non-Formulary	73
Funeral Leave	48
Furloughing - also see Layoff	41, 111
Furnishing Tools & Equipment.....	51

G

General Wage Adjustment.....	151
Grievances: Discharge.....	109
Group Insurance.....	101

H

Page No.

Health Insurance	70
Hiring:	
Job Posting	43, 120
Management's Right	111
New Employee	3, 23, 41, 43
Rate	23
Holiday:	
Defined	56
Floating	55
Notice	56
Pay	56
Personal Emergency	53
Pyramiding of Rates	29, 57
Second Day Off	31
Stand-by	25
Vacations	58, 136

I

Inclement Weather	32, 50, 126
Inspection of Tools and Equipment	108
Insurance:	
Dental	53, 70, 75, 84
Group Insurance	101
Life Insurance	89
Opt-Out	71, 75

J

Job Classifications - New or Changed	24, 32
Job Postings	42, 120
Job Transfers	44
Job Promotions in Certain Classifications	45
Job Site Reporting	17, 21, 132
Jury Duty	29

K

Page No.

K-Vantage	91, 94
-----------------	--------

L

Layoff - also see Furloughing	41, 111
Leaves of Absence	47
Funeral	48
Ill or Disabled	47
Military Service	48
Other	49
Unpaid	49
Life Insurance	89
Lock-Outs	111
Lodging Expenses	120, 127
Long Term Disability (LTD)	62, 65

M

Management	111
Meal Policy	36, 116
Med-Vantage Plan	91, 95
Members	2
Memorandum of Understandings:	
Apprentice Lineworker Training Program	119
Combined Stockhandlers at Legends Dr. & Hooksett AWC ..	122
Fire Retardant Clothing	124
Global Positioning System	125
Inclement Weather	126
Lodging Expenses	127
Safety Glasses	128
Second Person Standby	129
Standby Take Home Vehicles	131
Stockhandler JSR	132
Switching and Tagging	133, 134
Training	135
Transmission Lineworker Position	136

M (Cont'd)**Page No.****Military:**

Annual Tour.....	28
Leave of Absence	48, 99
Reserve Weekend Duty.....	28
Moving Reimbursement	40

N

No Discrimination - see Discrimination

Non-duplication of Benefits - see Pyramiding

Non-elective Medical and Dental Appointments	53
No Strikes or Lock-Outs.....	111
Notification of Planned Overtime	53
Eversource Pension Plan	91, 93, 94

O

Occupational Disability	38, 148
-------------------------------	---------

On Trial Employee:

Defined.....	3
--------------	---

Overnight Premium.....	36
------------------------	----

Overtime:

Called In	33
Defined.....	4
Division Of	52
Exchanging Shift	14, 31
Holidays.....	56
More than 16 Consecutive Hours	15, 16, 20, 32
Notice	53
Overnight Premium.....	36
Second Day Off.....	31
Saturday/Sunday Premium	30
Shift Premium	12, 30
Stand-by	25

Partial Incapacity Pay	38
Patient Protection and Affordable Care Act (PPACA)	71
Pay for Time not Worked:	
Call In.....	33
Company Union Business.....	49
Disability Benefit Plan	62, 65
Funeral Leave	48
Holidays.....	55
Jury Duty	29
Military Tour	48
Personal Emergency.....	53
Rest Time	35
Standby	25
Termination Pay	40
Time Off to Vote.....	107
Vacations.....	58
Payroll Deductions:	
401(k) Loan Repayment	98
Credit Union	107
Union Dues.....	2, 156
Pension Plan:	
Employee Security	39
General.....	91
Tables	93, 94
Termination Pay	40
Personal Emergency.....	53
Personal Rates.....	40
Premium Rates:	
After 16 Consecutive Hours	15, 16, 20, 32
Call In.....	33
Designated To Be In-Charge.....	32
Overnight	36
Revised Schedule	30
Second Day Off.....	31
Shift Premium	30
Saturday/Sunday Premium	30

P (Cont'd)

Page No.

Temporary Upgrading.....	24
Pre-Tax Reimbursement Accounts.....	90
Promotions:	
Certain Classifications	45
Failure to Qualify.....	46
Job Posting.....	43
Selection.....	42
Seniority	42
Transfer	44
Protective Clothing.....	54, 124
Purpose of Agreement	1
Pyramiding Rates or Benefits:	
Defined.....	29, 31, 58
Funeral Leave	48
Holidays.....	55
Overnight Premium.....	36
Revised Schedule	30
Saturday/Sunday Premium	30
Second Day Off.....	31
Shift Premium	30

R

Rain Clothing	52
Rate:	
Call In.....	33
Designated To Be In-Charge.....	32
Employee Transferred.....	23
Inclement Weather	50, 126, 149
New or Changed Job	24
New Employee	23
Overnight	36
Saturday/Sunday Premium	30
Second Day Off.....	31
Shift Premium	12, 30
Sixteen (16) Consecutive Hours	15, 16, 20, 32

R (Cont'd)

Page No.

Stand-by	25
Temporary Upgrading	24
Recognition of Union	1
Reduction in Work Force - see Layoff, Furloughing	
Re-employment:	
Preferential Right	42
Termination Pay	40
Regular Employee:	
Defined	3
Union Membership	2
Regulations for Safety	108
Relationship of Holiday Pay to Certain Other Clauses	57
Rescheduled Vacation	61
Rest: After Call In	35
After 16 Consecutive Hours	35
Retiree Medical Savings Account	91, 95
Retirement - see Pension Plan	
Retrograding - see Promotions: Failure to Qualify	
Retrogression - see also Demotions	41, 42
Revised Schedule	5, 30
Roth 401(k)	01

S

Safety:

Accident Investigations	108
Assistance While on Trouble Call	34, 108
Glasses	128
Inclement Weather	32, 50, 126
Inspection	108
Regulations	108
Saturday/Sunday Premium	30
Scheduled Rates	23
Second Day Off	31

S (Cont'd)	<u>Page No.</u>
Seniority:	
Defined.....	41
Preferential Hiring Rights.....	42
Vacations.....	41
Shift:	
Call In.....	33
Election of Holiday Pay	56
Holidays.....	55
Hours.....	7, 8, 9, 10, 11, 12, 13, 14, 15
Premium.....	4, 30, 31, 32
Revised Schedule	5, 30
Saturday/Sunday Premium	30
Second Day Off.....	31
Shift Worker	35
Sick Pay - see Disability Benefit Plan	
Stand-by	25
Storm Rate	37
Straight Time Rates Defined	23
Strikes and Lock-Outs.....	111
Supervisors Working	112
Suspensions and Discharges	109

T

Temporary Assignments	24, 44, 132
Temporary Employee:	
Defined.....	3
Union Membership.....	2
Temporary Upgrading:	
Defined.....	24
Rate	24
Termination Pay	40
Time Off for Personal Emergency	53
Time Off for Union Officials:	
Without Pay	50
With Pay	50

T (Cont'd)

Page No.

Time Off to Vote.....	107
Training	119, 135
Transfer:	
Employee Security	39
Failure to Qualify.....	46
Rate	23
Request for.....	38
Union Membership	2
Trouble Calls - see Stand-by and Call In	
Troubleshooters.....	9
Call out process.....	34
Coverage for vacancies	31
Holiday Pay.....	56
Job Posting.....	43
Job Specification.....	144
Mutual aid.....	37
Residency.....	26
Standby.....	26
Vacation.....	60
Working on second consecutive day off...	31

U

Union:

Adjustment of Grievances.....	109
Arbitration.....	110
Bulletin Boards	50
Company - Union Business.....	49
Constitution	1
Cooperation	1
Discrimination	4
Disability Benefit Plan	62, 65
Dues	2, 156
Management.....	111
Recognition	1
Security	1

U (Cont'd)

Page No.

Strikes.....	111
Suspensions and Discharges	109

V

Vacations:

Annual Military Tour	28
Eligibility	58
Holidays.....	56
Military Leave of Absence.....	48
Personal Emergency.....	53
Rescheduled.....	61
Retiring.....	58
Scheduling.....	59
Seniority	60
Supplemental	58
Terminating Employees	39
Vision Plan.....	75, 85, 86
Voting.....	107

W

Wash Up Time	55
Working Hours	7
Working More than 16 Consecutive Hours.....	15, 16, 20, 32
Working Second Day Off	31
Worker's Compensation	38, 148