



**AGREEMENT
BETWEEN
BHE EASTERN GAS TRANSMISSION AND STORAGE
AND
THE UTILITY WORKERS UNION OF AMERICA
(UNITED GAS WORKERS' UNION)
LOCAL NO. 69, AFL-CIO**

APRIL 1, 2024 – APRIL 1, 2028



Working Agreement

TABLE OF CONTENTS

Section		Page
I	Parties to the Agreement	1
II	Union Recognition	1
III	Management Rights	1
IV	Meetings.....	1
V	Union Security and Checkoff.....	1
VI	Correspondence.....	3
VII	Grievance and Settlement	3
VIII	Strikes and Lockout	6
IX	Discrimination.....	6
X	Wages.....	6
XI	Premiums	7
	Article 1 - Shift Premium.....	7
	Article 2 - Sunday Premium	7
	Article 3 - Holiday Premium.....	7
	Article 4 - Shift Change Premium	8
	Article 5 - Temporary Assignment Premiums	8
XII	Working Conditions.....	9
	Article 1 - Hours of Work and Overtime	9
	Article 2 – Flexible Work Schedules	11
	Flextime for Clerical Employees	11
	Twelve Hour Shift Schedules	11
	Station Schedules	11
	Article 3 - Holidays.....	12
	Article 4 – Vacations/PTO.....	14
	Article 5 - Absences Due to Civic Service	16
	Article 6 - Expenses	17
	A. Per Diem for Expenses and Meals	17
	B. Meal Allowance	17
	C. Mileage	17
	D. Moving Expenses.....	17
	E. Clothing Allowance	18
	F. Safety Eyewear Program.....	18
	Article 7 - Time Off for Personal Business	18
	Article 8 - Death in the Family	19
	Article 9 - Time Off for Union Business	19
	Article 10 - Safe Working Conditions	21
XIII	Assignment of Work	21
XIV	Contracting of Work	21
XV	Changes in the Work Force	21
	Article 1 - Employee Selection	21
	Article 2 - Involuntary Transfers	24
	Article 3 - Reduction in the Work Force	24
	Article 4 - Moving Expenses for Surplused Employees	26
	Article 5 - Temporary Assignment	26
	Article 6 - Casual Employees/Temporaries	27
	Article 7 – Upgrade.....	27
	Article 8 - New Regular Employees	28

TABLE OF CONTENTS

Section	Page
XVI	Benefits28
XVII	Effect of Invalidity28
XVIII	Termination28
XIX	Modified Bumping.....28
XX	Clerical Pay Schedule Effective April 1, 202432
XXI	Physical Pay Schedule Effective April 1, 202433
XX	Clerical Pay Schedule Effective April 1, 202534
XXI	Physical Pay Schedule Effective April 1, 202535
XX	Clerical Pay Schedule Effective April 1, 202636
XXI	Physical Pay Schedule Effective April 1, 202637
XX	Clerical Pay Schedule Effective April 1, 202738
XXI	Physical Pay Schedule Effective April 1, 202739

APPENDIX

No.	Page
1.	Clerical Bidding Departments & Units.....40
1A.	Clerical Grievance Hearing Locations.....42
2.	Physical Bidding Departments & Units.....43
2A.	Physical Grievance Hearing Locations.....47
3.	Clerical Pay Schedule.....51
4.	Inspection.....52
5.	Clerical Testing.....53
6.	Physical Progression Schedules.....54
7.	Physical Pay Schedules.....56
8.	Tie in Seniority57
9.	Driver's License.....58
10.	Disciplinary Action.....59
10A.	Loss of Driving Privileges60
11.	FML Absences.....61
12.	Overtime62
13.	Engine Compressor Analyst Progression.....63
14.	Commercial Driver's License.....65
15.	Fire Resistive Clothing66
16.	Purchase Plan.....68
17.	C.O.P.E. Deduction.....69
18.	VEBA.....70
19.	Leesburg Housing71
20.	Job Security.....72
21.	Successorship Clause.....73
22.	Welfare Contribution Rates74
23.	Intentionally Omitted.....

APPENDIX

No.		Page
24.	Safety Eyewear Program.....	102
25.	G & P Well Compressor Maintenance.....	104
26.	Annual Incentive Program (AIP)	105
27.	Retirement Notice Payment	106
28.	Parental Leave.....	107
29.	Dependent Care.....	109
30.	Service & Retirement Awards	110
	Signature Page	112

SECTION I – PARTIES TO THE AGREEMENT

This Agreement is made the first day of April 2024 by and between The Utility Workers Union of America, Local No. 69, AFL-CIO, hereinafter called the “Union” and BHE Eastern Gas Transmission and Storage, hereinafter called the “Company”.

SECTION II - UNION RECOGNITION

The Company recognizes the Union as the exclusive representative for the purpose of collective bargaining for rates of pay, hours of work, and other conditions of employment for the employees of the Company whose wage rates and classifications are set forth in this Agreement.

SECTION III - MANAGEMENT RIGHTS

1. The Management of the Company and the direction of the working forces including the right to make rules and regulations, hire, discharge or suspend for just cause, promote, demote, transfer, relieve employees from duty because of lack of work or for other proper and legitimate reasons and to determine the work to be performed and the methods and equipment to be used by employees are recognized to be retained by the Company, except as otherwise limited by this Agreement.
2. While Management agrees to carry out its responsibilities in a manner consistent with the purpose and intent of this Agreement, the right of the Company to manage the business shall only be restricted by the explicit limitations set forth in this Agreement. The fact that some of the Company's rights to manage are set forth in this Section shall not be taken in any way to imply that the Company does not have all other rights of Management.
3. The Union recognizes that the selection of employees from the Bargaining Unit to replace Non-Bargaining Unit employees is a right of Management. Physical and clerical employees will not be required to accept work assignments outside of the Bargaining Unit.

SECTION IV – MEETINGS

1. During the Union's annual Representative Council Meeting the Company will pay the wages of the Union Representative Council in attendance for one day. During this day, up to one half day will be used for the annual safety meeting.
2. Special meetings may be held by mutual agreement.
3. Travel time for designated Union members to attend meetings is Union/Management Business and will be subject to the provisions of Section XII, Article No. 9, Time Off for Union Business.

SECTION V - UNION SECURITY AND CHECKOFF

1. Any regular or casual employee covered by this Agreement who fails to acquire or maintain membership in good standing in the Union on or before January 1, 1983, or the completion of the probationary period of that employee, whichever is later, thereafter shall be required, as a condition of employment, to acquire and maintain membership in good standing in the Union, or pay to the Union the service fees specified herein. For the purpose of this Section only, the probationary period shall be defined as the first 30 days after an employee attains employment status with the Company.

2. The term "good standing" shall, for the purpose of this Section, mean that the employee has not been delinquent in tendering the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.
3. The service fees shall be the same amount and payable at the same time as the periodic dues and initiation fees uniformly required as a condition of acquiring or maintaining membership in the Union.
4. The Company agrees to deduct Union membership dues and initiation fees from the pay of each employee who is a member of the Union and who has filed with the Company and with the Union a properly signed authorization for deduction. The Company further agrees to deduct service fees equal to said membership dues and initiation fees from the pay of each employee who has filed with the Company and with the Union a properly signed authorization for the deduction. The dues and initiation fees or service fees deducted by the Company shall be forwarded promptly to the Treasurer of the Union together with a statement of account.
5. The dues checkoff authorization shall be made on a form satisfactory to the Company. The authorization is voluntary and an employee may at any time discontinue the deduction of dues from his or her pay by proper notification.
6. The Secretary of the Union shall notify the Company in writing of any change in the Union membership and the amount of membership dues to be deducted.
7. Any authorization for deduction of Union dues which was proper and had been received by the Company or the Union prior to the effective date of this Agreement, shall continue to be considered a proper authorization for deduction of Union dues in accord with the terms of that authorization.
8. Once each month, the Union will submit to the Company, in writing, a list of all active employees who have failed to tender the funds required in Paragraph 1 of this Section. The Company will notify those persons named and will discontinue employment of such persons who are not in compliance with the terms of this Section within 30 days after such notification, upon receipt of a certificate, properly notarized, from the Union of the following:
 - (a) That membership in the Union is available to such employee on the same terms and conditions generally applicable to other members, and
 - (b) That membership has not been denied to any such employee nor has the membership of any such employee been terminated for reasons other than his or her failure to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.
9. During the 30 day period referred to in Paragraph 8 above, the Company may counsel with any employee not in compliance with the Section and attempt to persuade the employee to so comply.
10. In the event the Company discharges an employee solely for failure to tender the funds required in Paragraph 1 of this Section, the Union agrees to protect the Company and hold it harmless from any claim of such employee that their discharge was not justifiable.
11. Each month, a list of bargaining unit employees will be furnished to the Secretary of the Union, the appropriate Region Directors and local Union Representatives.
12. To the extent that any law prohibiting any provision of this Section becomes effective and enforceable in any State where Employees covered by this agreement are employed, the provisions of that law shall supersede the provisions of this Section for Employees employed in that State.

SECTION VI - CORRESPONDENCE

1. All correspondence directed to the Union will be addressed to the Union President unless otherwise specified in this Agreement. If directed to the Company, it will be addressed to the labor relations representative designated by the Company. If directed to an employee, it will be addressed to the last address furnished by the employee to Human Resources.
2. All correspondence concerning disciplinary actions will be emailed to the Union President, Vice-President, appropriate Region Director and to the Union Secretary.
3. All correspondence required by Section XV, Changes in the Work Force, Article No. 1, Employee Selection, will be addressed to the Union Secretary.
4. All correspondence required by Section XV, Changes in the Work Force, Article No. 3, Reduction in the Work Force, Paragraph 1, will be emailed to the Union Executive Board to the addresses provided by the Union Secretary. For any Director that does not have an e-mail address, the Company will forward them a copy by regular mail.
5. The Company will email the Union Executive Board and for any Director that does not have an e-mail address by regular mail, answers, in writing, to annual tour questions within 40 calendar days after the Company has received the Union's written questions, unless otherwise agreed. The time limit on filing grievances that arise as a result of an answer to a tour question shall commence upon receipt of the answer by the Union President. Furthermore, while the grievance procedure may be used to resolve disputes over the interpretation of this Agreement that surface in the answers to tour questions, resolution of such grievances will not be retroactive. That is, if the occurrence giving rise to the tour question was/is not grieved in a timely fashion as specified in Section VII, Paragraph 3, then no adjustment will be made in that specific case as a result of a subsequently grieved answer to a tour question.
6. The Company will notify the Union Secretary via electronic mail the first week of each quarter with a list of any voluntary terminated employee/s from the previous quarter, including job classification and location.

SECTION VII - GRIEVANCE AND SETTLEMENT

1. It is the policy of the Company to allow employees a reasonable opportunity to present to their Supervisors any request or complaint which they may have. However, it is agreed that not every such request or complaint constitutes a grievance.
2. A grievance is a dispute or claim involving the meaning, interpretation, or application of any of the provisions of this Agreement.
3. The aggrieved employee will seek to adjust the matter by first scheduling an informal meeting with his/her immediate supervisor, either personally or through his/her Union Representative or Union Steward. Unless otherwise mutually agreed, the informal meeting shall take place within ten (10) calendar days of the date the grievance was initiated. In the event the aggrieved is the Union, the Union will seek to adjust the matter through an informal meeting with a representative of Labor Relations of the Company and with the President of the Union or an appointed official of the Union. Management's answer will be given within ten (10) calendar days of this meeting unless otherwise agreed.
4. If the aggrieved employee is unable to satisfactorily adjust the matter with his or her immediate Supervisor, a grievance shall be initiated in writing within ten (10) calendar days upon a mutually agreed upon form which shall state the nature of the occurrence including the date or dates of the alleged Agreement violation giving rise to the grievance, the Section or Sections of this Agreement on which the grievance is based and the relief or remedy sought. The grievance form shall be dated and signed by the employee and/or the Union

Representative and presented to the employee's immediate Supervisor to be dated and signed. The grievance shall then be submitted to the first step of the grievance procedure. If the Union and the Company are unable to satisfactorily adjust a matter in the informal meeting held in Paragraph 3, a grievance shall be initiated in accordance with the procedure above with the exception that it will be signed by a representative of Labor Relations and waived to the second step if agreed to by both parties.

5. Grievances shall be initiated as soon as practicable, but in no event later than ten (10) calendar days in a dismissal or selection grievance and 20 calendar days in a grievance arising from any other cause. The time limit on a dismissal grievance shall commence upon notification in writing to the Union President by the Company. The time limit on a grievance arising from any other cause shall commence on the date the cause of the grievance occurred. The date that an employee first seeks to adjust the matter with his/her supervisor shall be considered the date the grievance is initiated for the purpose of determining whether the grievance has been timely presented. Grievances not so presented shall be deemed to have been abandoned and shall not be entitled to consideration.
6. At the first step of the grievance procedure the Union committee shall consist of the aggrieved employee, his/her Union Representative, his/her Region Director and one (1) other Union member appointed by the Union President. The Company's committee will consist of a representative of Labor Relations or his/her appointee, and other members of Management with the authority to resolve the grievance, as deemed necessary by the Company. (All authorized Union time will be paid at straight time only, no overtime, up to eight (8) hours per day.)

The first step grievance meeting will be held within 40 calendar days unless otherwise agreed. Management's answer at the first step will be given within seven (7) calendar days of the date of this meeting, unless otherwise agreed. If Management's answer does not resolve the grievance at this step, the Union may appeal the case to the second step within seven (7) calendar days, unless otherwise agreed. Grievances arising from the selection of or the dismissal of an employee shall be given scheduling priority by the parties.

7. By January 4 of each calendar year quarterly meetings will be scheduled to hear second step grievances. Additional meetings can be scheduled, as needed, for the purpose of addressing outstanding second step grievances. At the second step of the grievance procedure the Union committee shall consist of the aggrieved employee, his/her Union Representative and no more than five (5) other Union Representatives/Designees. The Company's committee will consist of a representative of Labor Relations or his/her appointee, and no more than six (6) other Management Representatives.

Management's answer at the second step will be given within ten (10) calendar days of the date of this meeting, unless otherwise agreed. If the grievance remains unresolved the Union Executive Board may submit the grievance to arbitration as provided for in Paragraph 12 below, unless otherwise agreed, or the grievance shall be considered withdrawn without precedence.

8. If either party fails to answer or appeal a grievance within the time limits set forth in Paragraph 7, provided there has been no mutually agreed extension, the grieving party may appeal the grievance to the next step. If a grievance is not scheduled within the time limits set forth above, provided there has been no mutually agreed extension: (a) if the Company is at fault the grievance will be settled upon the remedy requested without precedence, (b) if the Union is at fault the grievance will be dropped without precedence.
9. After a union eligible employee has filed a grievance, there shall be no discussion or adjustment of the case between the employee and his or her Supervisor without the Representative or Steward being present. Similarly, no discussion of the case shall take

- place between first level supervision and the local representative without the employee having the opportunity to be present.
10. Furthermore, when an employee's presence is required at a grievance meeting, permission to attend will be granted by the Supervisor, except in the case of an emergency. Both parties recognize that under certain work load conditions, meetings may necessarily be postponed.
 11. Representatives of the employees may exercise the grievance procedure of the Agreement, regardless of whether or not a complaint has been filed by the affected party or parties. The only exceptions to this provision are those grievances arising out of selection. Such grievances shall only be allowed as provided for in Section XV, Article No. 1.
 12. Should any grievance remain unresolved, unless mutually agreed, the Union Executive Board must provide written notice to the Company of its intent to arbitrate within forty-five (45) calendar days after the date the written second step answer is given to the Union. The notice must set forth the basis of the grievance, the provision or provisions of the Agreement which have allegedly been violated, the facts on which the claim rests and the remedy sought. The arbitration hearing shall be held as soon as practicable. Grievances arising from the selection of or the dismissal of an employee shall be given scheduling priority by the parties.
 13. The parties shall appoint a panel of six (6) arbitrators to serve for a term of 24 months. At the end of the panel's term, the Union and the Company may agree to continue the panel or any of its members for an additional term. If no agreement is reached between the parties to continue the panel or any of its members, the parties shall select a new panel using the procedure set forth in Paragraph 14 of this Section. If the parties agree to continue the terms of fewer than all members of the panel, replacement arbitrators shall be chosen to complete the panel using the procedure set forth in Paragraph 15 of this Section.
 14. The arbitration panel shall be selected as follows: The Union and the Company will exchange simultaneously a list of five arbitrators. Any arbitrator whose name appears on both the Union's and the Company's lists will be added automatically to the panel. To complete the panel, the parties will request jointly from the Federal Mediation and Conciliation Service ("FMCS") a list of 30 arbitrators who have business addresses in West Virginia, Pennsylvania, Ohio, Maryland, or the District of Columbia. Arbitrators on the list must be attorneys, must be members of the National Academy of Arbitrators, and must be arbitrators for the American Arbitration Association. The Union and the Company each shall pay an equal share of the charges by the FMCS for supplying the list of arbitrators. The Union and the Company shall then alternately strike one name from the list until only enough names remain on the list to fill the panel of six (6) arbitrators. Those arbitrators remaining on the list shall complete the arbitration panel. Once the panel of arbitrators is selected, arbitrations shall be scheduled by direct arrangement with the arbitrators.
 15. If any arbitrator selected by the parties is unable or unwilling to serve on the panel, or becomes unable or unwilling to serve on the panel during the term of the panel, or if the parties agree that any arbitrator should be removed from the panel during the term of the panel, the parties may agree to allow the remaining arbitrators on the panel to hear all grievances during the remainder of the term of the panel. Absent such an agreement by the parties, any necessary replacement arbitrator(s) shall be selected by requesting jointly from the FMCS a list of 15 arbitrators who meet the criteria for service on the panel as listed in Paragraph 14 of this Section. The Union and the Company each shall pay an equal share of the charges by the FMCS for supplying the list of arbitrators. The Union and the Company shall then alternately strike one name from the list until only the required number of names remains. The arbitrator(s) remaining on the list shall be the replacement arbitrator(s), and shall serve until the panel's term ends.

16. One (1) arbitrator from the panel shall resolve each grievance submitted to arbitration. Arbitrators from the panel will be selected to hear grievances in the following manner: Arbitrators will be placed on a rotation list in alphabetical order using the arbitrator's last name. As grievances are referred to arbitration, they shall be assigned to arbitrators in order of the rotation list. The parties shall send a mutually agreed form letter to the arbitrator requesting ten (10) dates that fall within a two (2) consecutive month period for the arbitration. If the next arbitrator in the rotation is unavailable to arbitrate a case in a manner the parties consider timely, the Company and the Union may agree to skip the arbitrator and have the case arbitrated by the next arbitrator in the rotation. The Company and the Union must respond to the arbitrator within ten (10) business days concerning their availability on the arbitrator's available dates.
17. If two or more grievances are referred to arbitration at the same time, the grievances shall be assigned to arbitrators in order of rotation chronologically based on the date the grievance was filed, beginning with the grievance filed first and ending with the grievance filed last. If two or more grievances referred to arbitration at the same time were filed on the same day, the grievances shall be assigned to arbitrators in order of rotation by the drawing of cards containing the grievance numbers.
18. The Company and the Union shall share equally the costs of the arbitrator.
19. The fact that a matter has been processed as a grievance shall not prevent either party from questioning whether it is a proper subject of a grievance or arbitration.
20. The award of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to add to, subtract from, or modify the Agreement.
21. The day following the day a written answer is received shall be counted as the first day in establishing time limits under this section.
22. Either party may, at its own expense, have a court reporter in attendance at any grievance hearing. In such a case, the other party will be supplied, at no cost, a copy of the transcript.

SECTION VIII - STRIKES AND LOCKOUTS

1. During the term of this Agreement, there shall be no instigation or encouragement of, or participation in any strike, slowdown or work stoppage.
2. During the term of this Agreement, there shall be no lockout of employees.

SECTION IX - DISCRIMINATION

There shall be no discrimination, interference, restraint, coercion or intimidation of any employee by the Company or by the Union because of membership or non-membership in any lawful social, fraternal or religious organization, or by reason of membership or non-membership in a labor union. Also, the Company and the Union agree that there shall be no discrimination against any employee by either party under definitions or regulations established by any State or Federal employment laws. Both parties shall have available to them all defenses under State or Federal law for any claim made under this Section. This provision is not intended to alter any defenses under State or Federal law which would otherwise be available to the parties.

SECTION X – WAGES

1. Pay rates shall be paid as negotiated and shall be in effect as described herein for the term of this Agreement.

2. The pay rate for any job classification created after ratification of this Agreement will be negotiated by the Union and the Company. If the parties are unable to agree on the rate for the job, any such issue will be subject to the Grievance and Settlement Section of this Agreement.
3. Paydays for union eligible employees will be every other Friday. If the payday falls on a recognized holiday, then employees will be paid on the last preceding workday.
4. The Company will determine what time and attendance data employees will be required to report and what method(s) for submitting the data will be used.
5. The Company will pay twenty-five dollars (\$25.00) to the employee as well as penalties assessed by a creditor against the employee which have resulted from paychecks mailed late or direct deposits which are deposited late if the late paychecks or late deposits are proven to be the fault of the Company and within the Company's control. The employee has an affirmative obligation to limit penalties.
6. To eliminate the early cashing of checks by employees, the following guidelines will be adhered to:
 - (a) Employees cashing their checks before the check date will be notified by the Company in writing.
 - (b) Employees who disregard the written notice in subparagraph (a) above will thereafter receive their pay through direct deposit only.
7. The Company will furnish to the Secretary of the Union a schedule of physical/clerical paydays for the life of this Agreement.

SECTION XI - PREMIUMS

Article 1 - Shift Premium

A shift premium of one dollar (\$1.00) per hour will be paid to those physical employees who normally work a non-daylight shift. On April 1, 2025, the shift premium will be one dollar and fifteen cents (\$1.15) per hour. On April 1, 2026, the shift premium will be one dollar and thirty cents (\$1.30) per hour. On April 1, 2027, the shift premium will be one dollar and fifty cents (\$1.50) per hour. A daylight shift for the purpose of this Article, is an employee whose work schedule begins between 5:00 AM and 8:00 AM.

Article 2 - Sunday Premium

1. The Company agrees to pay a Sunday premium at the rate of two dollars (\$2.00) per hour to physical employees whose regular schedule requires them to work on a Sunday, except that the Sunday premium shall not be paid for work performed on a Sunday for which the employee receives overtime pay, call out pay, or any other pay amounting to a rate of time and one-half or more. Employees assigned to scheduled hours of work, the majority of which occur on Sunday, will be paid two dollars (\$2.00) per hour Sunday premium. On April 1, 2025, the Sunday premium will be two dollars and twenty cents (\$2.20) per hour. On April 1, 2026, the Sunday premium will be two dollars and forty cents (\$2.40) per hour. On April 1, 2027, the Sunday premium will be two dollars and sixty cents (\$2.60) per hour.
2. The Sunday premium shall be applicable only to time actually worked.
3. Sunday, holiday, and shift change premiums shall not be accumulated, but the Company agrees to pay the highest premium earned.

Article 3 - Holiday Premium

1. The Company agrees to pay a holiday premium at the rate of ten dollars (\$10.00) per hour to physical employees whose regular schedule requires them to work on a holiday, except that the holiday premium shall not be paid for work performed on a holiday for which the employee receives overtime pay, call out pay, or any other pay amounting to a rate of time

- and one-half or more. Employees assigned to scheduled hours of work, the majority of which occur on a recognized holiday, will be paid ten dollars (\$10.00) per hour holiday premium.
2. The holiday premium shall be applicable only to time actually worked.
 3. Sunday, holiday, and shift change premiums shall not be accumulated but the Company agrees to pay the highest premium earned.

Article 4 - Shift Change Premium

1. No shift change premium will be paid if an employee agrees to a schedule change to accommodate the request of another union eligible employee. In case of an accommodation for a death in the family as defined in Section XII, Article No. 8, a shift change premium will be paid.
2. In cases where Management initiates a schedule change other than the type of accommodations discussed in Paragraph 1:
 - (a) Union eligible employees shall be paid time and one-half when their regular scheduled shift is changed after the start of their workweek. The employee's workweek, for the computation of the shift change premium, shall begin at the employee's quitting time on the last day of work of the employee's previous workweek, and shall consist of the days of rest plus the following continuous days of work. In the case of a relief person who works regularly on a split rest day schedule, the employee's workweek begins at the end of his or her day of work before his or her first rest day. Therefore, when there are less than five (5) days of work before the second rest day of the calendar week, the employee's workweek shall consist of the calendar days to and including the second rest day of the calendar week plus the following continuous days of work. This premium shall be paid only for the first eight (8) hours worked on the new schedule.
 - (b) If a union eligible employee is scheduled to work his or her Sunday rest day, and then returned to his or her normal schedule for the remainder of his or her workweek, he or she will be allowed to work his or her regular workweek in addition to the overtime day on Sunday. However, if an employee is scheduled to work two or more days, which begin with the Sunday rest day, he or she will be considered to be on a new schedule and eligible to work only five days in the new workweek. Schedule change premium will not apply in either case if the employee's schedule is changed prior to the beginning of his or her workweek.
 - (c) Following a change in an employee's normal schedule, he or she may be returned to his or her original (normal) schedule within five (5) consecutive working days without payment of shift change premium.
 - (d) The Union will attempt to schedule Union Business and to identify participants in grievances with sufficient notice to avoid shift change premiums when possible.

Article 5 - Temporary Assignment Premiums

1. When a clerical employee is assigned the duties of a physical employee, the clerical employee shall receive five percent (5%) above his or her base rate.
2. When a physical employee is required to replace a Union eligible clerical employee, he or she shall receive five percent (5%) above his or her base rate.

SECTION XII – WORKING CONDITIONS

Article 1 - Hours of Work and Overtime

1. The Company workweek for computation of pay shall consist of seven (7) days commencing each week at 11:31 P.M., Saturday and ending at 11:30 P.M. the following Saturday.
2. The working hours for bargaining unit employees will be as follows, unless employees are otherwise assigned:
 - (a) The working hours for physical employees will be from 7:30 A.M. to 4:00 P.M. for regular day schedules. The working hours for shift employees will be 7:30 A.M. to 3:30 P.M. for the Number 1 Shift; 3:30 P.M. to 11:30 P.M. for the Number 2 Shift; and 11:30 P.M. to 7:30 A.M. for the Number 3 Shift. Starting and quitting times will be the time that is officially in use in the Company's operating area (Eastern Standard or Daylight Saving). An employee who is working when the time is officially changed shall not receive less than eight (8) hours when the changing of time results in less than eight (8) hours work. Also, he or she shall be paid for the time worked when the changing of time results in more than eight (8) hours worked.
 - (b) The working hours for clerical employees will be from 8:00 A.M. to 5:00 P.M. for regular day schedules.
3. Forty hours consisting of five (5) eight-hour days or four ten-hour days shall constitute a normal full-time workweek. An employee will not be assigned to a normal workweek of four ten-hour days without his/her consent.
4. Bargaining unit employees are to be paid at the rate of time and one-half for all time worked in excess of forty hours per week or eight (8) hours in any twenty-four hour period, except on shift changes where the scheduled rotations require two shifts to be worked in one twenty-four hour period when assigned to a schedule of eight-hour days. Bargaining unit employees are to be paid at the rate of time and one-half for all time worked in excess of forty hours per week or ten hours per day when assigned to a schedule of four ten-hour days per week.
5. Employees shall be paid at the rate of triple time for all time worked over sixteen consecutive hours. However, if an employee has worked prior to a regularly scheduled workday so that during the regular workday the employee completes 16 consecutive hours of work, then if the employee is released (s)he will be paid straight time for the remainder of his/her regular workday.
6. The Company will not normally require employees to split their rest days on a regularly scheduled basis with the exception of employees assigned to shift work. Employees other than shift employees shall not be required to split their rest days once their weekly work schedule (which includes the rest days) has begun.
7. Employees shall not be required to take equivalent time off without pay for the time worked after regular working hours, for the time worked on a scheduled rest day(s) or for the time worked in emergencies in order to balance weekly working schedules.
8. The employee's rest day shall not be changed after the employee has started working within his or her workweek to avoid the payment of overtime.
9. Employees called out for emergency overtime shall receive a minimum of three (3) hours' pay at the rate of time and one-half provided that the emergency work does not immediately precede the employee's regularly scheduled hours of work. Employees called out more than once within a three-hour period shall be paid only for the time actually worked after the initial call out. The rate of pay for time worked during additional call outs within the first three-hour period shall be time and one-half. Upon the expiration of the three-hour period, if called out again, an employee shall be entitled to another three (3) hours' pay at time and

- one-half regardless of the amount of time worked during that period. Employees called out on Sunday shall receive a premium of three (3) hours' pay at the rate of time and one-half. In addition, they shall be paid time and one-half for the time worked within the three (3) hours. The rate of pay for an employee called out again during the first three-hour period shall also be time and one-half. Upon the expiration of the three-hour period, if called out again, an employee shall be entitled to the three-hour premium, as well as time and one-half for the period worked, in the same manner as was paid for the first call out.
10. If an employee is required to report from off the job for unscheduled overtime, he or she shall receive a minimum of three (3) hours' pay at the rate of time and one-half provided that the work does not immediately precede the employee's regularly scheduled hours of employment. Neither travel time nor mileage will be paid for unscheduled overtime.
 11. When an employee is required to report on his or her rest days to the job for scheduled overtime, he or she will not be paid travel time. However, he or she will be reimbursed at the contractual rate for mileage driven not to exceed 50 miles.
 12. Call out time is defined as the time that an employee works after being ordered to report immediately from off the job following the completion of his or her workday or workweek. Call out time shall be paid at the rate of time and one-half and shall run from the time of leaving the employee's residence until his or her return. Authorized mileage will be paid in accordance with Section XII, Article No. 6, Paragraph C, from the employee's residence to the job site(s) and back to the employee's residence.
 13. When overtime work is necessary it shall be distributed at the Company's discretion. Local Management will make every effort to divide overtime evenly among the employees who normally perform the work. Employees will be counseled that they may be ineligible for call-out and unscheduled overtime based on where they reside. In an attempt to divide overtime evenly, Management will keep a cumulative total of overtime for each calendar year which shall be posted at the end of each calendar month. If an employee is offered overtime work and is excused at his/her own request, an adjustment of three (3) hours will be made to his/her cumulative total. The cumulative total for the preceding month shall be used as a guide by Management in distributing overtime. No time will be charged to an employee's cumulative total if he/she refused scheduled/unscheduled overtime while off work for sickness, death in the family, or vacation. This is not to be interpreted as allowing an employee to refuse call out. The credited overtime mentioned above will be listed separately on the cumulative total of overtime posted.
 14. Work schedules for shift employees shall be posted on the bulletin boards at the work location prior to the beginning of the employee's workweek. The employee shall be notified when his or her work schedule is changed and all such schedule changes shall be immediately posted on the bulletin board with the employee initialing the change. Any other employee who will be working a schedule different from the regular schedule will be notified in advance.
 15. Employees who are assigned to temporary duty, which requires them to be away from home overnight, shall be paid travel time from their temporary lodgings to the job and from the job to their temporary lodgings, exclusive of meal time in both cases.
 16. Employees required to report for work at a temporary location other than their payroll headquarters location shall be paid travel time and mileage if the temporary location is more than ten (10) miles farther from their home than their payroll headquarters.
 17. Employees who are assigned to a temporary location which would normally require them to be away from home overnight may request permission to drive to and from home to the temporary location each day. Management will consider their request, weighing the distance to be traveled, the seriousness of the employee's personal situation, and any other pertinent information. Such travel if authorized will be on the employee's own time.

18. Employees required to work scheduled or unscheduled overtime for the purpose of attending meetings, training, or medical tests on a rest day will receive a minimum of three (3) hours overtime pay.
19. Once an employee is assigned to non-bargaining unit work, he/she will not be assigned bargaining unit work for the remainder of the calendar day or if an employee has worked 40 hours of non-bargaining unit work he/she will not perform bargaining unit work within the workweek.

Article 2 - Flexible Work Schedules

Flextime for Clerical Employees

1. Employees may participate in flextime provided that the job responsibilities and departmental coverage requirements are met. Supervisors are encouraged to accommodate individual preference for working hours. If this is not practical, each supervisor is asked to develop an equitable system in accommodating arrivals and departures.
2. Employees are to work a 40-hour week under a regular schedule. The regular schedule will be 8:00 A.M. to 5:00 P.M. five (5) days per week during which normal operations must be available. An optional work schedule is the Company Flex 9 schedule. The Flex 9 schedule would consist of a "compressed 9" 44-hour week and the following week is when the flex day takes effect (either a Monday or a Friday only). An employee will not be assigned to a Flex 9 schedule without his/her consent.
3. The expanded workday is from 6:00 A.M. to 6:00 P.M.
4. Lunch period is between 11:30 A.M. and 1:30 P.M. Employees must take no less than a 30-minute lunch.
5. Work schedules must be submitted to and approved by the supervisor weekly. Employees may request the same daily schedule for an entire week or different schedules for various days of the week. Supervisors may approve employee requests for schedule changes during the week to accommodate unplanned appointments or emergencies based on the work requirements of the department.

Twelve-Hour Shift Schedules

1. The Company and the Union agree to continue to provide for the option, at stations, of a twelve-hour rotating shift for shift employees.
2. A twelve-hour schedule may be implemented at shift work locations upon the mutual agreement of the parties at the location and where the employees at the location have elected by a majority vote their desire for the new schedule.
3. Application of the schedule will continue unless and until Management or a majority of the employees at the location elects to end the schedule. Such an election will not occur until 12 months after the twelve-hour schedule has been implemented and future elections will not occur more frequently than every 12 months thereafter.
4. Any twelve-hour shift schedule must be cost neutral to the Company and, therefore, it may be necessary to modify work rules.

Station Schedules

If a majority of the employees desire to try an alternative schedule to improve efficiency and/or employee morale Management will give consideration to the feasibility of implementing the proposed change.

Article 3 – Holidays

1. Beginning January 1, 2006, the recognized holidays for active regular physical and clerical workers are:

1. New Year's Day (January 1)
2. Martin Luther King Day (Third Monday in January)
3. Good Friday (Friday preceding Easter)
4. Memorial Day (Last Monday in May)
5. Independence Day (July 4)
6. Labor Day (First Monday in September)
7. Veteran's Day (November 11)
8. Thanksgiving Day (Fourth Thursday in November)
9. Day after Thanksgiving
10. Christmas Day (December 25)
11. Floating Holiday (January 1 to December 31)
12. Floating Holiday (January 1 to December 31)

Where applicable the provisions of the Federal Uniform Monday Holiday Act shall apply. This Holiday schedule ends 12/31/2024.

Beginning January 1, 2025, the recognized holidays for active regular physical and clerical workers are:

1. New Year's Day (January 1)
2. Martin Luther King Day (Third Monday in January)
3. Memorial Day (Last Monday in May)
4. Independence Day (July 4)
5. Labor Day (First Monday in September)
6. Veteran's Day (November 11)
7. Thanksgiving Day (Fourth Thursday in November)
8. Day After Thanksgiving
9. Christmas Eve Day (December 24)
10. Christmas Day (December 25)
11. Floating Holiday (January 1 to December 31)
12. Floating Holiday (January 1 to December 31)

Where applicable the provisions of the Federal Uniform Monday Holiday Act shall apply.

When a recognized Holiday falls on a Saturday, the Holiday will be observed on the preceding Friday. When a recognized Holiday falls on a Sunday, the Holiday will be observed on the proceeding Monday.

When Christmas Day falls on a Saturday, Christmas Eve will be observed on the preceding Thursday and Christmas Day on the preceding Friday. When Christmas Eve falls on a Sunday, Christmas Eve will be observed on the proceeding Monday and Christmas Day on the proceeding Tuesday.

2. Two Floating Holidays will be allowed from January 1 to December 31. All days off can only be taken with prior approval of supervision and must be taken at a time which, in the judgment of Management, will make for efficient operations.
3. (a) If one of the first six (6) recognized holidays (New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, and Labor Day) falls on an

employee's rest day or if the employee is required to work on the day the Company celebrates the holiday, the employee may choose to receive additional pay up to a full day's pay at his/her straight time rate or to take equivalent time off with pay within the following 45 calendar days at a time which, in the judgment of Management, will make for efficient operation of the unit concerned. The time off must be scheduled at least seven (7) days in advance. Ends 12/31/2024.

- (b) If the remaining four (4) recognized holidays (Veteran's Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day) falls on an employee's rest day, the employee will receive an additional day of pay at his/her straight time rate in effect on the date of the holiday. If an employee is required to work on the day the Company celebrates the holiday, the employee will receive additional pay at his/her straight time rate in effect on the date of the holiday, equal to the time the employee worked on the holiday, up to eight (8) hours. Ends 12/31/2024.
4. (a) Commencing January 1, 2025. If one of the first five (5) recognized holidays (New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, and Labor Day) falls on an employee's rest day or if the employee is required to work on the day the Company celebrates the holiday, the employee may choose to receive additional pay up to a full day's pay at his/her straight time rate or to take equivalent time off with pay within the following 45 calendar days at a time which, in the judgment of Management, will make for efficient operation of the unit concerned. The time off must be scheduled at least seven (7) days in advance.
- (b) If the remaining five (5) recognized holidays (Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day and Christmas Day) falls on an employee's rest day, the employee will receive an additional day of pay at his/her straight time rate in effect on the date of the holiday. If an employee is required to work on the day the Company celebrates the holiday, the employee will receive additional pay at his/her straight time rate in effect on the date of the holiday, equal to the time the employee worked on the holiday, up to eight (8) hours.
5. If the employee is scheduled to work on a recognized holiday, he or she shall be paid straight time for the holiday and additional pay at straight time rate plus ten dollars (\$10.00) per hour holiday premium for their regular work schedule hours worked on a holiday, and time and one-half for hours worked in excess of their regular work schedule. Holiday Premium will be paid only on the recognized holiday, not on the day celebrated in lieu of the recognized holiday.
6. Time and one-half, in addition to the eight (8) hours holiday pay, shall be paid for time worked if the employee is required to perform non-scheduled duties on a recognized holiday.
7. Holiday pay will only be paid once per holiday.
8. In addition to the eight (8) hour holiday pay for recognized holidays listed in Paragraph 1, employees instructed to report immediately from off the job on the day the Company celebrates a holiday will be paid a minimum of three (3) hours provided that the call-out work does not immediately precede the employee's regularly scheduled hours of work. The three (3) hours will consist of double time for time worked with any remaining non-work time to be paid at time and one-half. Employees called out more than once within the three (3) hour period will only be paid double time for time actually worked.
9. Casual employees who work on a day the Company celebrates a recognized holiday shall receive the holiday premium as established in Section XI, Article No. 3 of this Agreement. If instructed to report immediately from off the job on a recognized holiday, casual employees will receive time and one-half for hours worked.
10. The rate of pay for holiday pay shall be based on the employee's current classified salary/rate.

11. Special holidays declared by the President of the United States, which the Company observes, shall be treated as additional recognized holidays.

Article 4 – Vacations through 12/31/2026.

All regular union eligible employees, who have completed:

Years of Service	Vacation Hours Accrued Quarterly	Vacation Hours Annual Maximum
- 1-10 years	- 30	- 120
- 11-20 years	- 40	- 160
- 21-29 years	- 50	- 200
- 30+ years	- 60	- 240

1. Newly hired employees are eligible for vacation on their first day of employment. For the quarter in which they are hired, they will receive 10 hours of vacation for each full month of employment during that quarter. Thereafter, newly hired employees will accrue 30 hours of vacation, on the first day of each quarter for the remainder of the year. A full month includes a hire date on the first working day of the month.
 - (a) The vacation period will extend from January 1, to December 31 of each year. Employees will accrue vacation hours quarterly on the first day of each quarter (January 1, April 1, July 1, and October 1). Employees reaching their 11th, 21st, or 30th year of service will begin accruing the additional hours of vacation on January 1 in the year in which they reach their service milestone.
 - (b) While preference of individual employees may be given consideration, vacation must be taken at a time which, in the judgment of Management, makes for efficient operation of the unit concerned. Employees wishing to take vacation in November or December must schedule this time by July 1 of each year. Vacation may be taken at one period, but employees entitled to two or more weeks of vacation may split their vacations into the same number of periods as they have weeks of vacation eligibility, except where other arrangements are made with the approval of local supervision in advance of the time desired. An employee will be entitled to receive an additional day of vacation for a holiday which occurs within his or her scheduled vacation period, if such holiday is observed by the Company. An employee may not, on his or her own volition, waive vacation and receive extra pay for work during that period. When vacations are waived due to the requirements of the Company, the employees affected shall be paid their vacation pay in addition to pay at regular rates for work done during the vacation period, or with the approval of local Management, he or she may elect to reschedule his or her vacation if sufficient time remains in the calendar year. An employee whose employment is terminated for any reason including retirement, layoff, resignation, discharge, or entry into military service, shall receive vacation pay (accrued but unused vacation) in lieu of any vacation to which he or she was entitled immediately prior to termination of employment. The survivors of a deceased employee shall receive vacation pay in lieu of any vacation (accrued but unused vacation) such deceased employee would have been entitled to receive. Payment will be made in accordance with the laws of the state in which the deceased employee resided.
 - (c) Available until 12/31/2024, employees will have the option to postpone up to one (1) week of their vacation into the next calendar year. The postponed week, like other vacation, must be scheduled in accordance with Paragraph (b) above. An employee's unused accrued 2025 vacation hours will transition to their 2026 vacation balance. An employee's unused accrued 2026 vacation hours will transition to their opening PTO

balance. These hours will be available to use immediately. January 1, 2027, the company will also make a one-time deposit of one hundred twenty (120) hours of grandfathered sick time into a transitional sick leave bank. Grandfathered sick time may be used for sickness, dependent care and doctor appointments. The grandfathered leave bank does not expire or refresh. If you leave the company, any unused grandfathered sick leave is not paid out.

- (d) Employees will have the option to purchase additional vacation time up to 40 hours each year. Vacation purchase must be arranged to minimize disruption and time off must be approved by supervision. Purchase must be in full day increments. This purchased time is not to be purchased in advance to be used on a later date.
 - (e) Employees may not use more vacation than they have accrued to date (previous year carryover is considered to be accrued). An exception to this is that throughout the year employees may borrow a portion of their vacation hours to be used before the hours are accrued. Vacation borrowing should be arranged to minimize disruption and must be approved by supervision. An employee can borrow up to the equivalent of their next quarter's accrual. Hours cannot be borrowed in the 4th quarter as employees can only borrow from the current year. You cannot borrow if an employee has no intention of returning to work after the vacation period.
2. The rate of pay for vacation pay shall be based on the employee's current classified salary/rate.
 3. An employee who has started his or her vacation and enters the hospital unexpectedly due to a sickness or accident can reschedule the unused portion of his or her vacation providing the sickness or accident meets the requirements of the Disability Benefit Plan. The vacation days which can be rescheduled shall only be equal to the actual days spent in the hospital to the limit of the employee's vacation schedule and eligibility. Such illnesses or accidents while on vacation requiring hospitalization must be immediately reported to the employee's supervisor in accordance with the terms of the Disability Benefit Plan. Vacation time to be rescheduled in accordance with the above must be taken within the current calendar year and must be scheduled as operating conditions permit.

Article 4 – PTO commencing 01/01/2027.

The company provides paid time off (PTO) for all regular full-time employees.

Under the PTO program, PTO hours will accrue each pay period and will be available to use the following pay period. There is a maximum number of PTO hours which can be accrued based on an employee's years of service. If an employee reaches the maximum, PTO hours will stop accruing until PTO hours are used and the balance falls below the maximum limit. An employee will accrue at the higher level beginning the pay period in which the employee completes the years of service shown in the chart below.

Completed Years of Service	Accrual PTO Hours 26 Pay Periods	Annual PTO Hours	Maximum PTO Hours Before Accrual Stops
0-4	5.54	144	216
5-12	7.08	184	276
13-23	8.62	224	336
24 or more*	10.15	264	396

*For employees hired on or after Jan. 1, 2027, the PTO level of 24 or more years of service is not available.

For planned absences exceeding three consecutive workdays, such as PTO used as vacation or nonemergency personal business, an employee must receive advance approval from his or her supervisor prior to using PTO. Employees wishing to take PTO as scheduled vacation in November or December should schedule this time by October 1 of each year.

The rate of pay for PTO shall be based on the employee's current classified salary/rate.

PTO Donations

Employees may donate PTO to other employees who do not have PTO or floating holidays available for extended personal or dependent's illness or injury or any other extenuating circumstance. PTO donation requests will be reviewed and approved by human resources.

Termination of Employment

Employees who terminate employment, including retirement, or are approved for long-term disability benefits, will be paid all unused, accrued PTO at the employee's base rate of pay. The survivors of a deceased employee shall be paid all unused, accrued PTO pay such deceased employee would have been entitled to receive. Payment will be made in accordance with the laws of the state in which the deceased employee resided.

Article 5 - Absences Due to Civic Service

1. Regular employees temporarily engaged in Jury Duty or Witness Duty, or Election Board Service, shall receive their regular earnings in addition to the compensation received from the public treasury. It is understood, however, that absences for Election Board Service shall be taken with prior approval of the local supervisor. The employee shall immediately notify the local supervisor when he or she has been summoned for Jury Duty or Witness Duty. No expenses shall be paid for absences under this Article. Also, no time will be paid in the case of a proceeding initiated by the employee or in the case of the employee's divorce proceeding.
2. Regular employees who are members of a reserve component of the Armed Forces or members of the National Guard shall receive their regular earnings in addition to their military pay for the first fifteen calendar days of compulsory annual training. If your compulsory military duty, associated with a Reserve component of the Armed Forces or members of the National Guard, exceeds the contractual allotment, the Company will compensate at regular earnings for all documented cases.
3. Regular employees who are members of a reserve component of the Armed Forces or members of the National Guard shall receive their regular earnings in addition to their military pay for the first fifteen calendar days when called to duty during a civil disorder or natural disaster, which will only be paid on an annual basis.
4. Regular earnings are based on the employee's regular rate of pay and normal work schedule in effect prior to the absence.
5. Shift employees temporarily engaged in Jury Duty will be assigned to the first shift or other day work, provided the employee notifies his/her supervisor of the Jury Duty prior to the end of the previous workweek.

Article 6 – Expenses

A. Per Diem for Expenses and Meals

1. The Company will pay a per diem for meals and miscellaneous expenses for employees assigned to temporary duty which requires them to be away from home overnight. The per diem rate will be sixty-two dollars (\$62.00) per day, or if applicable, thirteen dollars (\$13.00) for the morning meal, sixteen dollars (\$16.00) for the noon meal and twenty-eight dollars (\$28.00) for the evening meal, with five dollars (\$5.00) allowed for miscellaneous expenses. Payment will not be made for any meal for an employee living at home. Also, payment will not be made for a morning or a noon time meal for an employee who stayed at home the previous night even though temporarily assigned to another location. In addition, the Company will pay reasonable expenses for lodging of employees assigned temporary duty which requires them to be away from home overnight.
2. The per diem will not be paid for any meal provided by the Company.

B. Meal Allowance

1. If an employee is required to work two (2) hours prior or past his/her normal work schedule (i.e., eight, ten, or twelve hour, etc.) he or she shall be entitled to a meal allowance of sixteen dollars (\$16.00) and an additional meal allowance of sixteen dollars (\$16.00) for each four-hour period thereafter. For any overtime scheduled on rest days, an employee must work two (2) hours prior or past his/her normal work schedule (i.e., eight, ten, or twelve hour, etc.) to be entitled to a meal allowance.
2. Employees called out or assigned unscheduled overtime shall be eligible to receive a sixteen dollar (\$16.00) meal allowance provided they perform two hours of work during the callout or unscheduled overtime. Employees will also be entitled to an additional meal allowance of sixteen dollars (\$16.00) for each four-hour period thereafter.

C. Mileage

1. Employees authorized by their supervisors to drive personal vehicles (cars or trucks) on Company business regardless of classification, will be reimbursed at the standard mileage rate set by the Internal Revenue Service, except as defined in Section XII, Article No. 1, Hours of Work and Overtime.
2. Employees who are being reimbursed for the use of a personal vehicle for Company business may be required to use their vehicle to transport tools and passengers in the performance of their job as needed. When two or more eligible employees ride in one car, only one mileage claim will be paid.
3. When employees are required to use their personal vehicles for Company business or are permanently filling jobs which require the use of their personal vehicle, and when the mileage payment resulting from such use totals less than four dollars (\$4.00) that day, the Company agrees to pay the employee four dollars (\$4.00) for the use of his or her vehicle that day.

D. Moving Expenses

1. (a) Regular employees who are transferred permanently to a new headquarters as a result of the provisions of Section XV, Article No. 1, Employee Selection resulting in an increased commuting distance of more than 50 miles (one way) will be eligible to receive expenses under this Article.
(b) Casual employees whose letter of interest pursuant to Section XV, Article No. 7, Letter of Interest, results in full time employment and who are transferred permanently to a new headquarter resulting in an increased commuting distance of more than 50 miles (one way) will be eligible to receive expenses under this Article,

- (c) Moving expenses will only be paid provided the reporting date for the new position is at least 24 months from the last time the employee reported to a new job and received moving expenses under this Article.
- 2. A temporary living allowance of five thousand dollars (\$5,000) will be paid to employees to cover all temporary living expenses and house hunting expenses. Employees moving a current residential mobile home will receive a lump sum payment of two thousand dollars (\$2,000). Employees will have movement of household goods paid to a moving service or if the employee elects to move himself or herself, receive reimbursement for those expenses. These expenses include: transportation, reasonable insurance, packing and cartons. Employees will receive reimbursement for actual en-route (final move) expenses, which include mileage, lodging, and meals.
- 3. An employee transferred permanently and living away from home will be allowed one (1) round trip every two (2) weeks on Company time for the first 45 calendar days after the effective date of transfer.
- 4. Mileage will be paid only for travel to and from home as provided for in Paragraph 3 of this Article. None will be paid for commuting at the new location.
- 5. No expenses will be paid under this Article for any employee living at home, except that an employee commuting to a new work location that results in an increased commuting distance of more than 50 miles (one way) may receive mileage for the first 45 calendar days in lieu of the five thousand dollars (\$5,000) temporary living allowance.

E. Clothing Allowance

- 1. Personal Protective Equipment:
 - (a) The applicable Standard Operating Procedures issued by the Company identify those work situations that require the proper use of personal protective equipment by employees.
 - (b) The Company will initially provide and will replace, as it deems necessary, the following personal protective equipment at no cost to the employee:
 - (i) Hard hats;
 - (ii) Face shields, non-prescription safety glasses and goggles;
 - (iii) Ear plugs/muffs;
 - (iv) Specialty gloves; and
 - (v) Other special safety equipment such as welding hoods, respirators, etc., in order to comply with good safety practices.
 - (c) Employees will provide appropriate safety toe work shoes. Employees who wear glasses may provide approved safety prescription glasses in lieu of Company supplied non-prescription safety glasses.
- 2. Fire resistive clothing will be worn as required. See Appendix No. 15 and all applicable company SOP's.

F. Safety Eyewear Program

The Company agrees to provide to bargaining unit employees safety glasses under the terms of the Safety Eyewear Program then in effect. See Appendix No. 24.

Article 7 - Time Off for Personal Business

- 1. Regular union eligible employees will be allowed time off for personal business with proper and timely approvals. Floating Holidays will be used for personal business prior to allowing additional time off under this Article, except as provided in Paragraph 3 below.

2. Payment for such time will only be made in cases where a valid emergency exists. In evaluating emergency cases, supervisors will weigh the extent to which the situation causing the emergency was beyond the employee's control.
3. Supervisors may, at their discretion, grant up to eight (8) hours time off to attend a funeral for relatives or close personal friends not covered by the provisions of Article No. 8 – Death in the Family. Payment for such time will be made in cases where the supervisor feels such payment is justified, unless the employee elects to take a Floating Holiday or vacation/PTO day. The employee will be paid, however, in instances where he or she has served as a pallbearer or provided a eulogy during the funeral service.

Article 8 - Death in the Family

1. In the event of death in the immediate family, employees, including casuals, shall be allowed three (3) work days with pay at the straight time rate.
2. "Immediate Family" shall include husband, wife, children, step children, parents, step parents, brothers, step brothers, sisters, step sisters, legal guardian, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchildren and grandparents of the employee, and grandparents of the employee's spouse.
3. If travel time is necessary, employee may be granted additional time by immediate supervisor for travel. Such time will be on employee's time and expense.
4. If a death occurs in the immediate family while the employee is on vacation, the employee will be allowed to reschedule the amount of vacation used in compliance with Paragraphs 1 and 3 above.

Article 9 - Time Off for Union Business

1. The Company recognizes that the Union has unique and beneficial responsibilities in the administration of the Collective Bargaining Agreement and in facilitating improved relations between the Company and its employees. Therefore, Union employees shall be paid their regular straight time base rate and not be docked for such time while engaged in Union Business or Union/Management Business.
2. "Union Business" shall mean matters internal to Local 69, including, without limitation, Union elections and affiliation votes, Union-directed training, Union-called meetings, Union meetings with counsel, preparation for and attendance at arbitration hearings, and national or international Union meetings. Such time off will be at Union expense.
3. "Union/Management Business" shall mean matters directly related to the administration of the Collective Bargaining Agreement, the investigation, filing, and presentation of grievances, representation of employees during investigations as required by law, negotiations of the Collective Bargaining Agreement and amendments, deletions, modifications, and additions thereto, Union tours, travel associated with meetings, and other meetings with Management or activities as directed by the Company. The Company and the Union will share the expense of Union/Management Business, as detailed in this Article.
4. Pay for time spent on Union Business or Union/Management Business shall be at base rates and any replacement upgrades resulting from this time off shall not count toward the establishment of a full-time job. This Article shall not apply to Representative Council meetings under Section IV, Involuntary Transfer meetings under Section XV, Article No. 2, or Reduction in the Work Force meetings, Section XV, Article No. 3, of this Agreement. Union employee time spent in Representative Council meetings, Involuntary Transfer meetings, and Reduction in the Work Force, and any effects bargaining resulting from such meetings, will be paid fully by the Company and will not count toward the 12,000 hour limitation set forth in Paragraph 7, below. In addition, Union Secretary and Union Treasurer time spent on the annual Union tour will be paid by the Company, up to 120

- straight-time hours each. Additional time spent by the Union Secretary and Union Treasurer on Union tours over and above this 120-hour allotment shall be considered Union/Management Business, as outlined in Paragraph 3, above.
5. Union Business and Union/Management Business shall be performed by Union employees as employees of the Company who are entitled to receive all of the same benefits and privileges of their regular job, provided that the time spent in Union Business or Union/Management Business shall not be counted for the purpose of premium or overtime pay. Their hours of work for Union Business or Union/Management Business shall not exceed an employees' regular scheduled hours.
 6. The balance of the regular work year shall be spent on the regular job as an employee, including training, safety meetings, time off for personal business and emergencies, vacations, holidays, and sick days as provided for under the Collective Bargaining Agreement, and other activities as directed by the Company, all of which shall be as employees of the Company. Union activities, whenever performed, will not jeopardize any employee's status as an employee of the Company.
 7. As detailed in this Article, the Company will pay seventy percent (70%) of all expenses for time off spent on Union/Management Business, up to 12,000 hours per calendar year. Union/Management Business in excess of 12,000 hours per calendar year will be entirely at Union expense.
 8. The Union will give as much advance notice as possible, preferably at least 72 hours in advance, when requesting that a Union employee be cleared for permission to take time off for Union Business or Union/Management Business. Such notice shall be given to the Company's representatives designated by Labor Relations for such purposes. The Company reserves the right to deny or limit a request for time off for Union Business or Union/Management Business for operational or other good and sufficient reasons.
 9. The Company and the Union agree that they should share in the expense of Union/Management Business conducted on Company time, and that the Union should bear the expense of Union Business conducted on Company time. Thus, the Company and the Union agree that the Union will reimburse the Company for all expenses paid by the Company for time off spent on Union Business, and for thirty percent (30%) of all expenses paid by the Company for time off spent on Union/Management Business, up to 12,000 hours per calendar year. The Union will reimburse the Company for all expenses paid by the Company for time off spent on Union/Management Business in excess of 12,000 hours per calendar year.
 10. To facilitate the administration of this Article, the Company will, as described above, grant time off for Union Business and Union/Management Business with pay and invoice the Union. The Union shall provide to the Company on a monthly basis reasonable documentation and, upon request, verification of time [more than one (1) hour] taken off for Union Business or Union/Management Business. The Company shall bill the Union monthly for all time off for Union Business and for thirty percent (30%) of all time off for Union/Management Business. The amount the Company bills to the Union shall reflect the hourly wage rate plus 35 percent of the hourly wage rate for labor/benefit additives.
 11. The Union shall make payment to the Company within 30 days of its receipt of the invoice. In the event the Union disputes any part of the Company's invoice, within 30 days of its receipt, it shall nevertheless reimburse the Company for the undisputed portion, and deposit funds equal to the disputed portion of the invoice into an interest-bearing escrow account. When the amount in this escrow account reaches \$5,000, all disputes concerning the Company's invoices shall be submitted to mediation, as described in Paragraph 12, below.
 12. The Company and the Union shall agree to a panel of three (3) neutral mediators to resolve disputes concerning the Company's invoices to the Union under this Article throughout the

term of this Contract. One of these three (3) mediators shall be retained to facilitate resolution of all existing invoice disputes whenever the balance in the escrow account reaches \$5,000, as set forth in Paragraph 11, above. The mediators shall be retained on a rotating basis, and the Company and the Union shall each pay an equal share of the mediator's fees and expenses. Should mediation fail to resolve disputes, the mediator shall have the power to impose a binding resolution upon the parties.

13. Notwithstanding any other provisions of this Article, the Company agrees to pay the Union President and Vice-President full-time to attend to their Union responsibilities as representatives of the Company's employees. The Union President and Vice-President shall be paid by the Company at their regular straight time base rate, not to exceed eight (8) hours per day, or 40 hours per week. While performing their Union responsibilities, the Union President and Vice-President shall be treated in all respects as employees of the Company, and shall be entitled to receive all the same benefits and privileges of their regular job. The Union President and Vice-President will be required to report their time in the Company's time entry system, but shall not be required to furnish detailed documentation of their daily Union or Union/Management activities, except as necessary to document time off for vacation, sickness, absences due to civic service, or as necessary to comply with Section 302 of the National Labor Relations Act.
14. This Article is intended to supersede all past practices, understandings, and oral agreements relating to time off for Union Business and Union/Management Business, and it represents the complete and full agreement of the parties with respect to time off for Union Business and Union/Management Business.

Article 10 - Safe Working Conditions

1. The Company will make regulations and provisions to provide for the safety and health of its employees during their working hours. Each employee will be responsible for adhering to such regulations and provisions. The Company and the Union will cooperate in seeing that employees comply with such regulations and provisions. Employees in all work locations are encouraged to present questions with regard to safety, safety equipment, the elimination of job hazards, etc., to their supervisors. The Safety Meetings held regularly for physical employees in all major work locations, and at least biannually for clerical employees, provide an opportunity to raise such questions. Each location may present questions to the Company in writing and the Company will respond in writing. Additionally, annually a safety consultation will be held between representatives of Management and the Representative Council of the Union. Representatives from the Safety Section will also be present at this meeting. The purpose of this meeting is to provide an opportunity for employees and Management to discuss matters of safety and accident prevention in order to reduce both the number and the severity of industrial and automotive accidents.
2. All contracts for construction work to be performed by persons outside the physical and clerical units will specify that the contractor will comply with all relevant Federal and State safety regulations.

SECTION XIII - ASSIGNMENT OF WORK

The Company and the Union agree in principle that bargaining unit work will be performed only by bargaining unit employees. However, it is also recognized and agreed by the parties that there is a significant difference in the way non-bargaining unit Company employees assist in the accomplishment of bargaining unit work. Therefore:

- (a) With regard to the duties assigned to physical unit employees, non-union eligible employees will not perform such duties except in the case of an emergency. Under no circumstances will the provisions of this clause preclude a salaried employee's right to assign work or carry out any of his or her assigned duties or responsibilities, provided these duties are not the same as the duties of any physical employee.
- (b) With regard to the duties assigned to clerical unit employees, non-union eligible employees, including Supervisors, will not perform such duties except to meet temporary work load requirements. It is not Management's intent that this necessary practice results in the layoff of clerical workers. Under no circumstances will the provisions of this Section alter a non-union eligible employee's right to assign work or to carry out any of his or her assigned duties or responsibilities.

SECTION XIV - CONTRACTING OF WORK

The Union recognizes that the Company has the right to contract for work to be performed by persons not in the physical and clerical Bargaining Units. However, the Company will not contract work which directly results in any regular employee being laid-off, demoted, or forced to work less than a normal work week without that employee having been offered a regular job in accordance with Section XV, Article No. 3, Reduction in the Work Force.

SECTION XV – CHANGES IN THE WORK FORCE

Article 1 - Employee Selection

1. The matter of promotions, demotions, transfers, and layoffs is recognized as a function of Management except as provided hereafter. It is necessary to fill job vacancies with employees who are qualified for promotion.
2. Seniority shall be the basis of selecting employees if the employees are available who are properly qualified for promotion. Unless specified otherwise in this Agreement, employees with satisfactory past performance who have demonstrated their ability and fitness to satisfactorily perform the duties of the job to be filled by passing one or more tests Management will prepare tests for jobs and the Union will be given the opportunity to review testing material. Testing may include hands on demonstration of skills and knowledge, oral explanations of job duties, and/or written tests.
3. When an opening exists the Company will notify the Union Officers and Directors via e-mail or U. S. Mail and post the job Company-wide within 30¹ calendar days. Eligible employees may bid by submitting within 15¹ calendar days of posting their written application on the agreed upon form to the appropriate Company designated representative identified on the job posting. The deadline for an employee to withdraw their bid must be by the close of the 15¹ calendar day posting period. Within seven (7) calendar days following the close of the bidding period or upon completion of the Selection Testing, Management will evaluate bids. First priority will be given to senior qualified and eligible employees from within the Bidding Unit. If no selection from within the Bidding Unit is made, second priority will be given to senior qualified and eligible employees within the Bidding Division/Department. If a selection is not made from within the Bidding Division/Department, third priority will be given to senior qualified and eligible employees from other Bidding Divisions and Departments. If a selection is not made from within other Bidding Divisions and Departments, fourth priority will be given to senior qualified and eligible casual employees assigned to the same payroll location where the job is located. If no one is selected in the fourth priority, the fifth priority will be all other eligible casual

employees not already considered in the fourth priority. Successful casual bidders upon becoming full-time, regular employees will not be eligible to bid on any job outside their payroll location for eight (8) months, after which they will be free to bid any job subject to the terms of the applicable collective bargaining agreement language². New employees hired directly into regular positions will not be eligible to bid on any job outside their payroll location for eight (8) months, after which they will be free to bid any job subject to the terms of the applicable collective bargaining agreement language. Employees may not directly bid back into the position they previously vacated.

4. If a selection is not made Company-wide, the senior bidder will be given 21 calendar days to qualify for the opening (unless specified differently within this Agreement). Preference will be given to employees who bid from within the Bidding Unit. If at the end of 21 days the employee is qualified (s)he will be selected. Only one employee will be allowed the 21 day period to become qualified under this paragraph.
5. After the Union has been notified of an employee selection, the selection shall be considered to be final. However, for a period of ten (10)¹ calendar days, any eligible employee who properly bid for the opening shall have the right to initiate a grievance under the established grievance procedure. The informal hearing for any such grievance shall not be heard until the expiration of the ten (10)¹ day period during which grievances may be initiated. If no informal grievance is initiated, the selection shall be considered final upon the expiration of the ten (10)¹ day period. If a selection is not grieved, the employee selected will be paid the rate of the new job and will receive credited service in classification beginning with the expiration of the ten (10)¹ day grievance period. If business necessitates that the newly selected employee remain in his/her old job temporarily, (not to exceed six months) expenses and mileage will be paid in accordance with Section XII, Article 1, paragraph 16. However, if the opening the employee was selected for is a lower rated job the employee will be paid no less than the rate of the job (s)he is performing.
6. If no bids are received or if selection is not made in accordance with Paragraphs 2, 3, or 4 of this Article Management may recruit outside the Company, to fill the position. However, before filling a position with an applicant from outside the Company who requires training for the position, a training opportunity will be posted in the Bidding Unit where the opening exists. Employees within the Bidding Unit may bid on the training opportunity by submitting within ten (10) calendar days of posting their written application to the appropriate Company designated representative as described in Paragraph 3 of this Article. If at the end of the training period (s)he is qualified, (s)he will be awarded the job. However, if a position remains unfilled after one employee is offered training for a position in accordance with the provisions of this paragraph, Management may recruit outside the Company to fill the position.
7. The Company may place special requirement notices on job postings. Such special notices must be valid requirements directly related to the job.
8. Employees may bid on any job for which they are qualified at any pay code (up, down, or lateral). Employees may not bid on jobs in their own pay code within their responsibility center. In order to be eligible for selection, employees on inactive rolls due to long-term illness, leave of absence, or disciplinary suspension must be available to perform the job by the expiration of the ten (10) day grievance period.
9. When an employee accepts a transfer in accordance with the provisions of Article No. 2 or Article No. 3 of this Section, the employee will not only have bidding rights in the bidding unit to which (s)he is transferred but also will retain bidding rights at his/her original Bidding Unit for the length of this Agreement unless the employee bids out of the Bidding Unit to which the employee was transferred.

FOOTNOTE:

- (1) The parties have mutually agreed that on or before September 1, 2024, the company will transition and implement a new electronic posting and bidding process. Upon implementation, the time frames referenced above reduce respectively from 30 calendar days to 20 calendar days for notifying the union when an opening exists, 15 calendar days to 10 calendar days for initial job postings. Final job posting notices reduce from 10 calendar days to 5 calendar days.
- (2) Regular employees under this 8-month restriction may still apply for bidding unit wide training/reserve opportunities.

Article 2 - Involuntary Transfers

1. A transfer of all the employees in a particular job classification from one payroll location to another will not necessitate following the provisions of Paragraph 2 of this Article unless the new reporting location is more than 25 miles from the old reporting location. A change in a Cost Center number for accounting purposes does not constitute a change in an employee's payroll/reporting location. The Company will agree to pay for a meeting between employee(s) and the Union including mutually agreed to travel time for the purpose of discussing employee options under this Article. Management will be present at all involuntary transfer meetings.
2. When Management has determined that one or more employees in a particular job classification and the work they perform will be permanently transferred from one payroll location to another, the senior employee in the job classification will be given an opportunity to volunteer to be transferred. If there are no volunteers or not enough volunteers, the junior employee will be selected. If no employee desires to transfer to the new location then the reduction will be handled in accordance with Section XV, Changes in the Work Force, Article No. 3, Reduction in the Work Force.
3. When the work and employees from more than one payroll location are being merged or combined, the employees (within the particular classification) from all impacted operating locations will be pooled for the purpose of administering Paragraph 2 of this Article.
4. When an employee accepts a transfer in accordance with the provisions of Article No. 2 or Article No. 3 of this Section, the employee will not only have bidding rights in the bidding unit to which (s)he is transferred but also will retain bidding rights at his/her original Bidding Unit for the length of this Agreement unless the employee bids out of the Bidding Unit to which the employee was transferred.
5. The provisions of this Article in no way limit Management's right to make temporary assignments as provided for in Article No. 4 of this Section, or to reassign clerical employees in the General Office.

Article 3 – Reduction in the Work Force

1. Management has the right and responsibility to reduce payroll costs by eliminating jobs that are no longer necessary. When Management plans to eliminate a job after a vacancy has occurred, they will notify the Union within 30 days or the job will be posted in accordance with Section XV, Article No. 1, Employee Selection.
2. When the Company has determined that a certain number of jobs will be eliminated in a specific job classification and at a specific payroll location, the senior employee(s) in that job classification at that location will be given an opportunity to volunteer to be declared surplus. If there are not enough volunteers, the junior employee(s) in the designated location and job classification will be declared surplus.

3. When the work of employees from more than one payroll location is being merged, the employees (within the particular classification) from all impacted payroll locations will be pooled for the purpose of administering Paragraph 2 of this Article.
4. Employees declared surplus under the provisions of Paragraphs 2 and 3 of this Article will have the option to bump union employees as outlined under the provisions of Section XIX, Modified Bumping.
5. Surplus employees will be offered a transfer to other regular jobs for which they are qualified, if such positions are available. If more than one employee is surplus, senior qualified employees will be given first choice. If they accept such job offers, the employees will be grandfathered in rate. That is, his/her rate of pay will not be reduced unless the employee bids down or is demoted for disciplinary reasons. The employee will be eligible to receive negotiated increases in pay. Employees considering transfers to jobs which require moving their household under this paragraph, shall be given up to two (2) paid days, if necessary to visit the new location before accepting or rejecting the transfer offer.
6. In assessing a surplus employee's qualifications for selecting a job:
 - (a) Except as provided for in (b)-(d) below to accept a job an employee must be qualified to be selected under the provisions of Section XV, Article No. 1, Appendix No. 5, Appendix No. 6.
 - (b) Any physical employee will be considered qualified to accept any physical job vacancy Grade 3 or lower (including all levels in the Pipeline Field Specialist and Compressor Station Operator Rate Schedule) except for progression jobs.
 - (c) Any clerical employee will be considered qualified to accept any clerical job vacancy Grade 5 or lower. Employees must also have passed the Clerical Aptitude Test and applicable skills tests.
 - (d) Any employee will be considered qualified to accept any job which (s)he previously held.
7. If a surplus employee has to leave his or her location due to a reduction in the work force and his or her previous job becomes reinstated within 12 months, that employee has first rights to the job. In addition, that employee will be eligible for moving expenses as outlined in Section XII, Article No. 6, Expenses, D. Moving Expenses, of the current labor Agreement.
8. If surplus employees refuse to accept such offers or if regular jobs for which they are qualified are not available they will be terminated and will be given call back rights within their former bidding Department/Division and severance pay. Severance pay will be equal to two (2) weeks at their current rate of pay for each year of credited service up to a maximum of 26 weeks of pay, and three (3) months of COBRA medical coverage at their current level. Any terminated surplus employee will be eligible for a minimum of 12 weeks severance pay. Call back rights for regular jobs will be in effect for the term of this Agreement.
9. Surplus employees who are qualified may elect to bump into currently filled casual positions within their bidding Department/Division. If they bump, their rate of pay will be adjusted to the appropriate casual rate and their benefits will be adjusted to reflect their casual status. Any regular employee who bumps into a casual position will not be eligible for moving expenses. If regular employees bump casual employees and are subsequently laid off from their casual position they will have casual call back rights for 12 months from the date they were laid off from their casual positions as described in Section XV, Article 6, Paragraph 2.
10. No job will be offered to terminated former employees eligible for call-back until the job has been offered to current employees or surplus employees (if any) under the provisions of:
 - (a) Section XV Changes in the Work Force, Article No. 1 Employee Selection

- (b) Section XV Changes in the Work Force, Article No. 3 Reduction in the Work Force, Paragraph 5
11. When a position is available to be offered to former regular employees who were terminated in accordance with Paragraph 8 of this Article, they will be notified by mail at the address they last supplied to Human Resources with a copy to the Secretary of the Union. They will have seven days to respond in writing to the designated Company official. Jobs will be awarded to the qualified senior employees. The criteria specified in Article No. 1, Paragraph 2 of this Section will be used in assessing employees' qualifications.
 12. Senior qualified former employees who were terminated in a Reduction in the Work Force will be given preferential treatment in hiring for casual positions for 12 months within their former bidding Division/Department.
 13. For the provisions of this Article, BHE Eastern Gas Transmission and Storage's General Office is considered to be a single location.

Article 4 - Moving Expenses for Surplused Employees

1. Regular employees who are transferred permanently to a new headquarters as a result of the provisions of Section XV, Article No. 2, Involuntary Transfers and Article No. 3, Reduction in the Work Force resulting in an increased commuting distance of more than 25 miles (one way) will have their moving-related expenses paid as outlined below, except employees moving under the provisions of Section XIX, Modified Bumping. Employees moving because of bumping another employee will only be eligible for a fifteen hundred dollar (\$1,500) lump sum to cover movement of household goods and en-route expenses.
 - (a) A one-time lump sum of two hundred fifty dollars (\$250) for house hunting expenses.
 - (b) Temporary living expenses - five thousand dollars (\$5,000) will be paid to employees to cover all temporary living expenses and incidental moving expenses not outlined below.
 - (c) Movement of household goods where an employee may elect to use a Company-paid moving service or receive reimbursement for expenses incurred while moving himself or herself.
 - (d) En-route expenses incurred during the final trip to the new residence.
 - (e) A lump sum payment of two thousand dollars (\$2,000) to move a current residential mobile home.
2. Once the employee has started reporting to his/her new location, he/she will receive five hundred dollars (\$500) per month, up to 12 months, provided he/she continues to report to that new location.
3. If the employee remains on the job through the end of the calendar year and has incurred moving expenses during that year, the Company will pay a fifty percent (50%) gross-up of the employee's taxable moving expenses paid under Paragraph 1 of this Article.
4. An employee transferred permanently and living away from home will be allowed one (1) round trip every two (2) weeks on Company time for the first 45 calendar days after the effective date of the transfer. Mileage will be paid only for travel to and from home for the round trip. None will be paid for commuting at the new location.
5. No expenses will be paid under this Article for any employee living at home, except that an employee commuting to a new work location resulting in an increased commuting distance of more than 25 miles (one way) may receive mileage for the first 45 calendar days in lieu of the five thousand dollars (\$5,000) paid to cover the temporary living expenses.

Article 5 - Temporary Assignment

1. Temporary assignments do not fall within the notification and posting provisions of the Employee Selection Article of this Agreement. Employees may request to be excused from

temporary assignments for personal reasons. Management will evaluate such requests. This is not to be interpreted as allowing employees to refuse temporary assignments, particularly those which may involve undesirable working conditions. Also, when a temporary assignment outside an employee's payroll location requires staying away from home overnight, a senior employee may request to be excused from the assignment. Management will accommodate the request, provided there is a qualified junior employee in the payroll location available for assignment.

2. Regular employees assigned to a temporary work location and living away from home will be allowed one round trip per week on Company time except where the assignment is for training purposes in which case the employee will be allowed one round trip home on Company time every two (2) weeks. If a serious personal emergency arises and an employee desires to return home during a training period, Management will normally permit such a trip if justified by the severity of the employee's situation.

Article 6 - Casual Employees/Temporaries

A. Casual Employees

1. Casual employees who are filling regular jobs and who satisfactorily meet the Company's employment requirements shall be made regular after six (6) months of continuous employment. Also, the Company agrees that they shall not be terminated for the sole purpose of breaking their continuous employment.
2. Casual employees hired for specific periods of work, such as for summer employment, to meet temporary work load requirements, or to temporarily replace regular employees, are not eligible for consideration under Paragraph 1 above. However, such casual employees will be given recall preference at the payroll location from which they were laid off as follows:
 - (a) To be eligible for recall the casual employee must have been recommended for rehire at the time he/she was laid off.
 - (b) Recall preference rights will be valid only for 12 months.
 - (c) The layoff/recall cycle within a payroll location will be as follows:
 - (i) A senior qualified former regular employee who bumped a casual or was terminated under the provisions of Article No. 3 of this Section will be given preferential treatment for 12 months within his or her former bidding Division/ Department.
 - (ii) Except as provided for in Paragraph (i) above:
 - * Casual employees will be laid off on a first in, last out basis.
 - * Former casual employees with recall preference rights will be recalled on a last out, first in basis.

B. Temporaries

Prior to hiring a temporary to perform Union eligible work, the Company will notify the Union of the work to be performed and the anticipated duration of the assignment.

Article 7 - Upgrade

1. Regular employees temporarily assigned to a job in a higher pay grade outside of their classification shall receive the higher rate up to the start rate for each hour worked. Senior, qualified, and available employees in the payroll location will be given first consideration in making such assignments. When an employee is assigned to work in a higher pay grade and works the majority of their scheduled hours at the higher pay grade, they will receive upgrade for the entire day.
2. Casual employees temporarily assigned to a pay Grade 5 or higher job outside of their classification shall receive the higher rate up to the start rate for each hour worked.

3. If one or more employee(s) is upgraded to a specific job in a specific payroll location for over 1040 hours in a calendar year, the hours that could have been worked by one employee, excluding any overtime, will be added. If the resulting total is over 1040 and if Management determines that the work is permanent and recurring, a new job exists and will be filled in accordance with the provisions of this Section.
4. When Management determines that a reserve is needed for a physical progression position, a training opportunity will be posted and the senior employee from the payroll location who expresses interest will normally be given an opportunity to attend orientation and testing. However, in some instances Management may determine it is more efficient to select a reserve from a group of payroll locations or from the entire Bidding Unit.

Article 8 - New Regular Employees

Newly hired regular employees will be on probation for the first nine (9) months following employment during which time they may be terminated by the Company without recourse to the grievance procedure of the Agreement.

SECTION XVI - BENEFITS

The Company's Union Flexible Benefits Plan, (includes the Medical Plan, Dental Plan, Vision Plan, Employee Life Insurance, Dependent Life Insurance, Accidental Death and Dismemberment, Long Term Disability, and Flexible Spending Accounts), the Education Assistance Program, and Adoption Assistance shall be governed solely by the provisions of such plans. No changes affecting benefits or increasing employee contributions as provided on the date of this Agreement may be made in such plans unless by agreement between the Union and the Company. The Company reserves the right to replace the carrier or service provider with another carrier or service provider upon 60 days prior notice to the Utility Workers Union of America, Local No. 69, AFL-CIO, in conjunction with any of the above named Benefit Plans.

SECTION XVII - EFFECT OF INVALIDITY

Any provision of this Agreement which shall be in violation of applicable public laws or regulations shall be deemed void, but shall have no effect on the remaining portions of this Agreement, which shall remain in full force and effect.

SECTION XVIII - TERMINATION

This Agreement shall be in effect until 11:59 A.M., April 1, 2028, and for renewal periods of one year thereafter, unless canceled by either party by giving notice in writing at least 60 days prior to April 1, 2028, or 60 days prior to the expiration of any subsequent one-year period. This Agreement may be amended or canceled at any time by mutual written agreement.

SECTION XIX - MODIFIED BUMPING⁽¹⁾

1. When the Company has determined that a certain number of jobs will be eliminated in a specific job classification and at a specific payroll location, employees will be declared surplus in accordance with Section XV, Article 3, Paragraph 2.
2. A surplus employee will have his/her future employment status handled in accordance with Paragraphs 3 through 13 of Section XV, Article No. 3, unless he/she is eligible and elects

the Modified Bumping provisions of Paragraph 3 below. To be eligible to elect Modified Bumping, he/she must have been involuntarily declared surplus.

3. An employee involuntarily declared surplus may elect to participate in the following Modified Bumping procedure:
 - (a) A list of surplus employees from the specific payroll location who elect to bump will be prepared.
 - (b) A list of least senior employees from the same payroll location will be prepared. This list will contain the same number of names as the list prepared in Paragraph (a) above. In preparing this list, beginning with the least senior employee from the work location, a name will be excluded from this list for any of the following reasons: *
 - (i) The employee holds a job that none of the surplus employees [Paragraph (a) above] is eligible to select [Paragraph (e) below.]
 - (ii) The employee is senior to the surplus employee(s) [Paragraph (a) above] who are eligible to select [Paragraph (e) below] this employee's job.
 - (iii) The employee is the second, third, fourth, etc., employee in a non-entry job classification and there are not enough surplus employees [Paragraph (a) above] eligible or senior enough to select [Paragraph (e) below] any more jobs in this employee's job classification than those held by employees already listed.
 - (c) The lists from Paragraph (a) and Paragraph (b) will be combined. If an employee's name is on both lists, his/her name will appear only once on the combined list.
 - (d) A list of the jobs held by the least senior employees [Paragraph (b) above] will be prepared. If any of these least senior employees is a surplus employee [Paragraph (a) above], then he/she does not hold a job to be placed on this list.*
 - (e) Based on seniority and qualifications (with senior employees selecting first) the employees from the combined list [Paragraph (c) above] will be allowed to select jobs from the list prepared in Paragraph (d) above. All employees will be eligible to select entry level jobs. [See Section XV, Article 3, Paragraph 6 (b) and (c) for definition of entry level jobs.] To be eligible to select a position other than an entry level job, an employee must have previously held that job classification and must currently be qualified for it. Employees will be given credit for any time previously worked in a job classification.
 - (f) Employees who select jobs in the selection process described in Paragraph (e) will immediately have their pay adjusted to the rate of the job they selected and will have bidding rights based on the selected job. However, in no event will an employee have his/her rate of pay reduced by more than eight percent (8%) in any one bump. (Employees will NOT be red circled.)
 - (g) Employees who did not choose to select a job in the selection described in Paragraph (e) will have their future employment status handled in accordance with Paragraphs 3 through 13 of Section XV, Article 3, of this Agreement.
 - (h) If an employee was bumped, did not get an opportunity to select a job, and is senior to employees who were excluded from the list in Paragraph (b) above (s)he may elect to initiate another bump as described above. If a senior employee who was bumped does initiate such a secondary bump, only the senior employee(s) who was bumped and the junior employee(s) who was excluded from the list in Paragraph (b) above will be involved.
 - (i) If an employee who was bumped, did not get an opportunity to select a job, and is senior to employees who were excluded from the list in Paragraph (b) does not elect to initiate a secondary bump as provided for in Paragraph (h) then his/her future employment status will be handled in accordance with Paragraphs 3 through 13 of Section XV, Article 3, of this Agreement.

*NOTE: If there are available vacant positions at the payroll location in question, each available vacant position will be placed on the list referred to in Paragraph (d). Also, for each such available vacant position, the number of least senior employees on the list referred to in Paragraph (b) will be reduced by one (1).

4. Employees who did not get an opportunity to select a job in the bumping described in Paragraph 3 above and who did not waive their right to initiate a secondary bump in Paragraph 3(h) may elect to initiate a bidding unit wide bump as follows:
 - (a) A list of surplus employees from the specific bidding unit who elect to bump will be prepared.
 - (b) A list of least senior employees from the same bidding unit will be prepared. This list will contain the same number of names as the list prepared in Paragraph (a) above. In preparing this list, beginning with the least senior employee from the bidding unit, a name will be excluded from this list for any of the following reasons: *
 - (i) The employee holds a job that none of the surplus employees [Paragraph (a) above] is eligible to select [Paragraph (e) below.]
 - (ii) The employee is senior to the surplus employee(s) [Paragraph (a) above] who are eligible to select [Paragraph (e) below] this employee's job.
 - (iii) The employee is the second, third, fourth, etc., employee in a non-entry job classification and there are not enough surplus employees [Paragraph (a) above] eligible or senior enough to select [Paragraph (e) below] any more jobs in this employee's job classification than those held by employees already listed.
 - (c) The lists from Paragraph (a) and Paragraph (b) will be combined. If an employee's name is on both lists, his/her name will appear only once on the combined list.
 - (d) A list of the jobs held by the least senior employees [Paragraph (b) above] will be prepared. If any of these least senior employees is a surplus employee [Paragraph (a) above], then he/she does not hold a job to be placed on this list.*
 - (e) Based on seniority and qualifications (with senior employees selecting first) the employees from the combined list [Paragraph (c) above] will be allowed to select jobs from the list prepared in Paragraph (d) above. All employees will be eligible to select entry level jobs. [See Section XV, Article 3, Paragraph 6 (b) and (c) for definition of entry level jobs.] To be eligible to select a position other than an entry level job, an employee must have previously held that job classification and must currently be qualified for it. Employees will be given credit for any time previously worked in a job classification.
 - (f) Employees who select jobs in the selection process described in Paragraph (e) will immediately have their pay adjusted to the rate of the job they selected and will have bidding rights based on the selected job. However, in no event will an employee have his/her rate of pay reduced by more than eight percent (8%) in any one bump. (Employees will NOT be red circled.)
 - (g) Employees who did not choose to select a job or did not get an opportunity to select a job in the selection described in Paragraph (e) will have their future employment status handled in accordance with Paragraphs 3 through 13 of Section XV, Article 3, of the Agreement. However, if an employee was bumped, did not get an opportunity to select a job, and is senior to employees who were excluded from the list in Paragraph (b) above he/she may elect to initiate another bump as described above. If a senior employee who was bumped does initiate such a secondary bump, only the senior employee(s) who was bumped and the junior employee(s) who was excluded from the list in Paragraph (b) above will be involved.
 - (h) If an employee who was bumped, did not get an opportunity to select a job, and is senior to employees who were excluded from the list in Paragraph (b) does not elect to

initiate a secondary bump as provided for in Paragraph (g) then his/her future employment status will be handled in accordance with Paragraphs 3 through 13 of Section XV, Article 3, of this Agreement.

***NOTE:** If there are available vacant positions in the bidding unit in question, each available vacant position will be placed on the list referred to in Paragraph (d). Also, for each such available vacant position, the number of least senior employees on the list referred to in Paragraph (b) will be reduced by one (1).

FOOTNOTE:

- ⁽¹⁾ General Office employees at BHE Eastern Gas Transmission and Storage will be grouped together, not separated by payroll locations, for all bumping provisions.

SECTION XX – CLERICAL PAY SCHEDULE
EFFECTIVE April 1, 2024
BHE EASTERN GAS TRANSMISSION AND STORAGE
UNION CLERICAL CLASSIFICATIONS*

3.00%

RATE SCHEDULES

Time is Credited Service in Classification for New Regular Employees

34125	Draftsperson	\$34.14/hr.
34104	Draftsperson Sr.	\$39.73/hr.

	GRADE 001 - \$21.56/hr.		GRADE 007 - \$34.14/hr.
		34125	Draftsperson
	GRADE 002 - \$23.08/hr.	34171	Traffic Clerk
	GRADE 003 - \$25.81/hr.		GRADE 008 - \$35.72/hr.
38182	General Office Clerk	38028	Word Processor, Leader
39026	Copying Machine Operator		
			GRADE 009 - \$38.27/hr.
	GRADE 004 - \$28.02/hr.	55520	Accounting Clerk
		34245	Extraction Plant Clerk
	GRADE 005 - \$30.01/hr.	55526	Field Clerk
39027	Mail Clerk	34247	Gas & By-Products Tester, Sr.
		55528	Gas Measurement Clerk
	GRADE 006 - \$32.15/hr.	55530	Rent & Royalties Clerk
34113	Gas & By-Products Tester	34138	Production Clerk
39030	Printing Machine Operator	34108	Storage Clerk
55534	Word Processor		
39095	Engineering Clerk		GRADE 010 – \$39.73/hr.
39090	Environmental Clerk	34104	Draftsperson, Sr.
		34338	Extraction Plant Clerk, Leader
		34351	Field Clerk, Leader
			GRADE 011 - \$41.01/hr.
		34192	Lease Ownership Clerk

- * A Casual employee hired to perform clerical work shall be paid at the classified rate contained in the above Rate Schedule.

3.00%

**BHE EASTERN GAS TRANSMISSION AND STORAGE
CLASSIFIED PHYSICAL EMPLOYEES RATES AND OCCUPATION CODES**

OCCUPATION		RATE
00002	Casual Janitor	\$19.62 /hr.
00004	Casual Rouser	\$24.50/hr.
00005	Casual Rouser-12 Mo.	\$26.24/hr.
00007	Casual Rouser-18 Mo.	\$27.92/hr.
00006	Casual Compressor Sta. Oper.-Start	\$36.09/hr.
00008	Regular Janitor	\$27.47/hr.

RATE SCHEDULES

Time is Credited Service in Classification for New Regular Employees

55536 Pipeline Field Specialist St (0-1 yr)	\$27.95/hr.	00418 Utilityperson Field-Start (Less/6 Yrs.) Gr. 7	\$38.06/hr.
55537 Pipeline Field Specialist Level I (1-3 yr)	\$29.24/hr.	00620 Group Leader/Utilityperson-Level II (>6 Yrs.) Gr. 10	\$40.36/hr.
55538 Pipeline Field Specialist Level II (3-6 yr) Gr. 2	\$34.21/hr.		
55539 Pipeline Field Specialist Level III (>6 yr) Gr. 7	\$38.06/hr.		
00122 Compressor Station Operator-Start (< 5 Yrs.) Gr. 3	\$35.59/hr.		
00221 Compressor Station Operator-Level I (5 Years) Gr. 5	\$36.33/hr.		

PROGRESSION SCHEDULES

PROGRESSION SCHEDULE					
Electrician		Warehouse Worker		Gas Process. Plant Opr.	
00301 Electrician-Start	\$37.12/hr.	00305 Warehouse Worker-Start	\$37.12/hr.	55541 Gas Process. Plant Oper. -3.	\$38.06/hr.
00501 Electrician-Level I	\$38.98/hr.	00420 Warehouse Worker-Level I	\$38.06/hr.	55540 Gas Process. Plant Oper. -2	\$39.70/hr.
00701 Electrician-Level II	\$41.39/hr.	00514 Warehouse Worker-Level II	\$38.98/hr.	55542 Gas Process. Plant Oper. -1	\$41.39/hr.
Gas Measurement Specialist		Engine Compressor Analyst			
00405 Gas Measurement Specialist	\$38.06/hr.	00624 Engine Compressor Analyst Trainee	\$40.46/hr.	Engine Mechanic	
00614 Gas Measurement Specialist, Sr.	\$40.36/hr.	00707 Engine Compressor Analyst	\$41.39/hr.	00404 Engine Mechanic	\$38.06/hr.
		00801 Engine Compressor Analyst, Sr.	\$42.26/hr.	00613 Engine mechanic Sr.	\$40.36/hr.
Communications Specialist					
00124 Communications Specialist-Start	\$35.59/hr.				
00409 Communications Specialist-Level I	\$38.06/hr.				
00622 Communications Specialist-Level II	\$40.36/hr.				

[illegible]

SECTION XX – CLERICAL PAY SCHEDULE
EFFECTIVE APRIL 1, 2025
BHE EASTERN GAS TRANSMISSION AND STORAGE
UNION CLERICAL CLASSIFICATIONS*

3.00%

RATE SCHEDULES

Time is Credited Service in Classification for New Regular Employees

34125	Draftsperson	\$35.16/hr.
34104	Draftsperson Sr.	\$40.92/hr.

	GRADE 001 - \$22.21/hr.		GRADE 007 - \$35.16/hr.
		34125	Draftsperson
	GRADE 002 - \$23.77/hr.	34171	Traffic Clerk
	GRADE 003 - \$26.58/hr.		GRADE 008 - \$36.79/hr.
38182	General Office Clerk	38028	Word Processor, Leader
39026	Copying Machine Operator		
			GRADE 009 - \$39.42/hr.
	GRADE 004 - \$28.86/hr.	55520	Accounting Clerk
		34245	Extraction Plant Clerk
	GRADE 005 - \$30.91/hr.	55526	Field Clerk
39027	Mail Clerk	34247	Gas & By-Products Tester, Sr.
		55528	Gas Measurement Clerk
	GRADE 006 - \$33.11/hr.	55530	Rent & Royalties Clerk
34113	Gas & By-Products Tester	34138	Production Clerk
39030	Printing Machine Operator	34108	Storage Clerk
55534	Word Processor		
39095	Engineering Clerk		GRADE 010 – \$40.92/hr.
39090	Environmental Clerk	34104	Draftsperson, Sr.
		34338	Extraction Plant Clerk, Leader
		34351	Field Clerk, Leader
			GRADE 011 - \$42.24/hr.
		34192	Lease Ownership Clerk

* A Casual employee hired to perform clerical work shall be paid at the classified rate contained in the above Rate Schedule.

SECTION XXI - PHYSICAL PAY SCHEDULE

3.00%

EFFECTIVE April 1, 2025**BHE EASTERN GAS TRANSMISSION AND STORAGE
CLASSIFIED PHYSICAL EMPLOYEES RATES AND OCCUPATION CODES**

OCCUPATION		RATE
00002	Casual Janitor	\$20.21/hr.
00004	Casual Rouster	\$25.24/hr.
00005	Casual Rouster-12 Mo.	\$27.03/hr.
00007	Casual Rouster-18 Mo.	\$28.76/hr.
00006	Casual Compressor Sta. Oper.-Start	\$37.17/hr.
00008	Regular Janitor	\$28.29/hr.

RATE SCHEDULES**Time is Credited Service in Classification for New Regular Employees**

55536 Pipeline Field Specialist St (0-1 yr)	\$28.79/hr.	00418 Utilityperson Field-Start (Less/6 Yrs.) Gr. 7	\$39.20/hr.
55537 Pipeline Field Specialist Level I (1-3 yr)	\$30.12/hr.	00620 Group Leader/Utilityperson-Level II (> 6 Yrs.) Gr. 10	\$41.57/hr.
55538 Pipeline Field Specialist Level II (3-6 yr) Gr. 2	\$35.24/hr.		
55539 Pipeline Field Specialist Level III (>6 yr) Gr. 7	\$39.20/hr.		
00122 Compressor Station Operator-Start (< 5 Yrs.) Gr. 3	\$36.66/hr.		
00221 Compressor Station Operator-Level I (5 Years) Gr. 5	\$37.42/hr.		

PROGRESSION SCHEDULES

Electrician		Warehouse Worker		Gas Process. Plant Opr.	
00301 Electrician-Start	\$38.23/hr.	00305 Warehouse Worker-Start	\$38.23/hr.	55541 Gas Process. Plant Oper. -3.	\$39.20/hr.
00501 Electrician-Level I	\$40.15/hr.	00420 Warehouse Worker-Level I	\$39.20/hr.	55540 Gas Process. Plant Oper. -2	\$40.89/hr.
00701 Electrician-Level II	\$42.63/hr.	00514 Warehouse Worker-Level II	\$40.15/hr.	55542 Gas Process. Plant Oper. -1	\$42.63/hr.
Gas Measurement Specialist		Engine Compressor Analyst		Engine Mechanic	
00405 Gas Measurement Specialist	\$39.20/hr.	00624 Engine Compressor Analyst Trainee	\$41.57/hr.	00404 Engine Mechanic	\$39.20/hr.
00614 Gas Measurement Specialist, Sr.	\$41.57/hr.	00707 Engine Compressor Analyst	\$42.63/hr.	00613 Engine mechanic Sr.	\$41.57/hr.
		00801 Engine Compressor Analyst, Sr.	\$43.53/hr.		
Communications Specialist					
00124 Communications Specialist-Start	\$36.66/hr.				
00409 Communications Specialist-Level I	\$39.20/hr.				
00622 Communications Specialist-Level II	\$41.57/hr.				

	GRADE 001 - \$34.52/hr.		GRADE 006 - \$38.23/hr.		GRADE 008 - \$40.15/hr.		GRADE 010 - \$41.57/hr.
00101	Maintenance Worker, Building	00301	Electrician (Start)	00501	Electrician (Level I)	00610	Auto Mechanic, Sr.
		00304	Maintenance Mechanic, Building	00503	Leader, General Office Garage	00613	Engine Mechanic, Sr.
	GRADE 002 - \$35.24/hr.	00305	Warehouse Worker (Start)	00506	Compressor Station Oper., 24-Hr	00614	Gas Measurement Specialist, Sr.
55538	Pipeline Field Specialist Level II	00307	Auto Mechanic	00509	Heavy Equipment Operator	00617	Shift Leader
00110	Garage Attendant	00308	Medium Equipment Operator	00514	Warehouse Worker (Level II)	00618	Extraction Plant Equip. Mechanic
				00515	Maintenance Mechanic, Bld., Sr.	00620	Group Leader/Utility. Lv. II (> 6 Yrs.)
						00622	Communications Spec. (Level II)
	GRADE 003 - \$36.66/hr.					00624	Engine Compressor Analyst Trainee
00121	Chemical Tester				GRADE 009 - \$40.89/hr.	00626	Liquids Plant Operator
00122	Compressor Station Operator (Start)		GRADE 007- \$39.20/hr.	00603	Carpenter	00627	Loader, Sr., Extraction Plant
00124	Communications Specialist (Start)	00401	Compressor Station Oper., Sr.	55540	Gas Process. Plt. Opr.- 2		
00125	Maintenance Worker, Ext. Plant	00404	Engine Mechanic				GRADE 011 - \$42.63/hr.
		00405	Gas Measurement Specialist			00701	Electrician (Level II)
	GRADE 004 - \$37.04/hr.	00406	Heavy Truck Driver			00702	Leader, Repair Crew
		00407	Paint Gun Operator			00707	Engine Compressor Analyst
	GRADE 005 - \$37.42/hr.	00409	Communications Specialist (Lv. I)			55542	Gas Processing Plant Oper. - 1
00216	Painter	00418	Utilityperson Field-Start				
00219	Loader, Extraction Plant	00420	Warehouse Worker (Level I)				
00221	Compressor Station Oper.-Level I	55541	Gas Process. Plt. Opr.- 3				GRADE 012 - \$43.53/hr.
00222	Waste Water Treatment Plant Oper.	55539	Pipeline Field Specialist Level III			00801	Engine Compressor Analyst, Sr.
						00703	Welder

SECTION XX – CLERICAL PAY SCHEDULE
EFFECTIVE APRIL 1, 2026
BHE EASTERN GAS TRANSMISSION AND STORAGE
UNION CLERICAL CLASSIFICATIONS*

2.80%

RATE SCHEDULES

Time is Credited Service in Classification for New Regular Employees

34125	Draftsperson	\$36.14/hr.
34104	Draftsperson Sr.	\$42.07/hr.

	GRADE 001 - \$22.83/hr.		GRADE 007 - \$36.14/hr.
		34125	Draftsperson
	GRADE 002 - \$24.44/hr.	34171	Traffic Clerk
			GRADE 008 - \$37.82/hr.
	GRADE 003 - \$27.32/hr.	38028	Word Processor, Leader
38182	General Office Clerk		
39026	Copying Machine Operator		GRADE 009 - \$40.52/hr.
		55520	Accounting Clerk
	GRADE 004 - \$29.67/hr.	34245	Extraction Plant Clerk
		55526	Field Clerk
	GRADE 005 - \$31.78/hr.	34247	Gas & By-Products Tester, Sr.
39027	Mail Clerk	55528	Gas Measurement Clerk
		55530	Rent & Royalties Clerk
	GRADE 006 - \$34.04/hr.	34138	Production Clerk
34113	Gas & By-Products Tester	34108	Storage Clerk
39030	Printing Machine Operator		
55534	Word Processor		GRADE 010 – \$42.07/hr.
39095	Engineering Clerk	34104	Draftsperson, Sr.
39090	Environmental Clerk	34338	Extraction Plant Clerk, Leader
		34351	Field Clerk, Leader
			GRADE 011 - \$43.42/hr.
		34192	Lease Ownership Clerk

- * A Casual employee hired to perform clerical work shall be paid at the classified rate contained in the above Rate Schedule.

SECTION XXI - PHYSICAL PAY SCHEDULE

2.80%

EFFECTIVE April 1, 2026**BHE EASTERN GAS TRANSMISSION AND STORAGE
CLASSIFIED PHYSICAL EMPLOYEES RATES AND OCCUPATION CODES**

OCCUPATION		RATE
00002	Casual Janitor	\$20.78/hr.
00004	Casual Rouster	\$25.95/hr.
00005	Casual Rouster-12 Mo.	\$27.79/hr.
00007	Casual Rouster-18 Mo.	\$29.57/hr.
00006	Casual Compressor Sta. Oper.-Start	\$38.21/hr.
00008	Regular Janitor	\$29.08/hr.

RATE SCHEDULES**Time is Credited Service in Classification for New Regular Employees**

55536 Pipeline Field Specialist St (0-1 yr)	\$29.60/hr.	00418 Utilityperson Field-Start (Less/6 Yrs.) Gr. 7	\$40.30/hr.
55537 Pipeline Field Specialist Level I (1-3 yr)	\$30.96/hr.	00620 Group Leader/Utilityperson-Level II (> 6 Yrs.) Gr. 10	\$42.73/hr.
55538 Pipeline Field Specialist Level II (3-6 yr) Gr. 2	\$36.23/hr.		
55539 Pipeline Field Specialist Level III (>6 yr) Gr. 7	\$40.30/hr.		
00122 Compressor Station Operator-Start (< 5 Yrs.) Gr. 3	\$37.69/hr.		
00221 Compressor Station Operator-Level I (5 Years) Gr. 5	\$38.47/hr.		

PROGRESSION SCHEDULES

Electrician		Warehouse Worker		Gas Process. Plant Opr.	
00301 Electrician-Start	\$39.30/hr.	00305 Warehouse Worker-Start	\$39.30/hr.	55541 Gas Process. Plant Oper. -3.	\$40.30/hr.
00501 Electrician-Level I	\$41.27/hr.	00420 Warehouse Worker-Level I	\$40.30/hr.	55540 Gas Process. Plant Oper. -2	\$42.03/hr.
00701 Electrician-Level II	\$43.82/hr.	00514 Warehouse Worker-Level II	\$41.27/hr.	55542 Gas Process. Plant Oper. -1	\$43.82/hr.
Gas Measurement Specialist		Engine Compressor Analyst		Engine Mechanic	
00405 Gas Measurement Specialist	\$40.30/hr.	00624 Engine Compressor Analyst Trainee	\$42.73/hr.	00404 Engine Mechanic	\$40.30/hr.
00614 Gas Measurement Specialist, Sr.	\$42.73/hr.	00707 Engine Compressor Analyst	\$43.82/hr.	00613 Engine mechanic Sr.	\$42.73/hr.
		00801 Engine Compressor Analyst, Sr.	\$44.75/hr.		
Communications Specialist					
00124 Communications Specialist-Start	\$37.69/hr.				
00409 Communications Specialist-Level I	\$40.30/hr.				
00622 Communications Specialist-Level II	\$42.73/hr.				

	GRADE 001 - \$35.49/hr.		GRADE 006 - \$39.30/hr.		GRADE 008 - \$41.27/hr.		GRADE 010 - \$42.73/hr.
00101	Maintenance Worker, Building		00501	Electrician (Level I)	00610	Auto Mechanic, Sr.	
		00301	Electrician (Start)	00503	Leader, General Office Garage	00613	Engine Mechanic, Sr.
	GRADE 002 - \$36.23/hr.	00304	Maintenance Mechanic, Building	00506	Compressor Station Oper., 24-Hr	00614	Gas Measurement Specialist, Sr.
55538	Pipeline Field Specialist Level II	00305	Warehouse Worker (Start)	00509	Heavy Equipment Operator	00617	Shift Leader
00110	Garage Attendant	00307	Auto Mechanic	00514	Warehouse Worker (Level II)	00618	Extraction Plant Equip. Mechanic
		00308	Medium Equipment Operator	00515	Maintenance Mechanic, Bld., Sr.	00620	Group Leader/Utility. Lv. II (>6 Yrs.)
	GRADE 003 - \$37.69/hr.					00622	Communications Spec. (Level II)
00121	Chemical Tester					00624	Engine Compressor Analyst Trainee
00122	Compressor Station Operator (Start)		GRADE 007 - \$40.30/hr.		GRADE 009 - \$42.03/hr.	00626	Liquids Plant Operator
00124	Communications Specialist (Start)	00401	Compressor Station Oper., Sr.	00603	Carpenter	00627	Loader, Sr., Extraction Plant
00125	Maintenance Worker, Ext. Plant	00404	Engine Mechanic	55540	Gas Process. Plt. Opr. - 2		
		00405	Gas Measurement Specialist				
	GRADE 004 - \$38.08/hr.	00406	Heavy Truck Driver				GRADE 011 - \$43.82/hr.
		00407	Paint Gun Operator			00701	Electrician (Level II)
	GRADE 005 - \$38.47/hr.	00409	Communications Specialist (Lv. I)			00702	Leader, Repair Crew
00216	Painter	00418	Utilityperson Field-Start			00707	Engine Compressor Analyst
00219	Loader, Extraction Plant	00420	Warehouse Worker (Level I)			55542	Gas Processing Plant Oper. - 1
00221	Compressor Station Oper.-Level I	55541	Gas Process. Plt. Opr.- 3				
00222	Waste Water Treatment Plant Oper.	55539	Pipeline Field Specialist Level III				GRADE 012 - \$44.75/hr.
						00801	Engine Compressor Analyst, Sr.
						00703	Welder

SECTION XX – CLERICAL PAY SCHEDULE
EFFECTIVE APRIL 1, 2027
BHE EASTERN GAS TRANSMISSION AND STORAGE
UNION CLERICAL CLASSIFICATIONS*

2.80%

RATE SCHEDULE

Time is Credited Service in Classification for New Regular Employees

34125	Draftsperson	\$37.15/hr.
34104	Draftsperson Sr.	\$43.25/hr.

	GRADE 001 - \$23.47/hr.		GRADE 007 - \$37.15/hr.
		34125	Draftsperson
	GRADE 002 - \$25.12/hr.	34171	Traffic Clerk
	GRADE 003 - \$28.08/hr.		GRADE 008 - \$38.88/hr.
38182	<u>General Office Clerk</u>	38028	Word Processor, Leader
39026	Copying Machine Operator		
	GRADE 004 - \$30.50/hr.		GRADE 009 - \$41.65/hr.
		55520	Accounting Clerk
	GRADE 005 - \$32.67/hr.	34245	Extraction Plant Clerk
39027	Mail Clerk	55526	Field Clerk
		34247	Gas & By-Products Tester, Sr.
		55528	Gas Measurement Clerk
	GRADE 006 - \$34.99/hr.	55530	Rent & Royalties Clerk
34113	Gas & By-Products Tester	34138	Production Clerk
39030	Printing Machine Operator	34108	Storage Clerk
55534	Word Processor		
39095	Engineering Clerk		GRADE 010 – \$43.25/hr.
39090	Environmental Clerk	34104	Draftsperson, Sr.
		34338	Extraction Plant Clerk, Leader
		34351	Field Clerk, Leader
			GRADE 011 - \$44.64/hr.
		34192	Lease Ownership Clerk

* A Casual employee hired to perform clerical work shall be paid at the classified rate contained in the above Rate Schedule.

SECTION XXI - PHYSICAL PAY SCHEDULE

2.80%

EFFECTIVE April 1, 2027

BHE EASTERN GAS TRANSMISSION AND STORAGE CLASSIFIED PHYSICAL EMPLOYEES RATES AND OCCUPATION CODES

OCCUPATION		RATE
00002	Casual Janitor	\$21.36/hr.
00004	Casual Rouster	\$26.68/hr.
00005	Casual Rouster-12 Mo.	\$28.57/hr.
00007	Casual Rouster-18 Mo.	\$30.40/hr.
00006	Casual Compressor Sta. Oper.-Start	\$39.28/hr.
00008	Regular Janitor	\$29.89/hr.

RATE SCHEDULES

Time is Credited Service in Classification for New Regular Employees

55536 Pipeline Field Specialist St (0-1 yr)	\$30.43/hr.	00418 Utilityperson Field-Start (Less/6 Yrs.) Gr. 7	\$41.43/hr.
55537 Pipeline Field Specialist Level I (1-3 yr)	\$31.83/hr.	00620 Group Leader/Utilityperson-Level II (>6 Yrs.) Gr. 10	\$43.93/hr.
55538 Pipeline Field Specialist Level II (3-6 yr) Gr. 2	\$37.24/hr.		
55539 Pipeline Field Specialist Level III (>6 yr) Gr. 7	\$41.43/hr.		
00122 Compressor Station Operator-Start (< 5 Yrs.) Gr. 3	\$38.75/hr.		
00221 Compressor Station Operator-Level I (5 Years) Gr. 5	\$39.55/hr.		

PROGRESSION SCHEDULES

Electrician		Warehouse Worker		Gas Process. Plant Opr.	
00301 Electrician-Start	\$40.40/hr.	00305 Warehouse Worker-Start	\$40.40/hr.	55541 Gas Process. Plant Oper. -3.	\$41.43/hr.
00501 Electrician-Level I	\$42.43/hr.	00420 Warehouse Worker-Level I	\$41.43/hr.	55540 Gas Process. Plant Oper. -2	\$43.21/hr.
00701 Electrician-Level II	\$45.05/hr.	00514 Warehouse Worker-Level II	\$42.43/hr.	55542 Gas Process. Plant Oper. -1	\$45.05/hr.
Gas Measurement Specialist		Engine Compressor Analyst		Engine Mechanic	
00405 Gas Measurement Specialist	\$41.43/hr.	00624 Engine Compressor Analyst Trainee	\$43.93/hr.	00404 Engine Mechanic	\$41.43/hr.
00614 Gas Measurement Specialist, Sr.	\$43.93/hr.	00707 Engine Compressor Analyst	\$45.05/hr.	00613 Engine mechanic Sr.	\$43.93/hr.
		00801 Engine Compressor Analyst, Sr.	\$46.00/hr.		
Communications Specialist					
00124 Communications Specialist-Start	\$38.75/hr.				
00409 Communications Specialist-Level I	\$41.43/hr.				
00622 Communications Specialist-Level II	\$43.93/hr.				

	GRADE 001 - \$36.48/hr.		GRADE 006 - \$40.40/hr.		GRADE 008 - \$42.43/hr.		GRADE 010 - \$43.93/hr.
00101	Maintenance Worker, Building			00501	Electrician (Level I)	00610	Auto Mechanic, Sr.
		00301	Electrician (Start)	00503	Leader, General Office Garage	00613	Engine Mechanic, Sr.
	GRADE 002 - \$37.24/hr.	00304	Maintenance Mechanic, Building	00506	Compressor Station Oper., 24-Hr	00614	Gas Measurement Specialist, Sr.
55538	Pipeline Field Specialist Level II	00305	Warehouse Worker (Start)	00509	Heavy Equipment Operator	00617	Shift Leader
00110	Garage Attendant	00307	Auto Mechanic	00514	Warehouse Worker (Level II)	00618	Extraction Plant Equip. Mechanic
		00308	Medium Equipment Operator	00515	Maintenance Mechanic, Bld., Sr.	00620	Group Leader/Utility. Lv. II (>6 Yrs.)
						00622	Communications Spec. (Level II)
	GRADE 003 - \$38.75/hr.		GRADE 007- \$41.43/hr.		GRADE 009 - \$43.21/hr.	00624	Engine Compressor Analyst Trainee
00121	Chemical Tester	00401	Compressor Station Oper., Sr.	00603	Carpenter	00626	Liquids Plant Operator
00122	Compressor Station Operator (Start)	00404	Engine Mechanic	55540	Gas Process. Plt. Opr.- 2	00627	Loader, Sr., Extraction Plant
00124	Communications Specialist (Start)	00405	Gas Measurement Specialist				
00125	Maintenance Worker, Ext. Plant	00406	Heavy Truck Driver				
		00407	Paint Gun Operator				GRADE 011 - \$45.05/hr.
	GRADE 004 - \$39.15/hr.	00409	Communications Specialist (Lv. I)			00701	Electrician (Level II)
		00418	Utilityperson Field-Start			00702	Leader, Repair Crew
	GRADE 005 - \$39.55/hr.	00420	Warehouse Worker (Level I)			00707	Engine Compressor Analyst
00216	Painter	55541	Gas Process. Plt. Opr.- 3			55542	Gas Processing Plant Oper. - 1
00219	Loader, Extraction Plant	55539	Pipeline Field Specialist Level III				
00221	Compressor Station Oper.-Level I						GRADE 012 - \$46.00/hr.
00222	Waste Water Treatment Plant Oper.					00801	Engine Compressor Analyst, Sr.
						00703	Welder

APPENDIX NO. 1 CLERICAL BIDDING DEPARTMENTS & UNITS

BIDDING DEPARTMENT	BIDDING UNIT
General Office – BHE EGTS	General Office Bidding Unit
Field Operations – BHE EGTS	Eastern Area Bidding Unit Northern Area Bidding Unit Southern Area Bidding Unit Western Area Bidding Unit

Working Agreement

BIDDING DEPARTMENT	BIDDING UNIT
General Office – BHE EGTS	General Office Bidding Unit Automation and Control Engineering Office Administrative Services Gas Accounting Gas Environmental Services-Clarksburg Gas Storage General Accounting Land Records Maps and Records Project Team Clarksburg I Purchasing & Material Control
Field Operations-BHE EGTS	Southern Area Bidding Unit Business Agreements Hastings Extraction Plant Southern Area Headquarters
	Western Area Bidding Unit Gas Environmental Services-Oakford Lease & Rights-of-Way-Mamont Mamont Transmission Luthersburg Transmission
	Eastern Area Bidding Unit Leesburg Transmission P-Leidy Storage Pool
	Northern Area Bidding Unit Northeastern Area Technical Support

NOTE: New payroll locations that are established during the course of this agreement will be included within the geographic bidding units in which they are located unless mutually agreed to by the parties. The parties agree to meet annually to review payroll locations and may adjust them as needed upon mutual agreement.

**APPENDIX NO. 1A - FIRST STEP GRIEVANCE HEARING LOCATIONS
BY CLERICAL PAYROLL LOCATION**

<u>BIDDING DEPARTMENT</u>	<u>BIDDING UNIT</u>	<u>GRIEVANCE HEARING LOCATIONS</u>
<u>General Office-BHE EGTS</u>	General Office Bidding Unit	
	Automation and Control Engineering	Bridgeport
	Office Administrative Services	Bridgeport
	Gas Accounting	Bridgeport
	Gas Storage	Bridgeport
	General Accounting	Bridgeport
	Gas Environmental Svcs.- Bridgeport	Bridgeport
	Land Records	Bridgeport
	Maps and Records	Bridgeport
	Project Team Clarksburg I	Bridgeport
	Purchasing & Material Control	Bridgeport
<u>Field Operations-BHE EGTS</u>	Southern Area Bidding Unit	
	Business Agreements	Bridgeport
	G & P Weston	Weston
	Hastings Extraction Plant	Hastings or Bridgeport
	Southern Area Headquarters	Weston
	Western Area Bidding Unit	
	Gas Environmental Services-Oakford	Oakford
	Lease & Rights-of-Way-Mamont	Oakford or Mamont
	Mamont Transmission	Oakford or Mamont
	Eastern Area Bidding Unit	
	Leesburg Transmission	Leesburg
	P-Leidy Storage Pool	Leidy
	Northern Area Bidding Unit	
	Northern Area Technical Support	Sabinsville

APPENDIX NO. 2 - PHYSICAL BIDDING DEPARTMENTS & UNITS

BIDDING DIVISION	BIDDING UNIT
BHE EGTS	Eastern Area Bidding Unit Northern Area Bidding Unit Southern Area Bidding Unit Western Area Bidding Unit

Working Agreement

BIDDING DIVISION	BIDDING UNIT
BHE EGTS	Southern Area Bidding Unit 24-Hour Salem 24-Hour Smithville 24-Hour Weston Bridgeport Station Bridgeport Transmission Burch Ridge Station Burch Ridge Transmission Camden Station Chelyan Station Chelyan Transmission Compressor Services -WV Cornwell Station Cornwell Transmission Craig II Station Davis Station Facilities Management Field Support Fleet Maintenance G & P Weston Galmish Hastings Extraction Plant Hastings Station Hastings Transmission Jones Station Kennedy Station L. L. Tonkin Station Lightburn Extraction Plant Lightburn Station Lost Creek Storage Loup Creek Station Mockingbird Hill Station Morrison Station Mullet Station Oscar Nelson Station Racket-Newberne Station Sardis Station Schutte Station Smithburg Station Southern Area Headquarters Southern Area Support Spruce Run Station Sweeney Station Sweeney Transmission Telecommunications-Cornwell Telecommunications-Davisson Run Tonkin Transmission Wolf Run Station Yellow Creek Station

	Western Area Bidding Unit Beaver Station Beaver Transmission Carroll Station Charleroi Propane Terminal Compressor Services-Ohio Compressor Services-PA Crayne Station Gilmore Station Gilmore Transmission Groveport Station Groveport Transmission Hutchinson Station J B Tonkin Lebanon Station Mamont Transmission Newark Station North Summit Station P-Oakford Station South Oakford Telecommunications-Oakford Washington Station
	Eastern Area Bidding Unit Ardell Station Ardell Transmission Ashland Transmission Big Run Station Centre Station Chambersburg Station Compressor Services-Leidy

	Finnefrock Station Greenlick Station Leesburg Station Leesburg Transmission Loudoun Station Luthersburg Support Luthersburg Transmission P-Leidy Station P-Leidy Storage Pool Myersville Compressor Station Perulack Station Pleasant Valley Station Punxsutawney Station Quantico Station Rural Valley Compressor Station South Bend Station
	Northern Area Bidding Unit Borger Station Brookman Station Compressor Services-Westfield Area Horseheads Station Ithaca Field P-Boom Station P-Ellisburg Station P-Ellisburg Storage P-Harrison Station P-Harrison Storage P-Tioga Station Quinlan Compressor Station Sabinsville Station Sabinsville Transmission Schenectady Transmission Sheds Station Silver Springs Station Silver Springs Transmission State Line Station Telecommunications-Westfield Area Utica Field Utica Station Woodhull Station

NOTE: New payroll locations that are established during the course of this agreement will be included within the geographic bidding units in which they are located unless mutually agreed to by the parties. The parties agree to meet annually to review payroll locations and may adjust them as needed upon mutual agreement.

APPENDIX NO. 2A - FIRST STEP GRIEVANCE HEARING LOCATIONS BY PHYSICAL PAYROLL LOCATION

BIDDING DIVISION BHE EGTS	BIDDING UNIT	GRIEVANCE HEARING LOCATIONS
	Southern Area Bidding Unit	
	24-Hour Salem	Bridgeport or Weston
	24-Hour Smithville	Weston
	24-Hour Weston	Weston
	Bridgeport Station	Bridgeport or Weston
	Bridgeport Transmission	Bridgeport or Weston
	Burch Ridge Station	Hastings
	Burch Ridge Transmission	Hastings
	Camden Station	Weston
	Chelyan Station	Cornwell Station
	Chelyan Transmission	Cornwell Station
	Compressor Services-WV	Weston
	Cornwell Station	Cornwell Station
	Cornwell Transmission	Cornwell Station
	Craig II Station	Weston
	Davis Station	Weston
	Facilities Management	Bridgeport
	Field Support	Weston
	Fleet Maintenance	Bridgeport
	G & P Weston	Weston
	Galmish	Hastings or Bridgeport
	Hastings Extraction Plant	Hastings or Bridgeport
	Hastings Station	Hastings or Bridgeport
	Hastings Transmission	Hastings or Bridgeport
	Jones Station	Weston
	Kennedy Station	Weston
	L. L. Tonkin Station	Weston
	Lightburn Station	Weston

BIDDING DIVISION BHE EGTS	BIDDING UNIT	GRIEVANCE HEARING LOCATIONS
	Lost Creek Storage	Weston
	Loup Creek Station	Oscar Nelson Station
	Mockingbird Hill Station	Hastings or Bridgeport
	Morrison Station	Bridgeport
	Mullet Station	Hastings
	Oscar Nelson Station	Oscar Nelson Station
	Racket-Newberne Station	Weston
	Sardis Station	Bridgeport or Weston
	Schutte Station	Bridgeport or Weston
	Smithburg Station	Bridgeport or Weston
	Southern Area Headquarters	Weston
	Southern Area Support	Weston
	Spruce Run Station	Weston
	Sweeney Station	Weston
	Sweeney Transmission	Weston
	Telecommunications- Cornwell	Cornwell Station
	Telecommunications- Davisson Run	Clarksburg
	Tonkin Transmission	Weston
	Wolf Run Station	Weston
	Yellow Creek Station	Weston
	Western Area Bidding Unit	
	Beaver Station	Oakford
	Beaver Transmission	Oakford
	Carroll Station	Cambridge
	Charleroi Propane Terminal	Oakford
	Compressor Services-Ohio	Cambridge
	Compressor Services-PA	Oakford
	Crayne Station	Oakford
	Gilmore Station	Cambridge

BIDDING DIVISION BHE EGTS	BIDDING UNIT	GRIEVANCE HEARING LOCATIONS
	Gilmore Transmission	Cambridge
	Groveport Station	Cambridge
	Groveport Transmission	Cambridge
	Hutchinson Station	Oakford
	J B Tonkin	Oakford
	Lebanon Station	Cambridge
	Mamont Transmission	Oakford
	Newark Station	Cambridge
	North Summit Station	Oakford
	P-Oakford Station	Oakford
	South Oakford	Oakford
	Telecommunications-Oakford	Oakford
	Washington Station	Cambridge
	Eastern Area Bidding Unit	
	Ardell Station	Luthersburg
	Ardell Transmission	Luthersburg
	Ashland Transmission	Leesburg
	Centre Station	Leidy
	Chambersburg Station	Leesburg
	Compressor Services-Leidy	Leidy
	Finnefrock Station	Leidy
	Greenlick Station	Leidy
	Leesburg Station	Leesburg
	Leesburg Transmission	Leesburg
	Loudoun Station	Leesburg
	Luthersburg Support	Luthersburg
	Luthersburg Transmission	Luthersburg
	P-Leidy Station	Leidy
	P-Leidy Storage Pool	Leidy
	Myersville Compressor Station	Leesburg
	Perulack Station	Leesburg

BIDDING DIVISION BHE EGTS	BIDDING UNIT	GRIEVANCE HEARING LOCATIONS
	Pleasant Valley Station	Leesburg
	Punxsutawney Station	Luthersburg
	Quantico Station	Leesburg
	Rural Valley Compressor Station	Luthersburg
	South Bend Station	Luthersburg
	Northern Area Bidding Unit	
	P-Boom Station	Sabinsville
	Borger Station	Ithaca or Utica
	Brookman Station	Utica
	Compressor Sys.-Westfield Area	Sabinsville
	Horseheads Station	Sabinsville or Ithaca
	Ithaca Field	Ithaca or Utica
	Northern Gas Measurement	Sabinsville
	P-Ellisburg Station	Sabinsville
	P-Ellisburg Storage	Sabinsville
	P-Harrison Station	Sabinsville
	P-Harrison Storage	Sabinsville
	P-Tioga Station	Sabinsville
	Quinlan Compressor Station	Sabinsville
	Sabinsville Station	Sabinsville
	Sabinsville Transmission	Sabinsville
	Schenectady Transmission	Ithaca or Utica
	Sheds Station	Utica
	Silver Springs Station	Sabinsville
	Silver Springs Transmission	Sabinsville
	State Line Station	Sabinsville
	Telecomms.-Westfield Area	Sabinsville
	Utica Field	Ithaca or Utica
	Utica Station	Ithaca or Utica
	Woodhull Station	Sabinsville

APPENDIX NO. 3 – CLERICAL PAY SCHEDULE

The Clerical Pay Schedules provide a means for employees to advance to higher levels of pay by working the specified time in classification. An employee enters a Pay Schedule at the lowest rate of pay, unless he/she has previously been classified in that particular Pay Schedule, in which case, prior time in classification will be credited.

Draftsperson (less than 3 years) – Grade 7

Draftsperson Sr. – Grade 10

Working Agreement

APPENDIX NO. 4 - INSPECTION

If the Company deems it necessary to assign physical employees to inspect contracted work, the following guidelines will be used:

1. Temporary assignment of qualified employees to work as Inspectors on construction projects will normally be using lower rated employees (e.g. Pipeline Field Specialist) rather than to utilize higher rated employees. Management will not, however, be required to replace lower rated employees with higher rated employees in order to make the lower rated employees available.
2. Temporary assignments as inspectors on construction projects will be rotated among qualified and available employees in an effort to distribute overtime. However, since assignments to work as an inspector can vary considerably in duration, there is no obligation to distribute inspection overtime evenly. Assignment will not normally be rotated during a project.
3. Each payroll location will maintain and post monthly, in conjunction with the overtime list, a list of employees qualified for inspection assignments in seniority order. When another employee's name is added to the list, it will be slotted in according to seniority. As inspection assignments become available, they will be offered to the next person on the list. Should an employee decline an opportunity for inspection, the next person on the list is asked and the employee that turned down the assignment will not be offered another opportunity until the inspection list has gone through one complete cycle and all employees on the list have been offered an opportunity to work on an inspection assignment. Rotation through the list is continual, meaning that assignments are not offered to the senior employee on the list at the beginning of each project or year.
4. When a specific project involves more than one payroll location, the lists from the payroll locations involved will be utilized in selecting employees for assignment.
5. Under certain circumstances, an employee with specific skills or knowledge may be required to provide proper inspection for contracted work. In such cases, the employee may also be assigned other inspection duties. These assignments will also be rotated among those employees in the payroll location with the required skills.

APPENDIX NO. 5 - CLERICAL TESTING

1. In order to qualify to enter any Clerical position, an applicant must demonstrate proper qualifications by passing appropriate aptitude tests.
2. Required Clerical tests are as follows:

Job Title	Clerical Aptitude
Accounting Clerk	X
Field Clerk	X
Gas Measurement Clerk	X
Rent & Royalties Clerk	X
Word Processor	X

* NOTES

1. All other selection testing for clerical employees is outlined in the Union Selection Testing manual distributed to employees.

APPENDIX NO. 6 - PHYSICAL PROGRESSION SCHEDULES

1. The Physical Progression Schedules provide a means for employees to advance through pay grades by successfully completing appropriate training and testing and working a specified time in grade.
2.
 - (a) In order to qualify for selection to enter the Electrician and Communications Specialist Progressions, an applicant must demonstrate proper qualifications by passing appropriate aptitude tests and attending a classroom orientation session and scoring at least 70% on a written test on the material presented. ⁽¹⁾
 - (b) In order to qualify for promotion to a higher grade in these Progressions an employee must successfully complete additional classroom training and testing and must work the time in grade as follows: ⁽²⁾

	Grade	Time Required
Electrician:		
Electrician, Start	006	1 Year
Electrician, Level I	008	1 Year
Electrician, Level II	011	
Communications Specialist:		
Communications Specialist, Start	003	1 Year
Communications Specialist, Level I	007	1 Year
Communications Specialist, Level II	010	

- (c) An employee will enter the Gas Measurement Specialist Progression as a Gas Measurement Specialist, Grade 7 and after four (4) years experience in that position, will be promoted to a Gas Measurement Specialist, Sr., Grade 10, without additional testing. [Up to two (2) years upgrade to Gas Measurement Specialist can be counted in the four (4) years required to progress to Gas Measurement Specialist, Sr.]
3.
 - (a) In order to qualify for training to enter the Warehouse Worker Progression Schedule, an employee must pass appropriate aptitude tests. Employees selected for training to enter the Warehouse Worker Progression Schedule will attend classroom or one-on-one training and four (4) weeks of on-the-job training working with a classified Warehouse Worker. Trainees will be tested on both the classroom training or one-on-one training and the on-the-job training. In order to qualify for selection as a Warehouse Worker, the trainee must attain a score of 70% on this test. ⁽¹⁾
 - (b) Employees selected to enter the Warehouse Worker Progression Schedule will work as a Warehouse Worker, Start, Grade 6, for two (2) years and will be promoted to Warehouse Worker, Level I, Grade 7, without additional testing. After working two (2) years as a Warehouse Worker, Level I, they will be promoted to Level II, Grade 8, without additional testing.
4. In order to qualify to enter the Engine Mechanic progression, an employee must first pass appropriate written and hands on tests. Once an employee enters the 3-year Engine Mechanic progression, the employee must successfully pass the Engine Mechanic Sr. Hands

On testing and the Electronic Engine shutdown testing during the 3-years from entering the progression to progress to Engine Mechanic Sr. ⁽⁵⁾

5. When an opening occurs in a Physical Progression Schedule, selection for orientation and testing to enter the progression will be handled in accordance with Section XV, Article I, Employee Selection. The senior applicant will be given an opportunity to take the orientation and testing to qualify to enter the progression, unless a training opportunity for a reserve position was posted Bidding Unit-wide. If a training opportunity for a reserve position was posted Bidding Unit-wide and if a reserve applies, the senior reserve will be awarded the job and it will not be necessary to provide orientation and testing to the senior applicant. If an employee leaves a progression and reenters the same progression, they will reenter at the same grade they previously held. At the time the employee reenters the progression, the Company will give the employee the appropriate diagnostic tests to determine any training necessary to update the employee's skills. Any accumulated time worked in this Progression will count toward the next level entrance or promotion. ⁽³⁾
6. Any employee entering a Physical Progression Schedule will be expected to progress to the highest level of that Progression. Should any such employee twice fail to qualify for progression at any level after two (2) separate classroom training periods, he or she will be red circled in rate, removed from the progression and assigned other work, if available. ⁽⁴⁾
7. An employee who is being trained in a progression or as a backup for a progression job will not be allowed to receive training in another progression job.
8. Any employee permanently classified within a Progression Schedule may be assigned any of those duties which he or she is capable of performing. Any employee temporarily assigned duties within the progression may be required to perform any duties which he or she is capable of performing, but will be considered to be at the Start Level or lowest level for pay purposes.

FOOTNOTE:

- (1) The score required to pass an aptitude test will in no case exceed 70%.
- (2) An Electrician, Start will undergo a six (6) month structured training program consisting of classroom and "on-the-job" training. The six (6) month training program may or may not be consecutive.
- (3) An employee selected to receive a training opportunity to fill a Reserve Electrician position shall undergo a six (6) month structured training program consisting of classroom and "on-the-job" training. The six (6) month training program may or may not be consecutive.
- (4) An employee who has undergone the six (6) month training and fails the test to progress to Grade 8 will be given a second opportunity to take and pass this test within 60 days after his/her first attempt.
- (5) Employees get two opportunities to complete the Engine Mechanic Sr. training. If they are not successful, they remain as a Gr. 7 Engine Mechanic.

APPENDIX NO. 7 - PHYSICAL PAY SCHEDULES

The Physical Pay Schedules provide a means for employees to advance to higher levels of pay by working the specified time in classification. An employee enters a Pay Schedule at the lowest rate of pay, unless he/she has previously been classified in that particular Pay Schedule, in which case, prior time in classification will be credited. ^(1.)

Pipeline Field Specialist Start (0-1 Yr.)
Pipeline Field Specialist Level I (1-3 Yr.)
Pipeline Field Specialist Level II (3-6 Yr.) Gr. 2
Pipeline Field Specialist Level III (>6 Yrs.) Gr.7

Compressor Station Operator - Start (Less than 5 Years) - Gr. 3
Compressor Station Operator - Level I (5 Years) - Gr. 5

Utilityperson Field-Start (Less/6 Yrs.) - Gr. 7
Group Leader/Utilityperson - Level II (>6 Yrs.) - Gr. 10

Gas Processing Plant Operator - 3 Gr. 7
Gas Processing Plant Operator – 2 Gr. 9
Gas Processing Plant Operator – 1 Gr. 11

An employee will enter the Gas Processing Plant Operator position as a Gas Processing Plant Operator-3 Grade 7.

There are three steps to be a fully qualified GPP operator at Hastings.

GPP Operator -3 is responsible for understanding and maintaining the slug catcher area and the HECS. (Grade 7). GPP Operator - 2 is responsible for understanding and maintaining the fractionation and cold plant. (Grade 9). GPP Operator - 1 is fully qualified operator and is responsible for operation of the plant through the HMI, also known as board operator. (Grade 11). In order to progress through Operator 3, 2, and 1, the employee will be expected to successfully complete Process Safety Management (PSM) requirements. The process to advance to the higher-grade operator will be through the PSM process of training and employees written and hands on demonstration of knowledge of each area. This process should take no more than 18 months. If it is mutually determined by the parties that an employee is not able to progress to GPP Operator -1 within 18 months due to circumstances controlled by the company, the employee will automatically progress to Gr. 11 after 18 months.

(1.) For employees bidding into the new Pipeline Field Specialist position after 4/1/2020: Employees with no experience in a physical classification under the contract enter at the start rate of the position.

Employees with experience in a physical classification under the contract: Every 2 years of physical service equates to 1- year of TIP for Pipeline Field Specialist (PFS), up to 12 years. For example, CSO with 10 years experience = 5 years TIP and would enter the PFS as Level II.

APPENDIX NO. 8 - TIE IN SENIORITY

In the event of a tie in seniority for a specific selection the following will be used to determine seniority:

1. Credited service (seniority); if that is equal then
2. The first hired; if that is equal then
3. The employee whose birth date occurs closest to July 1; if that is equal then
4. A method determined by mutual agreement of the tied employees.

Any such settling of a tie in seniority will be valid only for the instant situation and will have no bearing on any subsequent cases.

Working Agreement

APPENDIX NO. 9 – DRIVERS LICENSE

The following jobs do not require the incumbent job holder or the successful bidder for such job to possess and maintain a valid driver's license:

Gas Measurement Clerk
Accounting Clerk
Engineering Clerk
Environmental Clerk
Traffic Clerk
Rent and Royalty Clerk
Lease Ownership Clerk

All other physical and clerical jobs require the incumbent job holder or successful bidder to possess and maintain a valid driver's license.

APPENDIX NO. 10 – DISCIPLINARY ACTION

1. Disciplinary Demotion Physical

When an employee is demoted for disciplinary reasons the Company will assign him or her to an appropriate job in a lower pay grade. If under this provision the employee is assigned to a Pipeline Field Specialist job he/she shall be paid the appropriate rate based on his or her credited service in classification and will be allowed the normal progression thereafter.

2. Disciplinary Demotion Clerical

When an employee is demoted for disciplinary reasons the Company will assign him or her to an appropriate job in a lower pay grade. The demotion will not result in a rate of pay below the employee's current rate or the rate of Grade 3, whichever is lower.

3. Disciplinary Record Retention

All reference to disciplinary action will not be used as the basis for any other disciplinary action if no additional disciplinary action is taken against the employee within four (4) years.

APPENDIX NO. 10A - LOSS OF DRIVING PRIVILEGES

If an employee whose job requires the possession of a valid driver's license fails to maintain his/her driving privileges, the following actions will be taken:

1. **First Incident:**

- A. An employee who fails to maintain driving privileges, must notify his/her immediate supervisor prior to returning to work of the loss of his/her driving privileges. Failure by the employee to provide notification prior to returning to work will subject the employee to disciplinary action. Under no circumstances should an employee operate a company vehicle without a valid driver's license.
- B. Upon notification, commencing the effective date of the loss of his/her driving privileges and for a period not to exceed 12 months, in those instances where the employee would otherwise be required as part of his/her duties to drive a Company vehicle, the employee will be temporarily assigned other duties within or outside his/her respective work location.
 - 1. The employee will be compensated for any temporary assignments at the classified rate of the job (s)he is assigned which could be lower than his/her classified rate.
 - 2. Employees temporarily assigned due to loss of driving privileges shall not be entitled to any travel time or mileage to their respective payroll location or temporary reporting location.
- C. An employee whose driving privileges have been suspended, as described above, who is involved in a reduction in force or involuntary transfer, may select a job that requires a driver's license if the employee can provide proof that his/her driving privileges will be reinstated within the 12 month period commencing the effective date of the loss of his/her driving privileges.
- D. Upon submitting proof, during the 12 month period described above, that (s)he has regained his/her driving privileges, the employee will be permitted to resume the operation of a company vehicle as part of his/her regular duties.
- E. If, at the end of the 12 month period described above, the employee has not regained his/her driving privileges, the employee will be removed from his/her job and the job will be filled through the provisions of Section XV of this Agreement. If there is a resulting vacancy for which the employee is qualified (s)he will be assigned to that job and his/her rate of pay will be adjusted to the classified rate of the new job. Otherwise, the employee will be terminated.

2. **Second Incident:**

- A. An employee who fails for a second time to maintain his/her driving privileges, as described above, must notify his/her immediate supervisor prior to returning to work of the loss of his/her driving privileges. Failure to provide notification prior to returning to work will be considered to be just cause for dismissal. Under no circumstances should an employee operate a company vehicle without a valid driver's license.
- B. Upon notification, the employee will be removed from his/her job and the job will be filled through the provisions of Section XV of this Agreement. If there is a resulting vacancy for which the employee is qualified (s)he will be assigned to that job and his/her rate of pay will be adjusted to the classified rate of the new job. Otherwise, the employee will be terminated.

APPENDIX NO. 11 - FMLA ABSENCES

1. Use any available paid leave* before taking any unpaid leave for FMLA absences.
2. Use FMLA leave concurrently with any available paid leave.*

* Exception: Employees may keep up to 80 hours of earned vacation or paid time off for use later in the year. Management must approve the scheduling of vacation time.

Working Agreement

APPENDIX NO. 12 - OVERTIME

Scheduled Overtime

The time that an employee works when overtime is assigned while the employee is on the job.

Unscheduled Overtime

The time that an employee works when overtime is assigned after the employee has left the job following the completion of his or her workday or workweek. The employee is not ordered to report immediately.

Call Out Time

The time that an employee works after being ordered to report immediately from off the job following the completion of his or her workday or workweek.

Working Agreement

APPENDIX NO. 13 - ENGINE COMPRESSOR ANALYST PROGRESSION

Title	Grade	Classification
Engine Compressor Analyst Trainee	010	6 Months
Engine Compressor Analyst	011	1 Year
Engine Compressor Analyst, Sr.	012	

Employees will be selected to enter the Engine Compressor Analyst Progression using the following procedure. Openings for positions within the progression as deemed necessary by the Company will be posted throughout the Company. First priority will be given to senior qualified and eligible employees from within the Bidding Unit. If no selection from within the Bidding Unit is made, second priority will be given to senior qualified and eligible employees within the Bidding Division. If a selection is not made from within the Bidding Division, third priority will be given to senior qualified and eligible employees from other Bidding Divisions and Departments. Applicants will be determined to be qualified if they have successfully completed the test required to enter the Grade 11 Engine Compressor Analyst position. The selected employee will enter the progression at the Grade 11 level.

Opportunities for back-up positions will be posted within the bidding unit. First priority will be given to the senior, qualified and eligible employee within the unit.

If no qualified employee is selected, the senior employee who bid on the position will be given a series of written tests. The senior applicant who has successfully completed the tests will be selected for entry into the Progression, unless a training opportunity for a back-up was posted bidding unit wide. If a training opportunity for a back-up position was posted bidding unit wide and if a back-up applies, the senior back-up will be awarded the job and it will not be necessary to provide a series of written tests to the senior applicant.

Employees selected to enter the Engine Compressor Analyst Progression as a Trainee will work at the Trainee level for a period of six (6) months. At the end of the six (6) months the employee will be required to take an advancement test. Employees passing the test will be promoted to the Engine Compressor Analyst level. Employees failing this test will be given one additional opportunity to pass the test within 60 days after the first attempt.

Employees will work at the Engine Compressor Analyst level for a period of one (1) year. After working at this level for six (6) months, the employee will be required to take and pass a progress test in order to remain in the progression. Employees failing the test will be given one (1) additional opportunity to pass the test within 60 days after the first attempt. After working at this level for one (1) year, the employee will be required to take an advancement test. Employees passing this test will be promoted to Engine Compressor Analyst, Sr. Employees failing this test will be given two (2) additional opportunities to pass the test within 120 days after the first attempt.

Employees must attain a score of 70% on each segment of the advancement tests and progress test in order to pass. The Union will be provided an opportunity to review the training program and materials. The tests will consist of oral and written questions as well as hands-on demonstrations. The employee will receive on-the-job training directly related to the test he or she will take for a particular level. Employees who fail the first attempt will be coached in their areas of deficiency.

Any employee entering the Engine Compressor Analyst Progression will be expected to progress to Engine Compressor Analyst, Sr. Should any such employee fail to qualify for progression at any level after the maximum number of tests allowed, he or she will be red circled in rate, removed from the progression, and assigned other work.

Any employee permanently classified within this Progression Schedule may be assigned any of those duties which he or she is capable of performing. Any employee temporarily assigned duties within the progression may be required to perform any duties which he or she is capable of performing, but will be considered to be at the Trainee Level for pay purposes.

Any employee who is classified as an Engine Compressor Performance Specialist on or before October 1, 1993, who takes the classroom training and fails the test twice will be permitted to continue working as an Engine Compressor Analyst at the level they have attained and receive all negotiated raises and will be allowed to take the training and testing every 36 months if the employee desires. Any Grandfathered employee that does not desire to take the tests, will not be required to and they will remain at the level they have attained and will receive all negotiated raises.

APPENDIX NO. 14 - COMMERCIAL DRIVER'S LICENSE

Regular Job Vacancies:

When vacancies occur in jobs which require possession of a Commercial Driver's License with appropriate endorsements (CDL w/e), possession of the required CDL w/e will be required for selection for the job.

Reserve Drivers/Operators:

Management will determine the number of Reserve Drivers/Operators needed at each location.

If a sufficient number of fully qualified reserves are not available, a training opportunity will be posted and the senior employee from the payroll location who is otherwise qualified and who bids will be provided a Commercial Driver's Manual for home study. Within 30 calendar days, the employee selected will be provided up to two (2) opportunities to take the written tests for the CDL w/e on Company time and at Company expense (including test fees, license fees and required physical examination fees). If the employee passes the written tests, (s)he will be assigned with a licensed Commercial Driver to receive on-the-job experience for a period, not to exceed 30 calendar days. During this time the employee will be permitted to take the skills and road test up to two (2) times on Company time and at Company expense. If the employee qualifies for the CDL w/e (s)he will be returned to his/her regular job and will be qualified for temporary assignment to jobs requiring a CDL w/e.

If the employee selected for training fails to qualify for the CDL w/e, (s)he will be returned to his/her regular job and the next senior employee who is otherwise qualified and who originally bid will be afforded an opportunity to obtain a CDL w/e as described above.

If the second employee selected for training fails to qualify for the CDL w/e, Management may select any employee who is otherwise qualified to train for the CDL w/e.

APPENDIX NO. 15 - FIRE RESISTIVE CLOTHING

The following guidelines apply to the Fire Resistive (FR) clothing provided by the Company to its physical* employees.

1. The Company will provide each physical employee a clothing allowance account with a Vendor to be in the amount of \$650.00 on April 1, 2024, and allot an additional \$550.00 each subsequent January. The account dollars may be used for FR clothing or boots. If boots are purchased outside of the vendors catalog – employees may provide the receipt to the Vendor and the Vendor will reimburse the employee up to the amount of dollars in their account at that time.
2. New Physical employees will receive an account with \$650.00 and will then be on the January allotment schedule.
3. At no time will there be more than \$900.00 in an employee's account.
4. Clothing will be ordered by the employees directly from the Vendor, using a catalog/list specifically tailored to the FR and boot requirements set by the Company. It is the employees' responsibility to personally place the order and to arrange for delivery directly to their homes or payroll location.
5. All FR clothing purchased through this program must be from the approved catalog(s) offered by the Vendor. The clothing allowance cannot be used to purchase FR clothing outside of this program.
6. Employees will be responsible for initial and ongoing ordering of all clothing, as well as any necessary returns to the Vendor for reasons related to fit, selection, repair etc. return costs will be paid by the Company. Returns will be credited back to an employees' account.
7. New employees will be provided a form from the supervisor or safety department to have their account initiated.
8. The Company will keep on hand Fire resistive clothing in various sizes for Employees to wear who hire or transfer into a department.
9. Employees are responsible for proper laundering and care of FR clothing. Minor repairs (generally requiring less than one hour of sewing) will be provided at no charge by the Vendor.
10. Outerwear will be provided by the Company, subject to supervisor approval, at the Company's expense. Approved outerwear will be in an additional catalog on the Vendor's web sight. Again employees will be responsible for ordering and arrange for delivery.
11. Replacement of purchased outerwear FR clothing, which may have exceeded its wear life, shall be handled on a case-by-case basis by local supervision and/or the local Safety Representative.
12. All Company FRC must be returned to the Company upon an Employee's termination of employment.
13. Company and union logos are to be worn by all Employees on their FR clothing.
14. Upon receiving a 3-month retirement notice the Company will freeze the employees account.

15. Employees are not permitted to alter FR clothing in any manner, for example, removing or altering sleeves.
16. FR clothing must be worn at all times by physical employees covered by this program.
17. The Company logo will be affixed to all shirts, jackets and coveralls by the vendor.
18. At its discretion, the Union may supply cloth Union logos (2-1/2" diameter or similar) for placement on garments (FR jackets, FR shirts, etc.) by the vendor. Union logos will be affixed to the right sleeve 2" below the shoulder seam of the garments.
19. Employees may also purchase any catalog item using their own personal funds.
20. Clothing Allowance allotment amounts may be adjusted based upon changes in the vendor or Vendor Company pricing. Such Allotment amount changes must be mutually agreed to by the Company and the union.

*Gas & By Products tester and Gas & By Products tester Sr. positions are eligible under the FR program.

Note:

The following Clerical positions will have a \$100.00 stipend for the purchase of Safety Boots that meet Company requirements. The \$100.00 stipend will follow the January allotment schedule and is capped at \$100.00.

Draftsperson/Sr.

Field Clerk/Leader

Extraction Plant Clerk/Leader

APPENDIX NO. 16 – PURCHASE PLAN

The Gas Appliance Discount program enables eligible employees to purchase new gas and propane appliances and equipment by providing discounts. The program also aims to familiarize employees with the characteristics of gas and propane appliances and equipment and enable them to discuss the benefits with the public.

This program applies to active Eastern Gas Transmission and Storage, Inc. employees who are:

- Regular full-time
- Regular part-time (scheduled to work 1,000 hours or more in a calendar year; casual employees must meet the minimum hour requirements) and whose primary work location is a pre-merger (former) CNG office located in:
 - o Ohio
 - o New York
 - o Pennsylvania
 - o West Virginia

See Gas Appliance Purchase Program Policy and Application on Go GTS:

[Gas Appliance Discount Program](#)

[Gas Appliance Discount Program Application](#)

APPENDIX NO. 17 – C.O.P.E. DEDUCTION

The employer agrees to deduct and transmit to U.W.U.A. C.O.P.E., \$_____ per pay, from the wages of those employees who voluntarily authorize such contributions on the forms provided and mutually agreed to by Company and Union. These transmittals shall occur for each pay and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted for each such employee.

NOTE: When three (3) pay periods occur in the same month, no deduction will be taken in the third pay.

APPENDIX NO. 18 – VEBA

The Company and the Union agree that a VEBA (Voluntary Employee Beneficiary Association) will be established following ratification of a new labor Agreement and upon completion and execution of a detailed Participation Agreement, and any other necessary documents and agreements. Pursuant to the terms of this Appendix and the Participation Agreement, the Company shall, beginning April 1, 2002, contribute each month to the Utility Workers Union of America (UWUA) Health and Welfare Fund, or another fund as may be mutually agreeable to the parties, an amount equal to 1% of monthly gross pay for each active regular employee covered by this labor Agreement. Effective April 1, 2003, this contribution will be increased by .5% to a total of 1.5% of monthly gross pay for each active regular employee. Effective April 1, 2017, this contribution will be increased by .25% to a total of 1.75% of monthly gross pay for each active regular employee. Effective April 1, 2018, this contribution will be increased by .25% to a total of 2.0% of monthly gross pay for each active regular employee. Effective April 1, 2019, this contribution will be increased by .25% to a total of 2.25% of monthly gross pay for each active regular employee. Effective April 1, 2022, this contribution will be increased by .25% to a total of 2.50% of monthly gross pay for each active regular employee. Effective April 1, 2023, this contribution will be increased by .25% to a total of 2.75% of monthly gross pay for each active regular employee. The Company agrees to continue to make this contribution each month during the term of this Labor Agreement.

In addition to the deferred employee wage contributions described above, the Company shall, beginning January 1, 2006, contribute each month to the Utility Workers Union of America (UWUA) Health and Welfare Fund an amount equal to 1.5% of monthly gross pay for each active regular employee. The Company agrees to continue to make this contribution each month during the term of this Labor Agreement.

Both parties agree that the funds contributed to this VEBA by the Company are for the sole and exclusive purpose of supplementing employee and retiree medical contributions, as defined in the Participation Agreement. The VEBA will pay the retiree medical contributions for employees who retire after December 31, 2002, and for their dependents who meet the eligibility requirements under the Plan. By July 1 of each calendar year, the Union will notify the Company of the VEBA contribution rates applicable for the next Plan year for all active regular employees and their dependents who meet the eligibility requirements under the Plan. VEBA contribution rates must remain the same for the entire Plan year. If the Union fails to notify the Company of the VEBA contribution rates by July 1, active regular employees will be responsible for payment of the full applicable monthly contribution rate for their coverage as shown in Appendix No. 22.

No costs or fees of administering the VEBA shall be borne by the Company. In the event that the parties fail to execute a Participation Agreement, or such Participation Agreement ceases or is terminated, the UWUA fund ceases or is insolvent or is terminated, the Company's obligations in this Appendix and the Participation Agreement cease and shall not be renewed. The contribution rates outlined above will be paid to the employees as additional wages and the employees will be responsible for all payments required to continue available coverage during the term of this Agreement.

The Union shall have the unilateral right to use VEBA funds for the purpose of funding retiree medical benefits for employees hired after ratification of the 2016-2020 labor agreement. The Company will not be in any way involved in the administration of the VEBA.

APPENDIX NO. 19 – LEESBURG HOUSING

Regular employees who transfer or are hired into a position in the following payroll locations within the Leesburg Area⁽¹⁾ as defined below will receive a monthly housing stipend of four hundred (\$400.00) dollars per month. This four hundred dollars (\$400.00) is not considered a part of base pay and is not included in pension calculation, or any other type of benefit calculation. This does not apply to employees living or transferring into a Company house.

- ⁽¹⁾Leesburg Station
- Leesburg Transmission
- Loudoun Station
- Myersville Station
- Pleasant Valley Station
- Quantico Station

APPENDIX NO. 20 - JOB SECURITY

1. Regular employees who have been declared surplus will be handled in accordance with the provisions of Section XV, Article 3, Reduction in the Work Force.
2. However, during the term of this Agreement only, no surplus regular employee will be terminated under the provisions of Section XV, Article 3, Reduction in the Work Force, unless the employee refuses an offer of a regular position, for which he/she is qualified, which may or may not require relocation, or unless the employee refuses a temporary assignment, which may or may not require working away from home.
If a surplus regular employee self-terminates by refusing the offer of a regular position during the term of this Agreement, that same position will not be offered to another surplus regular employee absent mutual agreement of the parties.
3. The Company intends to eliminate positions by declaring positions surplus or by marking off vacant positions pursuant to Section XV, Changes in the Work Force, Article 3, Reduction in the Work Force.
4. It is understood that the Job Security provisions in this Appendix are subject to the following conditions:
 - (a) They do not apply to any employees except regular employees;
 - (b) They do apply in the event of a sale, transfer or other disposition of assets to a subsidiary or a corporate affiliate of Berkshire Hathaway Energy;
 - (c) They do not apply in the event of a sale, transfer or other disposition of all or a substantial portion of the assets of BHE Eastern Gas Transmission and Storage to an unaffiliated third party entity. In that event, federal labor law shall apply, and BHE Eastern Gas Transmission and Storage shall bargain in good faith regarding the effects of any such sale, transfer or other disposition upon the members of the bargaining unit.
 - (d) They do apply for the term of this agreement.

APPENDIX NO. 21 - SUCCESSORSHIP CLAUSE

1. The Company and Union agree that should the Company during the term of this Agreement sell, lease, assign, or transfer all or a substantial portion of the assets of BHE Eastern Gas Transmission and Storage which are covered by this Agreement, the Company will inform the purchaser, lessee, assignee, or transferee (hereinafter "Buyer") of the exact terms of this Agreement, and shall make the sale, lease, assignment, or transfer conditional upon the Buyer's assumption of all the obligations of the Agreement until its expiration date, except for those exclusions and exceptions contained in this Article.
2. Notwithstanding the provisions of this Agreement, including but not limited to provisions relating to Changes in the Work Force, Involuntary Transfer, or Modified Bumping, employees at payroll locations affected by a sale, lease, assignment, or transfer of Company assets who are offered employment by the Buyer shall have no right to bump or displace employees at payroll locations not affected by the sale, lease, assignment, or transfer, and shall not be entitled to severance pay or a job or temporary position in a part of the Company unaffected by the sale, lease, assignment or transfer.

APPENDIX NO. 22 – WELFARE CONTRIBUTION RATES

MONTHLY CONTRIBUTION SCHEDULE

(For the Company's Benefit Plans to be Effective January 1, 2025)

Active Medical Employee Contributions - - Monthly Amounts

Retain Medical Options A, B and C.

Continue to index deductibles and out-of-pocket maximums annually.

2024 rates will be actuarially determined each year equal to trend with a maximum 7% cap.

Effective January 1, 2025, eliminate active Medical Options A, B and C.

Effective January 1, 2025, create and maintain active Medical Options Copay Plan and HDHP.

Continue to index deductibles and out of pocket maximums annually.

Medical rates will be actuarially determined each year equal to trend with a maximum 7% cap.

Employees who waive active medical coverage will receive a \$75.00 credit in the first two paychecks each month. Total credit of \$1,800.00 a year. Medical waived credit is taxable pay.

Effective January 1, 2025, no new Domestic Partner coverage, however, those with current Domestic Partner coverage will be grandfathered.

Domestic Partner contribution rates shown for 2025 and beyond are illustrative only and do not necessarily reflect what the actual rates will be. Employee contributions for Domestic Partners must represent the full cost of coverage, which is not determined until just before the open enrollment period for each plan year. Contributions for Domestic Partners are in addition to contributions for Employee Only coverage or for Employee + Child(ren) coverage, as applicable. Contributions for Domestic Partner coverage are made on a post-tax basis.

Note: Within 15 days of being notified of the next Plan year's active contribution rate, but no sooner than July 1st, the Union will notify the Company of the VEBA contribution rates applicable for the next Plan year for all active regular employees and their dependents who meet eligibility requirements under the Plan.

Local 69 Rates	2025 Rates
	Employee
HDHP	
Employee Only	110.88
Employee + Spouse	273.92
Employee + Child(ren)	247.66
Employee + Family	431.42
Domestic Partner	652.12
Copay	
Employee Only	122.04
Employee + Spouse	301.52
Employee + Child(ren)	272.62
Employee + Family	474.88
Domestic Partner	717.86

Active Dental and Vision Employee Contributions Monthly Amounts

Local 69 Rates - New Plan Designs	2025 Rates	2026 Rates	2027 Rates	2028 Rates
	Employee	Employee	Employee	Employee
<u>Dental Option 1 (with Ortho)</u>				
Employee Only	22.38	23.28	24.20	25.16
Employee + Spouse	44.78	46.56	48.42	50.36
Employee + Child(ren)	51.48	53.54	55.68	57.90
Employee + Family	72.40	75.30	78.30	81.42
Domestic Partner	44.78	46.56	48.42	50.36
<u>Dental Option 2 (without Ortho)</u>				
Employee Only	13.60	14.14	14.70	15.28
Employee + Spouse	27.20	28.28	29.40	30.58
Employee + Child(ren)	31.24	32.48	33.78	35.12
Employee + Family	44.32	46.08	47.92	49.82
Domestic Partner	33.94	35.30	36.70	38.16
<u>Vision</u>				
Employee Only	3.36	3.46	3.56	3.66
Employee + Spouse	6.70	6.90	7.10	7.30
Employee + Child(ren)	7.74	7.96	8.20	8.44
Employee + Family	10.92	11.24	11.56	11.90
Domestic Partner	6.72	6.92	7.12	7.32
<u>Vision Buy Up</u>				
Employee Only	3.70	3.80	3.92	4.02
Employee + Spouse	7.38	7.60	7.82	8.04
Employee + Child(ren)	8.52	8.78	9.04	9.30
Employee + Family	12.02	12.38	12.74	13.12
Domestic Partner	7.40	7.62	7.84	8.08

Domestic Partner contribution rates shown for 2025 and beyond are illustrative only and do not necessarily reflect what the actual rates will be. Employee contributions for Domestic Partners must represent the full cost of coverage, which is not determined until just before the open enrollment period for each plan year. Contributions for Domestic Partners are in addition to contributions for Employee Only coverage or for Employee + Child(ren) coverage, as applicable. Contributions for Domestic Partner coverage are made on a post-tax basis.

Long Term Disability (LTD) Contribution Rates - 2025

LTD	Rate
(per \$100 covered pay)	
Core 60%: \$15,000 max monthly Benefit	\$0.000
(Post-tax) Buy-up 66.67%: \$20,000 max monthly Benefit	\$0.110

Employee contributions for all levels of coverage will be actuarially determined on an annual basis.

**Life Insurance Contribution Rates -
MetLife Rates 2024**

	Rate Per Thousand
Basic Life (Actives) 1x salary	\$0.000

Supplemental EE Life Rates Per Thousand	1x - 5x Salary
<25	\$0.024
25-29	\$0.024
30-34	\$0.024
35-39	\$0.036
40-44	\$0.055
45-49	\$0.088
50-54	\$0.155
55-59	\$0.265
60-64	\$0.342
65-69	\$0.532
70-74	\$0.942
75+	\$1.471

Spouse Life (Spouse Age), Spouse Life Options - \$25k, \$50k, \$100k, \$200k, \$300k, \$400k, \$500k Rates Per Thousand	
<25	\$0.048
25-29	\$0.058
30-34	\$0.077
35-39	\$0.087
40-44	\$0.096
45-49	\$0.144
50-54	\$0.221
55-59	\$0.413
60-64	\$0.635
65-69	\$1.221
70-74	\$1.980
75+	\$2.060

AD&D Rate Per Thousand	Rate
Employee AD&D	\$0.025
Spouse AD&D	\$0.019

Child Life	Rate
Rates Per Thousand	
Child	0.015/\$1,000

Levels are \$5k, \$10k, \$15k, \$20K and \$25k.

Contributions for Supplemental Life Insurance based on rates provided by insurance company.

Working Agreement

Retiree Medical Cost Chart

Applicable to Local 69 Employees Retiring On or After January 1, 2021 Who Were Age 63, 64 or 65 by January 1, 2021

	Age on January 1, 2021	
Total Age + Service at Retirement	63	64 and 65
95 and greater	25%	19%
94	26%	20%
93	27%	21%
92	28%	22%
91	29%	23%
90	30%	24%
89	31%	25%
88	32%	26%
87	33%	27%
86	34%	28%
85	35%	29%
84	36%	30%
83	37%	31%
82	38%	32%
81	39%	33%
80	40%	34%
79	42%	35%
78	44%	36%
77	46%	38%
76	48%	40%
75	50%	42%
74	52%	45%
73	54%	47%
72	56%	49%
71	58%	51%
70	60%	53%
69	60%	55%
68	60%	57%
67	63%	60%
66	64%	61%
65	70%	63%

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

- Find your total age + service at retirement in the left column
- Follow across to the column for your age on January 1, 2021
- The percentage in the box should then be multiplied by .75 to arrive at the percentage you would be required to pay.

Example: if your age + service at retirement will be 90 and you are age 64 on 1/1/2021, you would pay 18% (24% times .75) of the pre-65 cost.

Once you reach 65, your contribution rate (in dollars) would be half of the pre-65 cost for your age and service. If you are required to enroll in a Medicare HMO, your contribution rate will be set by the HMO. Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal and/or Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal or family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

For Medicare eligible retiree and spouse

The contribution would be half of the of the pre-65 contribution for your age and service.

Determination of Retiree Cost Every January 1 After Retirement

Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active nonunion employee cost chart for that year. Retirees will receive notice of the contribution increase.

Retiree Medical - 2021 Plan Year																
Monthly Contribution Rates for Individuals Age 64 or 65 by January 1, 2021																
Applicable to Local 69 Employees Retiring After January 1, 2006																
Points																
(Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+ Only	Retiree 65+ Spouse 65+ Only	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree 65+ Spouse < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+ Only	Retiree < 65 Spouse 65+ Only	Retiree < 65 Spouse 65+ Child(ren)	Retiree < 65 Spouse 65+ Child(ren)	Retiree < 65 Spouse 65+ Child(ren)
95	\$95.27	\$270.73	\$220.61	\$383.55	\$182.99	\$47.64	\$135.37	\$223.10	\$172.98	\$260.70	\$335.93	\$308.33	\$175.47	\$87.73	\$300.80	\$213.07
94	\$100.28	\$284.97	\$222.21	\$403.73	\$192.61	\$50.14	\$142.49	\$224.83	\$182.07	\$274.42	\$353.59	\$324.54	\$184.70	\$92.35	\$316.63	\$224.27
93	\$105.29	\$299.22	\$23.82	\$423.92	\$202.25	\$52.65	\$149.61	\$246.57	\$191.17	\$288.14	\$371.27	\$340.79	\$193.94	\$96.97	\$332.46	\$235.49
92	\$110.30	\$313.48	\$25.43	\$444.11	\$211.89	\$55.16	\$156.73	\$258.32	\$200.29	\$301.86	\$388.96	\$357.01	\$203.16	\$101.58	\$348.30	\$246.71
91	\$115.31	\$327.72	\$26.70	\$464.28	\$221.51	\$57.67	\$163.85	\$270.06	\$209.38	\$315.58	\$406.62	\$373.23	\$212.39	\$106.20	\$364.12	\$257.91
90	\$120.33	\$341.96	\$27.85	\$484.47	\$231.15	\$60.17	\$170.98	\$281.80	\$218.48	\$329.30	\$424.31	\$389.47	\$221.63	\$110.82	\$379.95	\$269.14
89	\$125.35	\$356.22	\$29.06	\$504.67	\$240.79	\$62.67	\$178.12	\$293.56	\$227.60	\$343.04	\$442.00	\$405.71	\$230.88	\$115.44	\$395.80	\$280.36
88	\$130.36	\$370.46	\$30.18	\$524.84	\$250.40	\$65.18	\$185.23	\$305.29	\$236.69	\$356.74	\$459.67	\$421.91	\$240.10	\$120.05	\$411.61	\$291.55
87	\$135.38	\$384.71	\$31.48	\$545.03	\$260.04	\$67.68	\$192.36	\$317.03	\$245.79	\$370.46	\$477.34	\$438.15	\$249.34	\$124.67	\$427.44	\$302.78
86	\$140.39	\$398.95	\$32.58	\$565.19	\$269.66	\$70.19	\$199.48	\$328.76	\$254.89	\$384.17	\$495.01	\$454.37	\$258.57	\$129.29	\$443.27	\$313.98
85	\$145.39	\$413.21	\$33.69	\$585.40	\$279.30	\$72.70	\$206.60	\$340.50	\$264.00	\$397.90	\$512.70	\$470.60	\$267.80	\$133.90	\$459.10	\$325.20
84	\$150.41	\$427.46	\$34.82	\$605.59	\$288.94	\$75.21	\$213.73	\$352.25	\$273.11	\$411.63	\$530.39	\$486.83	\$277.04	\$138.53	\$474.95	\$336.42
83	\$155.42	\$441.69	\$35.91	\$625.76	\$298.56	\$77.71	\$220.85	\$363.98	\$282.20	\$425.33	\$548.05	\$503.04	\$286.27	\$143.14	\$490.76	\$347.62
82	\$160.44	\$455.95	\$37.13	\$645.96	\$308.19	\$80.22	\$227.98	\$375.73	\$291.31	\$439.07	\$565.74	\$519.28	\$295.51	\$147.76	\$506.60	\$358.84
81	\$165.46	\$470.20	\$38.15	\$666.15	\$317.82	\$82.73	\$235.11	\$387.47	\$300.42	\$462.79	\$583.42	\$535.52	\$304.75	\$152.38	\$522.44	\$370.06
80	\$170.47	\$484.44	\$39.45	\$686.31	\$327.45	\$85.23	\$242.22	\$399.21	\$309.51	\$466.50	\$601.08	\$551.73	\$313.98	\$156.99	\$538.26	\$381.27
79	\$175.48	\$498.70	\$40.36	\$706.51	\$337.08	\$87.75	\$249.34	\$410.96	\$318.62	\$480.23	\$618.78	\$567.97	\$323.21	\$161.61	\$554.10	\$392.48
78	\$180.50	\$512.95	\$41.97	\$726.72	\$346.72	\$90.25	\$256.47	\$422.70	\$327.73	\$493.95	\$636.47	\$584.20	\$332.45	\$166.23	\$569.93	\$403.70
77	\$190.52	\$541.44	\$44.19	\$767.08	\$365.38	\$95.27	\$270.72	\$446.19	\$345.93	\$521.39	\$671.82	\$616.64	\$350.92	\$175.46	\$601.59	\$426.12
76	\$200.55	\$569.93	\$46.40	\$807.43	\$385.23	\$100.28	\$284.97	\$469.65	\$364.13	\$548.82	\$707.16	\$649.10	\$369.39	\$184.70	\$633.24	\$448.55
75	\$210.58	\$598.44	\$48.74	\$847.83	\$404.51	\$105.29	\$299.22	\$493.15	\$382.35	\$576.28	\$742.54	\$681.57	\$387.86	\$193.94	\$664.92	\$470.99
74	\$220.62	\$624.18	\$52.47	\$908.39	\$434.40	\$112.81	\$320.60	\$528.37	\$409.66	\$617.44	\$795.59	\$730.25	\$415.57	\$207.78	\$712.41	\$504.63
73	\$230.64	\$669.68	\$54.69	\$948.75	\$452.66	\$117.83	\$334.83	\$551.86	\$427.86	\$644.88	\$830.93	\$762.70	\$434.03	\$217.01	\$744.07	\$527.05
72	\$240.67	\$698.17	\$56.90	\$989.11	\$471.92	\$122.84	\$349.08	\$575.34	\$446.06	\$672.32	\$866.27	\$795.14	\$452.50	\$226.25	\$775.73	\$549.48
71	\$250.71	\$726.67	\$59.13	\$1,029.50	\$491.19	\$127.85	\$363.34	\$598.83	\$464.28	\$699.76	\$901.66	\$827.62	\$470.98	\$235.48	\$807.40	\$571.91
70	\$260.72	\$755.17	\$61.34	\$1,069.87	\$510.45	\$132.87	\$377.58	\$622.30	\$482.49	\$727.20	\$937.01	\$860.07	\$489.44	\$244.71	\$839.06	\$594.33
69	\$270.75	\$783.66	\$63.56	\$1,110.23	\$529.70	\$137.88	\$391.83	\$645.78	\$500.68	\$754.64	\$972.35	\$892.51	\$507.91	\$253.95	\$870.71	\$616.76
68	\$280.79	\$812.18	\$65.79	\$1,150.62	\$548.98	\$142.89	\$406.09	\$669.28	\$518.90	\$782.10	\$1,007.74	\$924.99	\$526.39	\$263.20	\$902.40	\$639.21
67	\$300.83	\$854.92	\$69.62	\$1,211.19	\$577.88	\$150.41	\$427.47	\$704.51	\$546.21	\$823.26	\$1,060.77	\$973.68	\$554.10	\$277.05	\$949.89	\$672.85
66	\$305.83	\$869.15	\$708.23	\$1,231.36	\$587.50	\$152.92	\$434.57	\$716.24	\$555.30	\$836.97	\$1,078.43	\$989.88	\$563.31	\$281.66	\$965.71	\$684.04
65	\$315.87	\$897.67	\$731.45	\$1,271.74	\$606.77	\$157.93	\$448.83	\$739.74	\$573.52	\$864.42	\$1,113.81	\$1,022.35	\$581.79	\$290.90	\$997.38	\$706.49
																\$415.59

Retiree Medical - 2024 Plan Year															
Monthly Contribution Rates for Individuals Age 64 or 65 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points															
Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Retiree 65+ Spouse 65+	Retiree 65+ Spouse 65+ Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree < 65 Spouse < 65	Retiree < 65 Spouse 65+	Spouse < 65 Child(ren)	Spouse 65+ Child(ren)	
95	\$102.59	\$291.55	\$237.57	\$413.04	\$197.06	\$51.30	\$145.78	\$240.26	\$186.27	\$280.75	\$361.76	\$332.04	\$188.97	\$94.47	\$323.93
94	\$107.99	\$306.87	\$250.07	\$494.77	\$207.43	\$53.99	\$153.44	\$252.89	\$196.07	\$295.52	\$380.78	\$349.49	\$198.90	\$99.46	\$340.98
93	\$113.39	\$322.23	\$262.57	\$456.51	\$217.80	\$56.70	\$161.11	\$265.53	\$205.87	\$310.29	\$399.81	\$366.99	\$208.85	\$104.42	\$358.02
92	\$118.79	\$337.58	\$275.08	\$478.25	\$228.19	\$59.40	\$168.79	\$278.19	\$215.69	\$325.08	\$418.87	\$384.47	\$218.79	\$109.39	\$375.09
91	\$124.17	\$352.92	\$287.57	\$499.98	\$238.55	\$62.10	\$176.45	\$290.82	\$225.48	\$339.85	\$437.89	\$401.92	\$228.72	\$114.37	\$392.11
90	\$129.58	\$368.25	\$300.08	\$521.71	\$248.92	\$64.79	\$184.12	\$303.47	\$235.28	\$354.62	\$456.93	\$419.42	\$238.67	\$119.34	\$409.17
89	\$134.98	\$383.62	\$312.58	\$543.48	\$259.30	\$67.50	\$191.81	\$316.13	\$245.10	\$369.42	\$475.99	\$436.91	\$248.63	\$124.32	\$426.24
88	\$140.38	\$398.94	\$325.08	\$565.20	\$269.66	\$70.19	\$199.48	\$328.76	\$254.90	\$384.17	\$495.01	\$454.35	\$258.56	\$129.28	\$443.26
87	\$145.79	\$414.29	\$337.58	\$586.95	\$280.03	\$72.88	\$207.15	\$341.41	\$264.69	\$398.94	\$514.04	\$471.84	\$268.51	\$134.25	\$460.31
86	\$151.19	\$429.62	\$350.08	\$608.65	\$290.39	\$75.58	\$214.82	\$354.04	\$274.48	\$413.70	\$533.07	\$489.30	\$278.45	\$139.23	\$477.35
85	\$156.57	\$444.98	\$362.58	\$630.42	\$300.78	\$78.29	\$222.49	\$366.68	\$284.30	\$428.50	\$552.13	\$506.79	\$288.39	\$144.20	\$494.40
84	\$161.97	\$460.33	\$375.11	\$652.16	\$311.15	\$81.00	\$230.16	\$379.34	\$294.11	\$443.28	\$571.17	\$524.27	\$298.35	\$149.18	\$511.46
83	\$167.37	\$475.65	\$387.58	\$673.88	\$321.51	\$83.68	\$237.83	\$391.97	\$303.90	\$458.03	\$590.18	\$541.72	\$308.29	\$154.15	\$528.50
82	\$172.77	\$491.01	\$400.10	\$695.63	\$331.88	\$86.40	\$245.51	\$404.62	\$313.70	\$472.63	\$609.24	\$559.21	\$318.23	\$159.12	\$545.56
81	\$178.19	\$506.36	\$412.61	\$717.37	\$342.26	\$89.09	\$253.19	\$417.27	\$323.52	\$487.60	\$628.28	\$576.70	\$328.18	\$164.09	\$562.61
80	\$183.58	\$521.68	\$425.11	\$739.09	\$352.63	\$91.78	\$260.85	\$429.91	\$333.31	\$502.36	\$647.30	\$594.15	\$338.13	\$169.05	\$579.65
79	\$188.98	\$537.05	\$437.60	\$760.83	\$363.00	\$94.49	\$268.51	\$442.55	\$343.12	\$517.16	\$666.36	\$611.64	\$348.06	\$174.03	\$596.70
78	\$194.38	\$552.38	\$450.11	\$782.60	\$373.38	\$97.19	\$276.19	\$455.20	\$352.93	\$531.93	\$685.41	\$629.12	\$358.01	\$179.02	\$613.75
77	\$205.16	\$568.07	\$475.12	\$806.07	\$394.12	\$102.59	\$291.54	\$480.49	\$372.53	\$561.47	\$723.49	\$664.06	\$377.90	\$188.96	\$647.85
76	\$215.97	\$583.75	\$500.11	\$869.52	\$414.85	\$107.99	\$306.87	\$505.76	\$392.12	\$591.02	\$761.53	\$699.01	\$397.79	\$198.90	\$681.93
75	\$226.77	\$594.46	\$525.14	\$913.03	\$435.61	\$113.39	\$322.23	\$531.07	\$411.75	\$620.60	\$799.63	\$733.98	\$417.69	\$208.85	\$716.04
74	\$242.97	\$590.48	\$562.64	\$978.24	\$466.73	\$121.48	\$345.26	\$569.00	\$441.16	\$646.92	\$856.77	\$786.40	\$447.53	\$223.75	\$767.19
73	\$253.76	\$721.17	\$587.64	\$1,021.17	\$487.47	\$126.90	\$360.57	\$594.30	\$460.76	\$694.47	\$894.81	\$821.34	\$467.40	\$233.70	\$801.28
72	\$264.56	\$751.85	\$612.64	\$1,065.17	\$508.21	\$132.29	\$375.93	\$619.57	\$480.36	\$724.02	\$932.88	\$856.29	\$487.30	\$243.65	\$855.38
71	\$275.37	\$782.55	\$637.65	\$1,108.66	\$528.96	\$137.69	\$391.27	\$644.88	\$499.98	\$753.56	\$970.99	\$891.26	\$507.19	\$253.59	\$869.49
70	\$286.15	\$813.24	\$662.65	\$1,152.14	\$549.70	\$143.08	\$406.62	\$670.16	\$519.58	\$783.11	\$1,009.06	\$926.20	\$527.08	\$263.53	\$903.58
69	\$296.95	\$843.91	\$687.65	\$1,195.60	\$570.42	\$148.48	\$421.96	\$695.43	\$539.18	\$812.67	\$1,047.12	\$961.13	\$546.97	\$273.48	\$937.66
68	\$307.76	\$874.62	\$712.67	\$1,239.09	\$591.19	\$153.87	\$437.32	\$720.74	\$558.80	\$842.23	\$1,085.22	\$996.11	\$566.87	\$283.43	\$971.78
67	\$323.96	\$920.66	\$750.19	\$1,304.32	\$622.32	\$161.97	\$460.34	\$758.67	\$588.22	\$886.56	\$1,142.33	\$1,048.54	\$596.70	\$298.36	\$1,022.93
66	\$329.35	\$935.98	\$762.69	\$1,326.03	\$632.67	\$164.68	\$467.98	\$771.31	\$598.00	\$901.32	\$1,161.35	\$1,066.00	\$606.62	\$303.32	\$1,039.97
65	\$340.16	\$966.69	\$787.69	\$1,369.52	\$653.43	\$170.08	\$483.34	\$796.62	\$617.62	\$930.88	\$1,199.46	\$1,100.96	\$626.52	\$313.26	\$1,074.07
															\$760.81
															\$447.55

ear

Yes

[illegible]

2021

Sp	Re	5	5
2			2
1			1
3			3
0			0
4			4
5			5
4			4
7			7
6			6
1			1
1			1
7			7
5			5
0			0
0			0
6			6
5			5
1			1
1			1
2			2
2			2
7			7

Retiree Medical Cost Chart

Applicable to Local 69 Employees Retiring On or After January 1, 2021 Who Were Less than Age 63 by January 1, 2021

Total Age + Service at Retirement	Age on January 1, 2021			
	Less than 56 (and all employees hired on or after 1-1-06)	56 through 60	61 and 62	
95 and greater	40%	40%	25%	
94	42%	41%	26%	
93	44%	42%	27%	
92	46%	43%	28%	
91	48%	44%	29%	
90	50%	45%	30%	
89	53%	46%	31%	
88	56%	47%	32%	
87	59%	48%	33%	
86	62%	49%	34%	
85	65%	50%	35%	
84	68%	51%	36%	
83	71%	52%	37%	
82	74%	53%	38%	
81	77%	54%	39%	
80	80%	55%	40%	
79	83%	56%	42%	
78	86%	57%	44%	
77	89%	58%	46%	
76	92%	59%	48%	
75	95%	60%	50%	
74	98%	64%	52%	
73	100%	68%	54%	
72	100%	72%	56%	
71	100%	76%	58%	
70	100%	80%	60%	
69	100%	80%	60%	
68	100%	80%	60%	
67	100%	80%	63%	
66	100%	80%	64%	
65	100%	80%	70%	

How to Use The Retiree Medical Cost Chart

To see what percentage of the pre-65 cost you would pay:

- Find your total age + service at retirement in the left column
- Follow across to the column for your age on January 1, 2021

The box shows the percentage you would pay.

Example: if your age + service at retirement will be 90 and you are age 62 on 1/1/2021, you would pay 30% of the pre-65 cost.

Once you reach 65, your contribution rate (in dollars) would be half of the pre-65 cost for your age and service. If you are required to enroll in a Medicare HMO, your contribution rate will be set by the HMO. Contribution rates are set each year based on medical costs.

Determination of Cost of Spousal and/or Family Coverage

For pre-65 retiree and dependents

The contribution required for spousal or family coverage is determined by multiplying the contribution for individual coverage by a factor. The factor is 2.8419 for retiree and spouse coverage, 2.3157 for retiree and child(ren) coverage and 4.0262 for retiree and family coverage.

For Medicare eligible retiree and spouse

The contribution would be half of the pre-65 contribution for your age and service.

Determination of Retiree Cost Every January 1 After Retirement

Contributions will change each January 1 after the individual's retirement. The amount will be determined as outlined above using the active nonunion employee cost for that year. Retirees will receive notice of the contribution increase.

Retiree Medical - 2021 Plan Year															
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points															
(Sum of Age and Service)	Retiree < 65 Only	Spouse < 65	Retiree < 65 Child(ren)	Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Retiree 65+ Spouse 65+	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Spouse < 65	Spouse < 65 Spouse 65+	Spouse < 65 Spouse 65+	Spouse < 65 Spouse 65+ Child(ren)
95	\$167.13	\$474.97	\$367.02	\$672.89	\$321.05	\$83.57	\$237.49	\$391.41	\$303.46	\$457.38	\$589.33	\$540.94	\$307.84	\$153.92	\$527.73
94	\$173.81	\$493.94	\$402.49	\$699.78	\$333.87	\$86.91	\$246.97	\$407.04	\$315.59	\$475.65	\$612.89	\$562.55	\$320.13	\$160.06	\$548.81
93	\$180.50	\$512.95	\$417.97	\$726.71	\$346.72	\$90.25	\$256.47	\$422.70	\$327.73	\$493.95	\$636.46	\$584.20	\$332.45	\$166.23	\$569.93
92	\$187.17	\$531.93	\$433.44	\$753.60	\$359.55	\$93.39	\$265.97	\$438.34	\$339.85	\$512.23	\$660.01	\$605.82	\$344.76	\$172.38	\$591.02
91	\$193.86	\$550.94	\$448.93	\$780.53	\$372.39	\$96.94	\$275.47	\$454.01	\$352.00	\$530.53	\$683.60	\$627.46	\$357.07	\$178.53	\$612.14
90	\$200.55	\$569.94	\$464.42	\$807.45	\$385.25	\$100.28	\$284.97	\$469.67	\$364.14	\$548.84	\$707.18	\$649.11	\$369.39	\$184.70	\$633.26
89	\$207.23	\$588.92	\$479.88	\$834.34	\$398.08	\$103.61	\$294.46	\$485.31	\$376.27	\$567.12	\$730.73	\$670.73	\$381.70	\$190.85	\$654.35
88	\$213.92	\$607.93	\$495.37	\$861.27	\$410.92	\$106.96	\$303.96	\$500.98	\$388.42	\$585.42	\$754.32	\$692.37	\$394.01	\$197.00	\$675.47
87	\$220.61	\$626.93	\$510.86	\$888.20	\$423.77	\$110.30	\$313.47	\$516.63	\$400.55	\$603.72	\$777.89	\$714.02	\$406.33	\$203.16	\$696.58
86	\$227.28	\$645.92	\$526.32	\$915.09	\$436.60	\$113.64	\$322.96	\$532.28	\$412.68	\$622.00	\$801.44	\$735.64	\$418.64	\$209.32	\$717.68
85	\$233.97	\$664.92	\$541.81	\$942.02	\$449.44	\$116.99	\$332.46	\$547.94	\$424.83	\$640.30	\$825.04	\$757.28	\$430.95	\$215.47	\$738.79
84	\$240.66	\$683.93	\$557.30	\$968.95	\$462.29	\$120.33	\$341.96	\$563.60	\$436.97	\$658.60	\$848.62	\$778.93	\$443.27	\$221.63	\$759.91
83	\$247.34	\$702.91	\$572.76	\$995.83	\$475.13	\$123.67	\$351.46	\$579.24	\$449.10	\$676.88	\$872.16	\$800.55	\$455.57	\$227.79	\$781.00
82	\$254.03	\$721.92	\$588.25	\$1,022.76	\$487.97	\$127.02	\$360.96	\$594.91	\$461.24	\$695.18	\$895.76	\$822.19	\$467.89	\$233.94	\$802.12
81	\$260.72	\$740.92	\$603.74	\$1,049.70	\$500.82	\$130.36	\$370.46	\$610.56	\$473.38	\$713.49	\$919.34	\$843.84	\$480.21	\$240.10	\$823.23
80	\$267.39	\$759.91	\$619.21	\$1,076.58	\$513.65	\$133.70	\$379.95	\$626.21	\$485.51	\$731.77	\$942.88	\$865.46	\$492.51	\$246.26	\$844.33
79	\$280.77	\$797.92	\$650.18	\$1,130.44	\$539.34	\$140.39	\$398.96	\$657.53	\$499.80	\$768.37	\$990.06	\$908.75	\$517.15	\$258.57	\$886.56
78	\$294.14	\$835.91	\$681.14	\$1,184.25	\$565.02	\$147.07	\$417.95	\$688.84	\$524.07	\$804.95	\$1,037.19	\$952.01	\$541.77	\$270.88	\$928.77
77	\$307.50	\$873.89	\$712.09	\$1,238.07	\$590.70	\$153.75	\$436.95	\$720.14	\$558.34	\$841.53	\$1,084.31	\$995.28	\$566.39	\$283.20	\$970.98
76	\$320.88	\$911.90	\$743.06	\$1,291.93	\$616.39	\$160.44	\$455.95	\$751.46	\$582.62	\$878.14	\$1,131.49	\$1,038.58	\$591.02	\$295.51	\$1,013.21
75	\$334.25	\$949.89	\$774.02	\$1,345.74	\$642.06	\$167.13	\$474.95	\$782.78	\$606.90	\$914.72	\$1,178.63	\$1,081.84	\$615.65	\$307.82	\$1,055.42
74	\$347.61	\$987.88	\$804.97	\$1,399.56	\$667.75	\$173.81	\$493.94	\$814.08	\$631.17	\$951.30	\$1,225.75	\$1,125.11	\$640.27	\$320.13	\$1,097.63
73	\$360.99	\$1,025.90	\$835.95	\$1,453.42	\$693.45	\$180.50	\$512.96	\$845.41	\$655.45	\$987.91	\$1,272.93	\$1,188.41	\$664.91	\$332.46	\$1,139.87
72	\$374.36	\$1,063.88	\$866.90	\$1,507.23	\$719.11	\$187.18	\$531.94	\$876.71	\$679.73	\$1,024.49	\$1,320.06	\$1,211.66	\$689.52	\$344.76	\$1,182.07
71	\$387.72	\$1,101.87	\$897.86	\$1,561.05	\$744.80	\$193.86	\$550.94	\$908.01	\$703.99	\$1,061.07	\$1,367.18	\$1,254.93	\$714.15	\$357.07	\$1,224.28
70	\$401.10	\$1,139.89	\$928.83	\$1,614.91	\$770.50	\$200.55	\$569.95	\$939.34	\$728.28	\$1,097.68	\$1,414.36	\$1,288.23	\$738.79	\$369.40	\$1,266.52
69	\$401.10	\$1,139.89	\$928.83	\$1,614.91	\$770.50	\$200.55	\$569.95	\$939.34	\$728.28	\$1,097.68	\$1,414.36	\$1,288.23	\$738.79	\$369.40	\$1,266.52
68	\$401.10	\$1,139.89	\$928.83	\$1,614.91	\$770.50	\$200.55	\$569.95	\$939.34	\$728.28	\$1,097.68	\$1,414.36	\$1,288.23	\$738.79	\$369.40	\$1,266.52
67	\$421.16	\$1,196.88	\$975.27	\$1,695.66	\$809.03	\$210.58	\$598.45	\$986.31	\$764.69	\$1,152.56	\$1,485.08	\$1,363.14	\$775.73	\$387.87	\$1,329.85
66	\$427.83	\$1,215.86	\$990.74	\$1,722.55	\$821.85	\$213.92	\$607.93	\$1,001.94	\$776.82	\$1,170.83	\$1,508.63	\$1,384.75	\$788.03	\$394.01	\$1,350.93
65	\$467.94	\$1,329.85	\$1,083.61	\$1,884.04	\$988.89	\$233.97	\$664.92	\$1,095.87	\$849.64	\$1,280.59	\$1,650.06	\$1,514.56	\$861.90	\$430.95	\$1,477.57
															\$1,046.62
															\$615.67

Retiree Medical - 2023 Plan Year															
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points (Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Retiree 65+ Spouse 65+	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Child(ren)	Retiree < 65 Spouse 65+	Retiree < 65 Spouse 65+	Spouse < 65 Child(ren)	Spouse 65+ Child(ren)	Child(ren)	
95	\$175.59	\$499.01	\$406.62	\$706.95	\$337.31	\$87.80	\$249.52	\$411.23	\$318.83	\$480.53	\$619.16	\$568.32	\$323.43	\$231.02	
94	\$182.61	\$518.95	\$422.86	\$735.20	\$350.78	\$91.31	\$259.47	\$427.65	\$331.57	\$499.73	\$643.92	\$591.03	\$336.33	\$240.26	
93	\$189.64	\$538.91	\$439.13	\$763.50	\$364.27	\$94.82	\$269.45	\$444.10	\$344.32	\$518.96	\$666.68	\$613.78	\$349.28	\$249.51	
92	\$196.65	\$558.86	\$455.39	\$791.75	\$377.75	\$98.33	\$279.44	\$460.53	\$357.06	\$538.17	\$693.42	\$636.49	\$362.21	\$258.74	
91	\$203.68	\$578.83	\$471.65	\$820.04	\$391.24	\$101.84	\$289.42	\$476.99	\$369.82	\$557.38	\$718.21	\$659.23	\$375.15	\$267.99	
90	\$210.70	\$598.79	\$487.93	\$848.33	\$404.75	\$105.36	\$299.39	\$493.45	\$382.57	\$576.62	\$742.98	\$681.97	\$388.09	\$277.23	
89	\$217.72	\$618.73	\$504.18	\$876.58	\$418.23	\$108.86	\$309.37	\$509.88	\$395.32	\$595.83	\$767.73	\$704.69	\$401.02	\$286.46	
88	\$224.75	\$638.71	\$520.44	\$904.87	\$431.72	\$112.37	\$319.35	\$526.34	\$408.08	\$615.06	\$792.51	\$727.42	\$413.96	\$295.70	
87	\$231.78	\$658.67	\$536.72	\$933.17	\$445.22	\$115.89	\$329.34	\$542.79	\$420.82	\$634.28	\$817.27	\$750.17	\$426.90	\$304.95	
86	\$238.78	\$678.62	\$552.97	\$961.42	\$458.71	\$119.39	\$339.31	\$559.23	\$433.58	\$653.49	\$842.02	\$772.88	\$439.84	\$314.18	
85	\$245.82	\$698.58	\$569.24	\$989.71	\$472.20	\$122.91	\$349.29	\$575.68	\$446.34	\$672.72	\$866.81	\$795.62	\$452.76	\$323.43	
84	\$252.85	\$718.56	\$585.51	\$1,018.00	\$485.70	\$126.42	\$359.27	\$592.13	\$459.09	\$691.95	\$891.99	\$818.36	\$465.71	\$332.65	
83	\$259.86	\$738.49	\$601.76	\$1,046.25	\$499.19	\$129.93	\$369.26	\$608.56	\$471.84	\$711.15	\$916.31	\$841.07	\$478.63	\$341.91	
82	\$266.89	\$758.47	\$618.03	\$1,074.54	\$512.67	\$133.46	\$379.23	\$625.02	\$484.59	\$730.37	\$941.10	\$863.81	\$491.58	\$351.15	
81	\$273.92	\$778.43	\$634.30	\$1,102.84	\$526.17	\$136.96	\$389.21	\$641.47	\$497.34	\$749.61	\$965.88	\$886.56	\$504.53	\$360.39	
80	\$280.92	\$798.38	\$650.56	\$1,131.08	\$539.65	\$140.47	\$399.19	\$657.92	\$510.09	\$768.81	\$990.61	\$909.28	\$517.44	\$369.63	
79	\$294.98	\$838.32	\$683.09	\$1,187.67	\$566.64	\$147.50	\$419.15	\$690.82	\$535.61	\$807.27	\$1,040.18	\$954.76	\$543.33	\$388.12	
78	\$309.03	\$878.23	\$715.62	\$1,244.21	\$593.63	\$154.52	\$439.11	\$723.71	\$561.11	\$845.70	\$1,089.70	\$1,000.21	\$569.19	\$406.60	
77	\$323.07	\$918.13	\$748.14	\$1,300.75	\$620.61	\$161.53	\$459.07	\$756.59	\$586.61	\$884.13	\$1,139.21	\$1,045.66	\$595.06	\$425.07	
76	\$337.12	\$958.07	\$780.68	\$1,357.34	\$647.60	\$168.56	\$479.03	\$789.51	\$612.12	\$922.59	\$1,188.77	\$1,091.15	\$620.95	\$443.55	
75	\$351.18	\$997.98	\$813.20	\$1,413.86	\$674.56	\$175.59	\$498.99	\$822.41	\$637.62	\$961.03	\$1,238.30	\$1,136.61	\$646.82	\$462.03	
74	\$365.21	\$1,037.89	\$845.72	\$1,470.41	\$701.55	\$182.61	\$518.95	\$855.29	\$663.12	\$999.46	\$1,287.80	\$1,182.07	\$672.69	\$480.51	
73	\$379.26	\$1,077.84	\$878.27	\$1,527.00	\$728.56	\$189.64	\$538.92	\$888.21	\$688.64	\$1,037.93	\$1,337.37	\$1,227.56	\$698.57	\$499.00	
72	\$393.31	\$1,117.74	\$910.78	\$1,583.53	\$755.52	\$196.66	\$558.87	\$921.10	\$714.14	\$1,076.35	\$1,386.89	\$1,273.00	\$724.43	\$517.47	
71	\$407.35	\$1,157.66	\$943.32	\$1,640.08	\$782.51	\$203.68	\$578.83	\$953.98	\$739.63	\$1,114.79	\$1,436.39	\$1,318.46	\$750.30	\$535.95	
70	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.69	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$554.44	
69	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.69	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$554.44	
68	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.69	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$554.44	
67	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.69	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$554.44	
66	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.69	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$554.44	
65	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.69	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$554.44	

Retiree Medical - 2024 Plan Year															
Monthly Contribution Rates for Individuals Age 61 and 62 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points															
(Sum of Age and Service)	Retiree < 65 Only	Spouse < 65	Retiree < 65 Child(ren)	Spouse < 65 Child(ren)	Retiree < 65+ Only	Spouse 65+ Only	Retiree 65+ Spouse 65+	Retiree 65+ Child(ren)	Spouse < 65 Child(ren)	Retiree < 65 Child(ren)	Spouse < 65+ Child(ren)	Retiree < 65 Child(ren)	Spouse < 65 Child(ren)	Spouse < 65+ Child(ren)	Spouse < 65+ Child(ren)
95	\$179.88	\$511.49	\$416.79	\$724.62	\$345.74	\$90.00	\$255.76	\$421.51	\$326.80	\$492.54	\$694.64	\$582.53	\$331.52	\$165.75	\$568.30
94	\$187.18	\$531.92	\$433.43	\$753.38	\$359.55	\$93.59	\$265.96	\$438.34	\$339.86	\$512.22	\$660.02	\$605.81	\$344.74	\$172.36	\$591.00
93	\$194.38	\$552.38	\$450.11	\$782.59	\$373.38	\$97.19	\$276.19	\$455.20	\$352.93	\$531.93	\$685.40	\$629.12	\$358.01	\$179.02	\$613.75
92	\$201.57	\$572.83	\$466.77	\$811.54	\$387.19	\$100.79	\$286.43	\$472.04	\$365.99	\$551.62	\$710.76	\$652.40	\$371.27	\$185.64	\$666.47
91	\$208.77	\$593.30	\$483.44	\$840.54	\$401.02	\$104.39	\$296.66	\$488.91	\$379.07	\$571.31	\$736.17	\$675.71	\$384.53	\$192.25	\$659.21
90	\$215.97	\$613.76	\$500.13	\$869.54	\$414.87	\$107.99	\$306.87	\$506.79	\$392.13	\$591.04	\$761.55	\$699.02	\$397.79	\$198.90	\$681.95
89	\$223.16	\$634.20	\$516.78	\$898.49	\$428.69	\$111.58	\$317.10	\$522.63	\$405.20	\$610.73	\$786.92	\$722.31	\$411.05	\$205.52	\$704.67
88	\$230.37	\$654.68	\$533.45	\$927.49	\$442.51	\$115.18	\$327.33	\$539.50	\$418.28	\$630.44	\$812.32	\$745.61	\$424.31	\$212.15	\$727.41
87	\$237.57	\$675.14	\$550.14	\$956.50	\$456.35	\$118.79	\$337.57	\$556.36	\$431.34	\$650.14	\$837.70	\$768.92	\$437.57	\$218.79	\$750.14
86	\$244.75	\$695.59	\$566.79	\$985.46	\$470.18	\$122.37	\$347.79	\$573.21	\$444.42	\$669.83	\$863.07	\$792.20	\$450.84	\$225.41	\$772.86
85	\$251.97	\$716.04	\$583.47	\$1,014.45	\$484.01	\$125.98	\$358.02	\$590.07	\$457.50	\$689.54	\$888.48	\$815.51	\$464.08	\$232.04	\$795.59
84	\$259.17	\$736.52	\$600.15	\$1,043.45	\$497.84	\$129.58	\$368.25	\$606.93	\$470.57	\$709.25	\$913.88	\$838.82	\$477.35	\$238.67	\$818.34
83	\$266.36	\$756.95	\$616.80	\$1,072.41	\$511.67	\$133.18	\$378.49	\$623.77	\$483.64	\$728.93	\$939.22	\$862.10	\$490.60	\$245.30	\$841.05
82	\$273.56	\$777.43	\$633.48	\$1,101.40	\$525.49	\$136.80	\$388.71	\$640.65	\$496.70	\$748.63	\$964.63	\$885.41	\$503.87	\$251.92	\$863.79
81	\$280.77	\$797.89	\$650.16	\$1,130.41	\$539.32	\$140.38	\$398.94	\$657.51	\$509.77	\$768.35	\$990.03	\$908.72	\$517.14	\$258.56	\$886.53
80	\$287.94	\$818.34	\$666.82	\$1,159.36	\$553.14	\$143.98	\$409.17	\$674.37	\$522.84	\$788.03	\$1,015.38	\$932.01	\$530.38	\$265.20	\$909.26
79	\$302.35	\$859.28	\$700.17	\$1,217.36	\$580.81	\$151.19	\$429.63	\$708.09	\$549.00	\$827.45	\$1,066.18	\$978.63	\$556.91	\$278.45	\$954.73
78	\$316.76	\$900.19	\$733.51	\$1,275.32	\$608.47	\$158.38	\$450.09	\$741.80	\$575.14	\$866.84	\$1,116.94	\$1,005.22	\$583.42	\$291.70	\$1,000.18
77	\$331.15	\$941.08	\$766.84	\$1,333.27	\$636.13	\$165.57	\$470.55	\$775.50	\$601.28	\$906.23	\$1,167.69	\$1,071.80	\$609.94	\$304.98	\$1,045.63
76	\$345.55	\$982.02	\$800.20	\$1,391.27	\$663.79	\$172.77	\$491.01	\$809.25	\$627.42	\$945.65	\$1,218.49	\$1,118.43	\$636.47	\$318.23	\$1,091.11
75	\$359.96	\$1,022.93	\$833.53	\$1,449.21	\$691.42	\$179.98	\$511.46	\$842.97	\$653.56	\$985.06	\$1,269.26	\$1,165.03	\$662.99	\$331.50	\$1,136.58
74	\$374.34	\$1,063.84	\$866.86	\$1,507.17	\$719.09	\$187.18	\$531.92	\$876.67	\$679.70	\$1,024.45	\$1,320.00	\$1,211.62	\$689.51	\$344.74	\$1,182.03
73	\$388.74	\$1,104.79	\$900.23	\$1,565.18	\$746.77	\$194.38	\$552.39	\$919.42	\$705.86	\$1,063.88	\$1,370.80	\$1,258.25	\$716.03	\$358.02	\$1,227.52
72	\$403.14	\$1,145.68	\$933.55	\$1,623.12	\$774.41	\$201.58	\$572.84	\$944.13	\$731.99	\$1,103.26	\$1,421.56	\$1,304.83	\$742.54	\$371.27	\$1,272.96
71	\$417.53	\$1,186.60	\$966.90	\$1,681.08	\$802.07	\$208.77	\$593.30	\$977.83	\$758.12	\$1,142.66	\$1,472.30	\$1,351.42	\$769.06	\$384.53	\$1,318.42
70	\$431.95	\$1,227.54	\$1,000.25	\$1,739.08	\$829.74	\$215.97	\$613.78	\$1,011.56	\$784.28	\$1,182.08	\$1,523.11	\$1,398.06	\$795.59	\$397.81	\$1,363.90
69	\$441.95	\$1,227.54	\$1,000.25	\$1,739.08	\$829.74	\$215.97	\$613.78	\$1,011.56	\$784.28	\$1,182.08	\$1,523.11	\$1,398.06	\$795.59	\$397.81	\$1,363.90
68	\$451.95	\$1,227.54	\$1,000.25	\$1,739.08	\$829.74	\$215.97	\$613.78	\$1,011.56	\$784.28	\$1,182.08	\$1,523.11	\$1,398.06	\$795.59	\$397.81	\$1,363.90
67	\$463.54	\$1,288.91	\$1,050.26	\$1,826.04	\$871.24	\$226.77	\$644.47	\$1,061.15	\$823.50	\$1,241.17	\$1,599.28	\$1,467.95	\$835.38	\$417.70	\$1,432.11
66	\$460.73	\$1,309.36	\$1,066.92	\$1,854.99	\$885.05	\$230.37	\$654.68	\$1,079.98	\$838.55	\$1,260.85	\$1,624.64	\$1,491.22	\$848.62	\$424.31	\$1,454.80
65	\$503.92	\$1,432.11	\$1,166.93	\$2,028.91	\$988.00	\$251.97	\$716.04	\$1,180.13	\$914.97	\$1,379.06	\$1,776.93	\$1,631.01	\$928.18	\$464.08	\$1,591.18
															\$1,127.10
															\$663.01

Retiree Medical - 2021 Plan Year													
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2021													
Applicable to Local 69 Employees Retiring After January 1, 2006													
Points													
(Sum of Age and Service)	Retiree < 65 Only	Spouse < 65	Retiree < 65 Child(ren)	Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Spouse 65+	Retiree 65+ Spouse 65+	Retiree 65+ Spouse 65+ Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Spouse < 65 Spouse 65+	Spouse < 65 Child(ren)	Spouse 65+ Child(ren)
95	\$267.39	\$759.91	\$610.21	\$1,076.88	\$513.65	\$133.70	\$379.95	\$626.21	\$485.51	\$731.77	\$942.88	\$865.46	\$492.51
94	\$274.08	\$778.91	\$634.69	\$1,103.51	\$526.49	\$137.05	\$389.46	\$641.88	\$497.66	\$750.07	\$966.47	\$887.10	\$504.83
93	\$280.77	\$797.92	\$650.18	\$1,130.44	\$539.34	\$140.39	\$398.96	\$657.53	\$509.80	\$768.37	\$990.06	\$908.75	\$517.15
92	\$287.45	\$816.90	\$665.65	\$1,157.32	\$552.17	\$143.72	\$408.45	\$673.18	\$521.92	\$786.65	\$1,013.60	\$930.37	\$529.45
91	\$294.14	\$835.91	\$681.14	\$1,184.25	\$565.02	\$147.07	\$417.95	\$688.84	\$534.07	\$804.95	\$1,037.19	\$952.01	\$541.77
90	\$300.83	\$854.91	\$696.62	\$1,211.19	\$577.87	\$150.41	\$427.46	\$704.50	\$546.21	\$823.25	\$1,060.77	\$973.67	\$554.09
89	\$307.50	\$873.89	\$712.09	\$1,238.07	\$590.70	\$153.75	\$436.95	\$720.14	\$558.34	\$841.53	\$1,084.31	\$995.28	\$566.39
88	\$314.19	\$892.90	\$727.58	\$1,265.00	\$603.54	\$157.10	\$446.45	\$735.81	\$570.49	\$859.83	\$1,107.91	\$1,016.93	\$578.71
87	\$320.88	\$911.90	\$743.06	\$1,291.93	\$616.39	\$160.44	\$455.95	\$751.46	\$582.62	\$878.14	\$1,131.49	\$1,038.58	\$591.02
86	\$327.56	\$930.89	\$758.53	\$1,318.81	\$629.22	\$163.78	\$465.44	\$767.11	\$594.75	\$896.42	\$1,155.03	\$1,060.20	\$603.33
85	\$334.25	\$949.89	\$774.02	\$1,345.74	\$642.06	\$167.13	\$474.95	\$782.78	\$606.90	\$914.72	\$1,178.63	\$1,081.84	\$615.65
84	\$340.94	\$968.90	\$789.51	\$1,372.68	\$654.92	\$170.47	\$484.45	\$798.43	\$619.04	\$933.02	\$1,202.21	\$1,103.49	\$627.96
83	\$347.61	\$987.88	\$804.97	\$1,399.56	\$667.75	\$173.81	\$493.94	\$814.08	\$631.17	\$951.30	\$1,225.75	\$1,125.11	\$640.27
82	\$354.30	\$1,006.89	\$820.46	\$1,426.49	\$680.59	\$177.16	\$503.44	\$829.74	\$643.31	\$969.60	\$1,249.34	\$1,146.75	\$652.59
81	\$360.99	\$1,025.90	\$835.95	\$1,453.42	\$693.45	\$180.50	\$512.96	\$845.41	\$655.45	\$987.91	\$1,272.93	\$1,168.41	\$664.91
80	\$367.67	\$1,044.88	\$851.41	\$1,480.30	\$706.27	\$183.83	\$522.44	\$861.04	\$667.58	\$1,006.18	\$1,296.47	\$1,190.02	\$677.21
79	\$374.36	\$1,063.88	\$866.90	\$1,507.23	\$719.11	\$187.18	\$531.94	\$876.71	\$679.73	\$1,024.49	\$1,320.06	\$1,211.66	\$689.52
78	\$381.05	\$1,082.90	\$882.39	\$1,534.17	\$731.98	\$190.52	\$541.45	\$892.37	\$691.87	\$1,042.80	\$1,343.64	\$1,233.32	\$701.85
77	\$387.72	\$1,101.87	\$897.86	\$1,561.05	\$744.80	\$193.86	\$550.94	\$908.01	\$703.99	\$1,061.07	\$1,367.18	\$1,254.93	\$714.15
76	\$394.41	\$1,120.88	\$913.34	\$1,587.98	\$757.64	\$197.21	\$560.44	\$923.67	\$716.14	\$1,079.37	\$1,390.78	\$1,276.57	\$726.46
75	\$401.10	\$1,139.89	\$928.83	\$1,614.91	\$770.50	\$200.55	\$569.95	\$939.34	\$728.28	\$1,097.68	\$1,414.36	\$1,298.23	\$738.79
74	\$407.83	\$1,158.86	\$944.32	\$1,641.84	\$783.39	\$203.89	\$579.46	\$955.01	\$740.39	\$1,115.99	\$1,438.91	\$1,320.90	\$751.02
73	\$414.56	\$1,177.83	\$959.79	\$1,668.77	\$796.32	\$207.22	\$589.97	\$970.46	\$752.50	\$1,134.10	\$1,463.46	\$1,343.97	\$763.25
72	\$421.29	\$1,196.80	\$975.24	\$1,695.70	\$809.25	\$210.55	\$600.48	\$985.51	\$764.61	\$1,152.21	\$1,488.01	\$1,367.04	\$775.48
71	\$428.02	\$1,215.83	\$990.69	\$1,722.63	\$822.18	\$213.88	\$611.00	\$1,000.00	\$776.72	\$1,170.32	\$1,512.56	\$1,390.11	\$787.71
70	\$434.75	\$1,234.86	\$1,006.14	\$1,749.56	\$835.11	\$217.21	\$621.51	\$1,015.51	\$788.83	\$1,188.43	\$1,537.01	\$1,413.62	\$800.94
69	\$441.48	\$1,253.89	\$1,021.59	\$1,776.49	\$848.04	\$220.54	\$632.03	\$1,030.03	\$800.94	\$1,206.54	\$1,561.46	\$1,438.15	\$813.17
68	\$448.21	\$1,272.92	\$1,037.04	\$1,803.42	\$860.97	\$223.87	\$642.55	\$1,045.55	\$813.05	\$1,224.65	\$1,585.99	\$1,462.68	\$825.40
67	\$454.94	\$1,291.95	\$1,052.49	\$1,830.35	\$873.90	\$227.20	\$653.06	\$1,060.06	\$825.16	\$1,242.76	\$1,610.52	\$1,487.21	\$837.63
66	\$461.67	\$1,310.98	\$1,067.94	\$1,857.28	\$886.83	\$230.53	\$663.58	\$1,075.58	\$837.27	\$1,260.87	\$1,635.05	\$1,511.74	\$849.86
65	\$468.40	\$1,329.01	\$1,083.39	\$1,884.21	\$899.76	\$233.86	\$674.09	\$1,090.09	\$849.38	\$1,278.98	\$1,659.58	\$1,536.27	\$862.09

Retiree Medical - 2023 Plan Year															
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points															
(Sum of Age and Service)	Retiree < 65 Only	Spouse < 65	Retiree < 65 Child(ren)	Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Spouse 65+	Retiree 65+ Spouse 65+	Retiree 65+ Spouse 65 Child(ren)	Retiree 65+ Spouse < 65 Child(ren)	Spouse < 65 Child(ren)	Spouse 65+ Child(ren)	Spouse < 65 Spouse 65+	Spouse < 65 Child(ren)	Spouse 65+ Child(ren)
95	\$280.92	\$798.38	\$650.56	\$1,131.08	\$593.65	\$140.47	\$399.19	\$657.92	\$510.09	\$768.81	\$990.61	\$909.28	\$517.44	\$258.73	\$628.35
94	\$287.95	\$818.34	\$666.82	\$1,159.38	\$553.14	\$143.99	\$409.18	\$674.38	\$522.85	\$788.04	\$1,015.40	\$932.01	\$530.39	\$265.19	\$644.06
93	\$294.98	\$838.32	\$683.09	\$1,187.67	\$566.64	\$147.50	\$419.15	\$690.82	\$535.61	\$807.27	\$1,040.18	\$954.76	\$543.33	\$271.66	\$659.77
92	\$302.01	\$858.25	\$699.35	\$1,215.91	\$580.12	\$150.99	\$429.13	\$707.26	\$548.34	\$826.48	\$1,064.91	\$977.47	\$556.26	\$278.13	\$675.48
91	\$309.03	\$878.23	\$715.62	\$1,244.21	\$593.63	\$154.52	\$439.11	\$723.71	\$561.11	\$845.70	\$1,089.70	\$1,000.21	\$569.19	\$284.59	\$691.19
90	\$316.06	\$898.19	\$731.89	\$1,272.51	\$607.13	\$158.02	\$449.10	\$740.16	\$573.87	\$864.93	\$1,114.47	\$1,022.96	\$582.14	\$291.07	\$706.90
89	\$323.07	\$918.13	\$748.14	\$1,300.75	\$620.61	\$161.53	\$459.07	\$756.59	\$586.61	\$884.13	\$1,139.21	\$1,045.66	\$595.06	\$297.54	\$722.59
88	\$330.09	\$938.10	\$764.41	\$1,329.05	\$634.10	\$165.06	\$469.05	\$773.07	\$599.37	\$903.36	\$1,164.00	\$1,068.41	\$608.01	\$303.99	\$738.31
87	\$337.12	\$958.07	\$780.68	\$1,357.34	\$647.60	\$168.56	\$479.03	\$789.51	\$612.12	\$922.59	\$1,188.77	\$1,091.15	\$620.95	\$310.47	\$754.03
86	\$344.14	\$978.01	\$796.93	\$1,385.57	\$661.07	\$172.07	\$489.01	\$805.95	\$624.86	\$941.80	\$1,213.51	\$1,113.88	\$633.87	\$316.94	\$769.73
85	\$351.18	\$997.98	\$813.20	\$1,413.86	\$674.56	\$175.59	\$498.99	\$822.41	\$637.62	\$961.03	\$1,238.30	\$1,136.61	\$646.82	\$323.41	\$785.44
84	\$358.20	\$1,017.95	\$829.48	\$1,442.18	\$688.07	\$179.10	\$508.97	\$838.85	\$650.38	\$980.26	\$1,263.08	\$1,159.36	\$659.75	\$329.88	\$801.15
83	\$365.21	\$1,037.89	\$845.72	\$1,470.41	\$701.55	\$182.61	\$518.95	\$855.29	\$663.12	\$999.46	\$1,287.80	\$1,182.07	\$672.69	\$336.33	\$816.85
82	\$372.24	\$1,057.86	\$861.99	\$1,498.70	\$715.04	\$186.13	\$528.93	\$871.74	\$675.87	\$1,018.69	\$1,312.58	\$1,204.81	\$685.62	\$342.81	\$832.57
81	\$379.26	\$1,077.84	\$878.27	\$1,527.00	\$728.56	\$189.64	\$538.92	\$888.21	\$688.64	\$1,037.93	\$1,337.37	\$1,227.56	\$698.57	\$349.29	\$848.30
80	\$386.28	\$1,097.78	\$894.52	\$1,555.24	\$742.03	\$193.14	\$548.89	\$904.63	\$701.38	\$1,057.11	\$1,362.10	\$1,250.26	\$711.49	\$355.75	\$863.98
79	\$393.31	\$1,117.74	\$910.78	\$1,583.53	\$755.52	\$196.66	\$558.87	\$921.10	\$714.14	\$1,076.35	\$1,386.89	\$1,273.00	\$724.43	\$362.21	\$879.69
78	\$400.34	\$1,137.72	\$927.06	\$1,611.83	\$769.04	\$200.16	\$568.86	\$937.55	\$726.90	\$1,095.59	\$1,411.66	\$1,295.75	\$737.39	\$368.69	\$895.42
77	\$407.35	\$1,157.66	\$943.32	\$1,640.08	\$782.51	\$203.68	\$578.83	\$953.98	\$739.63	\$1,114.79	\$1,436.39	\$1,318.46	\$750.30	\$375.15	\$911.11
76	\$414.38	\$1,177.62	\$959.57	\$1,668.37	\$795.99	\$207.19	\$588.81	\$970.43	\$752.39	\$1,134.01	\$1,461.19	\$1,341.19	\$763.24	\$381.62	\$926.82
75	\$421.41	\$1,197.60	\$975.85	\$1,696.66	\$809.50	\$210.70	\$598.81	\$986.89	\$765.15	\$1,153.25	\$1,485.96	\$1,363.96	\$776.19	\$388.11	\$942.55
74	\$449.49	\$1,277.42	\$1,040.90	\$1,809.75	\$863.46	\$224.75	\$638.71	\$1,053.66	\$816.15	\$1,230.10	\$1,585.01	\$1,454.85	\$827.92	\$413.96	\$1,005.36
73	\$477.59	\$1,357.26	\$1,105.96	\$1,922.87	\$917.42	\$238.79	\$678.63	\$1,118.46	\$867.16	\$1,307.00	\$1,664.08	\$1,545.78	\$879.67	\$439.84	\$1,058.03
72	\$505.68	\$1,437.12	\$1,171.03	\$2,036.00	\$971.41	\$252.85	\$718.57	\$1,184.27	\$918.18	\$1,383.89	\$1,763.15	\$1,636.74	\$931.43	\$465.72	\$1,131.05
71	\$533.77	\$1,516.93	\$1,236.05	\$2,149.09	\$1,025.35	\$266.89	\$758.47	\$1,250.05	\$969.17	\$1,460.75	\$1,882.20	\$1,727.63	\$983.15	\$491.58	\$1,193.86
70	\$561.87	\$1,596.78	\$1,301.12	\$2,262.20	\$1,079.31	\$280.94	\$798.39	\$1,315.84	\$1,020.20	\$1,537.64	\$1,961.27	\$1,818.38	\$1,034.91	\$517.44	\$1,256.70
69	\$561.87	\$1,596.78	\$1,301.12	\$2,262.20	\$1,079.31	\$280.94	\$798.39	\$1,315.84	\$1,020.20	\$1,537.64	\$1,961.27	\$1,818.38	\$1,034.91	\$517.44	\$1,256.70
68	\$561.87	\$1,596.78	\$1,301.12	\$2,262.20	\$1,079.31	\$280.94	\$798.39	\$1,315.84	\$1,020.20	\$1,537.64	\$1,961.27	\$1,818.38	\$1,034.91	\$517.44	\$1,256.70
67	\$561.87	\$1,596.78	\$1,301.12	\$2,262.20	\$1,079.31	\$280.94	\$798.39	\$1,315.84	\$1,020.20	\$1,537.64	\$1,961.27	\$1,818.38	\$1,034.91	\$517.44	\$1,256.70
66	\$561.87	\$1,596.78	\$1,301.12	\$2,262.20	\$1,079.31	\$280.94	\$798.39	\$1,315.84	\$1,020.20	\$1,537.64	\$1,961.27	\$1,818.38	\$1,034.91	\$517.44	\$1,256.70
65	\$561.87	\$1,596.78	\$1,301.12	\$2,262.20	\$1,079.31	\$280.94	\$798.39	\$1,315.84	\$1,020.20	\$1,537.64	\$1,961.27	\$1,818.38	\$1,034.91	\$517.44	\$1,256.70

Retiree Medical - 2024 Plan Year															
Monthly Contribution Rates for Individuals Age 56, 57, 58, 59 and 60 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points															
(Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Retiree 65+ Spouse 65+	Retiree 65+ Spouse < 65	Retiree 65+ Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree < 65 Spouse 65+	Retiree < 65 Spouse 65+ Child(ren)	Retiree < 65 Spouse 65+ Child(ren)
95	\$287.94	\$318.34	\$666.82	\$1,159.36	\$553.14	\$143.98	\$409.17	\$674.37	\$522.84	\$788.03	\$1,015.38	\$932.01	\$530.38	\$265.20	\$909.26
94	\$295.15	\$338.80	\$683.49	\$1,188.36	\$566.97	\$147.59	\$419.41	\$691.24	\$535.92	\$807.74	\$1,040.79	\$955.31	\$543.65	\$271.82	\$931.99
93	\$302.35	\$359.28	\$700.17	\$1,217.36	\$580.81	\$151.19	\$429.63	\$708.09	\$549.00	\$827.45	\$1,066.18	\$978.63	\$556.91	\$278.45	\$954.73
92	\$309.56	\$379.71	\$716.83	\$1,246.31	\$594.62	\$154.76	\$439.86	\$724.94	\$562.05	\$847.14	\$1,091.53	\$1,001.91	\$570.17	\$285.08	\$977.44
91	\$316.76	\$390.19	\$733.51	\$1,275.32	\$608.47	\$158.38	\$450.09	\$741.80	\$575.14	\$866.84	\$1,116.94	\$1,025.22	\$583.42	\$291.70	\$1,000.18
90	\$323.96	\$390.64	\$750.19	\$1,304.32	\$622.31	\$161.97	\$460.33	\$758.66	\$588.22	\$886.55	\$1,142.33	\$1,048.53	\$596.69	\$298.35	\$1,022.92
89	\$331.15	\$394.08	\$766.94	\$1,333.27	\$636.13	\$165.57	\$470.55	\$775.50	\$601.28	\$906.23	\$1,167.69	\$1,071.80	\$609.94	\$304.98	\$1,045.63
88	\$338.34	\$361.55	\$783.52	\$1,362.28	\$649.95	\$169.19	\$480.78	\$792.40	\$614.35	\$925.94	\$1,193.10	\$1,095.12	\$623.21	\$311.59	\$1,068.37
87	\$345.55	\$382.02	\$800.20	\$1,391.27	\$663.79	\$172.77	\$491.01	\$809.25	\$627.42	\$945.65	\$1,218.49	\$1,118.43	\$636.47	\$318.23	\$1,091.11
86	\$352.74	\$1,002.46	\$816.85	\$1,420.21	\$677.60	\$176.37	\$501.24	\$826.10	\$640.48	\$965.35	\$1,243.85	\$1,141.73	\$649.72	\$324.86	\$1,113.83
85	\$359.96	\$1,022.93	\$833.53	\$1,449.21	\$693.42	\$179.98	\$511.46	\$842.97	\$653.56	\$985.06	\$1,269.26	\$1,165.03	\$662.99	\$331.50	\$1,136.58
84	\$367.16	\$1,043.40	\$850.22	\$1,478.23	\$705.27	\$183.58	\$521.69	\$859.82	\$666.64	\$1,004.77	\$1,294.66	\$1,188.34	\$676.24	\$338.13	\$1,159.31
83	\$374.34	\$1,063.84	\$866.86	\$1,507.17	\$719.09	\$187.18	\$531.92	\$876.67	\$679.70	\$1,024.45	\$1,320.00	\$1,211.62	\$689.51	\$344.74	\$1,182.03
82	\$381.55	\$1,084.31	\$883.54	\$1,536.17	\$732.92	\$190.78	\$542.15	\$893.53	\$692.77	\$1,044.16	\$1,345.39	\$1,234.93	\$702.76	\$351.38	\$1,204.76
81	\$388.74	\$1,104.79	\$900.23	\$1,565.18	\$746.77	\$194.38	\$552.39	\$910.42	\$705.86	\$1,063.88	\$1,370.80	\$1,258.25	\$716.03	\$358.02	\$1,227.52
80	\$395.94	\$1,125.22	\$916.88	\$1,594.12	\$760.58	\$197.97	\$562.61	\$927.25	\$718.91	\$1,083.54	\$1,396.15	\$1,281.52	\$729.28	\$364.64	\$1,250.21
79	\$403.14	\$1,145.68	\$933.55	\$1,623.12	\$774.41	\$201.58	\$572.84	\$944.13	\$731.99	\$1,103.26	\$1,421.56	\$1,304.83	\$742.54	\$371.27	\$1,272.96
78	\$410.35	\$1,166.16	\$950.24	\$1,652.13	\$788.27	\$205.16	\$583.08	\$960.99	\$745.07	\$1,122.98	\$1,446.95	\$1,328.14	\$755.82	\$377.91	\$1,295.71
77	\$417.53	\$1,186.60	\$966.90	\$1,681.08	\$802.07	\$208.77	\$593.30	\$977.83	\$758.12	\$1,142.66	\$1,472.30	\$1,351.42	\$769.06	\$384.53	\$1,318.42
76	\$424.74	\$1,207.06	\$983.56	\$1,710.08	\$815.89	\$212.37	\$603.53	\$994.69	\$771.20	\$1,162.36	\$1,497.72	\$1,374.72	\$782.32	\$391.16	\$1,341.14
75	\$431.95	\$1,227.54	\$1,000.25	\$1,739.08	\$829.74	\$215.97	\$613.78	\$1,011.56	\$784.28	\$1,182.08	\$1,523.11	\$1,398.06	\$795.59	\$397.81	\$1,363.90
74	\$460.73	\$1,309.36	\$1,066.92	\$1,854.99	\$885.05	\$230.37	\$654.68	\$1,078.98	\$856.55	\$1,260.85	\$1,624.64	\$1,491.22	\$848.62	\$424.31	\$1,454.80
73	\$489.53	\$1,391.19	\$1,133.61	\$1,970.94	\$940.36	\$244.76	\$695.60	\$1,146.42	\$888.84	\$1,339.68	\$1,726.18	\$1,584.42	\$901.66	\$450.84	\$1,545.73
72	\$518.32	\$1,473.05	\$1,200.31	\$2,086.90	\$995.70	\$259.17	\$736.53	\$1,213.88	\$941.13	\$1,418.49	\$1,827.73	\$1,677.66	\$954.72	\$477.36	\$1,636.69
71	\$547.11	\$1,554.85	\$1,266.95	\$2,202.82	\$1,050.98	\$273.56	\$777.43	\$1,281.30	\$993.40	\$1,497.27	\$1,929.26	\$1,770.82	\$1,007.73	\$503.87	\$1,727.58
70	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51
69	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51
68	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51
67	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51
66	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51
65	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51

Retiree Medical - 2022 Plan Year															
Monthly Contribution Rates for Individuals Less Than Age 66 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points	Retiree < 65	Spouse < 65	Retiree < 65	Spouse < 65	Retiree < 65	Spouse < 65+	Retiree 65+	Spouse 65+	Retiree 65+	Spouse 65+	Retiree 65+	Spouse 65+	Spouse < 65	Spouse 65+	Child(ren)
(Sum of Age and Service)	Only	Only	Child(ren)	Child(ren)	Only	Only	Spouse 65+	Child(ren)	Spouse < 65	Child(ren)	Child(ren)	Child(ren)	Child(ren)	Child(ren)	Child(ren)
95	\$274.07	\$778.91	\$634.69	\$1,103.49	\$326.49	\$137.04	\$389.45	\$644.87	\$497.65	\$750.06	\$966.45	\$887.10	\$504.82	\$252.42	\$865.44
94	\$287.79	\$817.87	\$666.43	\$1,158.70	\$352.82	\$143.90	\$408.93	\$673.97	\$522.55	\$787.58	\$1,014.81	\$931.47	\$530.08	\$265.03	\$908.72
93	\$301.49	\$856.81	\$698.17	\$1,213.86	\$379.15	\$150.75	\$428.40	\$706.06	\$547.42	\$825.07	\$1,063.12	\$975.81	\$555.31	\$277.65	\$951.99
92	\$315.19	\$895.74	\$729.89	\$1,269.02	\$405.47	\$157.59	\$447.87	\$738.14	\$572.30	\$862.57	\$1,111.42	\$1,020.16	\$580.55	\$290.28	\$995.25
91	\$328.90	\$934.70	\$761.64	\$1,324.23	\$431.80	\$164.45	\$467.35	\$770.25	\$597.19	\$900.09	\$1,159.78	\$1,064.54	\$605.80	\$302.90	\$1,038.54
90	\$342.61	\$973.64	\$793.37	\$1,379.38	\$458.11	\$171.31	\$486.82	\$802.35	\$622.07	\$937.59	\$1,208.10	\$1,108.89	\$631.04	\$315.52	\$1,081.81
89	\$363.16	\$1,032.06	\$840.97	\$1,462.15	\$497.60	\$181.59	\$516.03	\$850.48	\$659.39	\$993.84	\$1,280.57	\$1,175.42	\$668.90	\$334.45	\$1,146.71
88	\$383.72	\$1,090.48	\$888.57	\$1,544.91	\$537.09	\$191.86	\$545.24	\$898.63	\$696.72	\$1,060.10	\$1,353.06	\$1,241.95	\$706.76	\$353.38	\$1,211.62
87	\$404.27	\$1,148.90	\$936.17	\$1,627.68	\$576.58	\$202.14	\$574.45	\$946.76	\$734.04	\$1,106.35	\$1,425.55	\$1,308.48	\$744.62	\$372.31	\$1,276.52
86	\$424.83	\$1,207.32	\$983.77	\$1,710.44	\$616.06	\$212.42	\$603.65	\$994.91	\$771.37	\$1,162.61	\$1,498.04	\$1,375.02	\$782.49	\$391.24	\$1,341.44
85	\$445.38	\$1,265.73	\$1,031.39	\$1,793.21	\$655.56	\$222.70	\$632.87	\$1,043.05	\$808.69	\$1,218.87	\$1,570.52	\$1,441.55	\$820.35	\$410.17	\$1,406.35
84	\$465.94	\$1,324.16	\$1,078.99	\$1,875.97	\$695.04	\$232.97	\$662.08	\$1,091.18	\$846.01	\$1,275.12	\$1,643.00	\$1,508.08	\$858.21	\$429.11	\$1,471.25
83	\$486.50	\$1,382.57	\$1,126.59	\$1,958.73	\$734.53	\$243.25	\$691.29	\$1,139.33	\$883.35	\$1,331.37	\$1,715.49	\$1,574.62	\$896.08	\$448.03	\$1,536.17
82	\$507.06	\$1,441.00	\$1,174.19	\$2,041.49	\$774.02	\$253.53	\$720.49	\$1,187.47	\$920.67	\$1,387.63	\$1,787.98	\$1,641.15	\$933.94	\$466.96	\$1,601.07
81	\$527.61	\$1,499.41	\$1,221.79	\$2,124.26	\$813.51	\$263.81	\$749.71	\$1,235.61	\$955.00	\$1,443.89	\$1,860.46	\$1,707.69	\$971.80	\$485.89	\$1,665.98
80	\$548.17	\$1,557.83	\$1,269.39	\$2,207.02	\$852.99	\$274.09	\$778.92	\$1,283.75	\$995.32	\$1,501.14	\$1,932.95	\$1,774.22	\$1,009.67	\$504.82	\$1,730.89
79	\$568.72	\$1,616.26	\$1,316.99	\$2,289.79	\$892.49	\$284.37	\$808.13	\$1,331.91	\$1,032.64	\$1,556.41	\$2,005.43	\$1,840.77	\$1,047.54	\$523.76	\$1,795.81
78	\$589.28	\$1,674.68	\$1,364.60	\$2,372.56	\$931.98	\$294.65	\$837.34	\$1,380.04	\$1,089.97	\$1,612.66	\$2,077.93	\$1,907.30	\$1,085.40	\$542.70	\$1,860.71
77	\$609.83	\$1,733.10	\$1,412.20	\$2,455.33	\$971.46	\$304.93	\$866.56	\$1,428.18	\$1,107.29	\$1,668.92	\$2,150.41	\$1,973.83	\$1,123.26	\$561.63	\$1,925.63
76	\$630.40	\$1,791.52	\$1,459.79	\$2,538.08	\$1,210.96	\$315.20	\$895.77	\$1,476.33	\$1,144.61	\$1,725.17	\$2,222.90	\$2,040.35	\$1,161.12	\$580.56	\$1,990.53
75	\$650.95	\$1,849.93	\$1,507.40	\$2,620.85	\$1,250.44	\$325.48	\$924.97	\$1,524.46	\$1,181.93	\$1,781.42	\$2,295.39	\$2,106.89	\$1,198.98	\$599.49	\$2,055.43
74	\$671.51	\$1,908.36	\$1,555.00	\$2,703.61	\$1,289.93	\$335.76	\$954.18	\$1,572.61	\$1,219.25	\$1,837.67	\$2,367.87	\$2,173.42	\$1,236.85	\$618.42	\$2,120.35
73	\$692.06	\$1,966.78	\$1,602.61	\$2,786.38	\$1,329.41	\$346.01	\$983.39	\$1,620.86	\$1,260.72	\$1,893.17	\$2,440.36	\$2,249.96	\$1,277.11	\$637.35	\$2,185.26
72	\$712.61	\$2,025.20	\$1,650.22	\$2,869.15	\$1,368.89	\$356.24	\$1,012.00	\$1,668.11	\$1,301.27	\$1,948.72	\$2,511.47	\$2,322.07	\$1,316.00	\$656.28	\$2,250.37
71	\$733.16	\$2,083.62	\$1,697.73	\$2,951.92	\$1,408.37	\$366.39	\$1,040.19	\$1,715.26	\$1,340.38	\$1,999.83	\$2,582.58	\$2,393.18	\$1,354.11	\$675.21	\$2,315.48
70	\$753.71	\$2,142.04	\$1,745.24	\$3,034.69	\$1,453.85	\$376.54	\$1,068.28	\$1,762.35	\$1,380.49	\$2,050.94	\$2,653.69	\$2,464.29	\$1,392.22	\$694.14	\$2,380.59
69	\$774.26	\$2,200.46	\$1,792.75	\$3,117.46	\$1,499.33	\$386.69	\$1,096.37	\$1,809.44	\$1,420.60	\$2,101.05	\$2,724.80	\$2,535.40	\$1,429.33	\$713.07	\$2,445.70
68	\$794.81	\$2,258.88	\$1,840.26	\$3,200.23	\$1,544.81	\$396.84	\$1,124.46	\$1,856.53	\$1,460.71	\$2,151.16	\$2,795.91	\$2,606.51	\$1,466.44	\$732.00	\$2,510.81
67	\$815.36	\$2,317.30	\$1,887.77	\$3,283.00	\$1,590.29	\$406.99	\$1,152.55	\$1,903.62	\$1,490.82	\$2,201.27	\$2,867.02	\$2,677.62	\$1,502.55	\$750.93	\$2,575.92
66	\$835.91	\$2,375.72	\$1,935.28	\$3,365.77	\$1,635.77	\$417.14	\$1,180.64	\$1,950.71	\$1,520.93	\$2,251.38	\$2,938.13	\$2,748.73	\$1,539.66	\$769.86	\$2,641.03
65	\$856.46	\$2,434.14	\$1,982.79	\$3,448.54	\$1,681.25	\$427.29	\$1,208.73	\$1,997.80	\$1,551.04	\$2,301.49	\$3,009.24	\$2,819.84	\$1,576.77	\$788.79	\$2,706.14

Retiree Medical - 2024 Plan Year															
Monthly Contribution Rates for Individuals Less Than Age 56 by January 1, 2021															
Applicable to Local 69 Employees Retiring After January 1, 2006															
Points															
(Sum of Age and Service)	Retiree < 65 Only	Retiree < 65 Spouse < 65	Retiree < 65 Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+	Retiree 65+ Only	Retiree 65+ Spouse 65+	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree 65+ Spouse < 65 Child(ren)	Retiree 65+ Spouse 65+ Child(ren)	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse < 65	Retiree < 65 Spouse < 65 Child(ren)	Retiree < 65 Spouse 65+ Child(ren)
95	\$287.94	\$818.34	\$668.82	\$1,159.36	\$553.14	\$143.98	\$409.17	\$674.37	\$522.84	\$788.03	\$1,015.38	\$932.01	\$530.38	\$265.20	\$909.26
94	\$302.35	\$859.28	\$700.17	\$1,217.36	\$580.81	\$151.19	\$423.63	\$708.09	\$549.00	\$827.45	\$1,066.18	\$978.63	\$556.91	\$278.45	\$954.73
93	\$316.76	\$900.19	\$733.51	\$1,275.32	\$608.47	\$158.38	\$450.09	\$741.80	\$575.14	\$866.84	\$1,116.94	\$1,025.22	\$583.42	\$291.70	\$1,000.18
92	\$331.15	\$941.08	\$766.84	\$1,333.27	\$636.13	\$165.57	\$470.55	\$775.50	\$601.28	\$906.23	\$1,167.69	\$1,071.80	\$609.94	\$304.98	\$1,045.63
91	\$345.55	\$982.02	\$800.20	\$1,391.27	\$663.79	\$172.77	\$491.01	\$809.25	\$627.42	\$945.65	\$1,218.49	\$1,118.43	\$636.47	\$318.23	\$1,091.11
90	\$359.96	\$1,022.93	\$833.53	\$1,449.21	\$691.42	\$179.98	\$511.46	\$842.97	\$653.56	\$985.06	\$1,269.26	\$1,165.03	\$662.99	\$331.50	\$1,136.58
89	\$381.55	\$1,084.31	\$883.54	\$1,536.17	\$732.92	\$190.78	\$542.15	\$893.53	\$692.77	\$1,044.16	\$1,345.39	\$1,234.93	\$702.76	\$351.38	\$1,204.76
88	\$403.14	\$1,145.68	\$933.55	\$1,623.12	\$774.41	\$201.58	\$572.84	\$944.13	\$731.99	\$1,103.26	\$1,421.56	\$1,304.83	\$742.54	\$371.27	\$1,272.96
87	\$424.74	\$1,207.06	\$983.56	\$1,710.08	\$815.89	\$212.37	\$603.53	\$994.69	\$771.20	\$1,162.36	\$1,497.72	\$1,374.72	\$782.32	\$391.16	\$1,341.14
86	\$446.34	\$1,268.44	\$1,033.57	\$1,797.03	\$857.37	\$223.17	\$634.21	\$1,045.27	\$810.42	\$1,221.47	\$1,573.88	\$1,444.64	\$822.10	\$411.05	\$1,409.35
85	\$467.92	\$1,329.80	\$1,083.60	\$1,883.99	\$898.87	\$233.98	\$664.91	\$1,095.86	\$849.63	\$1,280.57	\$1,650.02	\$1,514.53	\$861.88	\$430.93	\$1,477.55
84	\$489.53	\$1,391.19	\$1,133.61	\$1,970.94	\$940.36	\$244.76	\$695.60	\$1,146.42	\$888.84	\$1,339.68	\$1,726.18	\$1,584.42	\$901.66	\$450.84	\$1,545.73
83	\$511.13	\$1,452.56	\$1,183.62	\$2,057.89	\$981.84	\$255.56	\$726.28	\$1,197.01	\$928.07	\$1,398.77	\$1,802.34	\$1,654.34	\$941.44	\$470.71	\$1,613.93
82	\$532.73	\$1,513.96	\$1,233.63	\$2,144.84	\$1,023.33	\$266.37	\$756.96	\$1,247.59	\$967.28	\$1,457.88	\$1,878.50	\$1,724.23	\$981.22	\$490.60	\$1,682.13
81	\$554.32	\$1,575.32	\$1,283.64	\$2,231.80	\$1,064.82	\$277.17	\$787.66	\$1,298.16	\$1,006.50	\$1,516.99	\$1,954.64	\$1,794.14	\$1,021.00	\$510.49	\$1,750.32
80	\$575.92	\$1,636.70	\$1,333.65	\$2,318.76	\$1,106.29	\$287.96	\$818.35	\$1,348.74	\$1,045.71	\$1,576.08	\$2,030.80	\$1,864.04	\$1,060.78	\$530.38	\$1,818.51
79	\$597.51	\$1,698.09	\$1,383.66	\$2,405.71	\$1,147.80	\$298.77	\$849.04	\$1,399.34	\$1,084.92	\$1,635.20	\$2,106.56	\$1,933.96	\$1,100.57	\$550.27	\$1,886.73
78	\$619.11	\$1,759.46	\$1,433.69	\$2,492.67	\$1,189.29	\$309.57	\$879.73	\$1,449.90	\$1,124.14	\$1,694.30	\$2,183.13	\$2,003.85	\$1,140.35	\$570.18	\$1,954.91
77	\$640.71	\$1,820.84	\$1,483.70	\$2,579.63	\$1,230.77	\$320.36	\$910.43	\$1,500.48	\$1,163.34	\$1,753.41	\$2,259.27	\$2,073.76	\$1,180.12	\$590.06	\$2,023.11
76	\$662.31	\$1,882.22	\$1,533.69	\$2,666.57	\$1,272.26	\$331.16	\$941.11	\$1,551.07	\$1,202.56	\$1,812.51	\$2,335.43	\$2,143.64	\$1,219.90	\$609.95	\$2,091.30
75	\$683.90	\$1,943.58	\$1,583.72	\$2,753.53	\$1,313.74	\$341.96	\$971.79	\$1,601.63	\$1,241.77	\$1,871.61	\$2,411.59	\$2,213.55	\$1,259.67	\$629.84	\$2,159.49
74	\$705.51	\$2,004.97	\$1,633.73	\$2,840.48	\$1,355.23	\$352.75	\$1,002.48	\$1,652.23	\$1,280.97	\$1,930.70	\$2,487.75	\$2,283.45	\$1,299.46	\$649.73	\$2,227.69
73	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
72	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
71	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
70	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
69	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
68	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
67	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
66	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13
65	\$719.89	\$2,045.86	\$1,667.06	\$2,898.44	\$1,382.88	\$359.96	\$1,022.93	\$1,685.92	\$1,307.10	\$1,970.10	\$2,538.48	\$2,330.03	\$1,325.96	\$662.99	\$2,273.13

APPENDIX NO. 24 - SAFETY EYEWEAR PROGRAM

Overview:

The Prescription Safety Eyewear Program (Program) is intended to provide employees of the company (EGTS) prescription safety glasses to employees at no or reduced costs.

The program is administered through SafeVision/ HOYA Safety eyewear (formerly 3M). All eyewear must be purchased through vendors listed on the Hoya website. **Eyewear purchased outside the HOYA program will not be paid by EGTS.**

Eligibility:

- Employees of Eastern Gas Transmission & Storage assigned to perform work requiring safety eyewear, are eligible for the Prescription Safety Eyewear Program (Program).
- Supervisor authorization is required, and must be documented on the order form.
- If you experience difficulties opening the eyewear order form, please click on the Job Aid - Ordering Prescription Safety Glasses link under Prescription Safety Eyewear Program.
- Prescription safety glasses will be replaced, if needed, every two years or when the employee obtains a new prescription.
- Only industrial safety eyewear complying with the current ANSI Z 87.1-2003, with fixed sideshields, and included in the designated vendor program will be purchased.
- Forms for both ON SITE and OFF SITE are available on line

What The Program Covers:

This program starts AFTER the employee has obtained his/her prescription. This program is separate from the eye exam.

The Program provides coverage for:

- Safety lenses, and
- Safety frames with fixed sideshields; and
- Dispensing/Fitting fee.

Eligible employees select from a wide variety of safety eyewear frames (Base and A, B, C, D) and lenses as listed on the Program order form. Upgrades are available under the Program at the expense of the employee in the form of a copay. Purchase and copay information are available on the Program order form. Employees are responsible for any copays listed on the Program order form at the time glasses are ordered.

If the vendor does not have the specific frame you would like, they can order it.

Process:

Employee furnishes prescription and completed order form to a HOYA vendor listed on the HOYA website. Employee provides copayment to vendor according to Program procedure when glasses are ordered.

What the Program Does Not Cover:

The Program does not include examinations or medical care for eyes, such as for an eye infection or injury. These are covered by the employee's vision or medical plan.

See Prescription Safety Eyewear - For EGTS employees on the GO GTS site under GTS Safety

Working Agreement

APPENDIX NO. 25 – G & P WELL COMPRESSOR MAINTENANCE

Employees assigned to the operation, maintenance and repair of well compressor engines will receive upgrade to the Grade 7 – Compressor Station Operator Sr. rate for each hour worked. The hours upgraded to Compressor Station Operator Sr. will not be counted towards the 1040 hours contained in Section XV, Article 7, Paragraph 3 – Upgrade.

Working Agreement

APPENDIX NO. 26 – ANNUAL INCENTIVE PLAN (AIP)

In each year of the contract all active Local 69 employees will be eligible for the company's Annual Incentive Plan (AIP) effective April 1, 2024. Details of the Plan are as follows:

Eligibility

Individuals are eligible to participate in the Annual Incentive Plan if they are a full-time employee and were hired prior to October 1 of the Plan Year. A Plan Year runs from January 1 to December 31. If an individual's employment with the Company ceases prior to the end of a Plan Year for any reason other than retirement, disability or death, no award will be paid.

How Awards are Determined

Award amounts or incentive payments will be based on achievement of overall business performance, with the business level scorecards forming this basis. Incentive payments are discretionary and will not be made if overall Company performance is unsatisfactory.

For eligible employees who die during the Plan Year, the incentive award will be paid on the next available payroll. The amount will be prorated based on eligible wages and will be paid at 85% of the employee's target.

Incentive Target

The incentive target for represented employees is 3.75%.

Plan Compensation

- Represented employees: Plan Compensation is based on wages paid from October 1 of the prior Plan Year through September 30 of the current Plan Year.

Payment of Awards

Awards are typically included in regular paychecks and paid during December in accordance with the participant's payroll cycle and are subject to applicable taxes.

APPENDIX NO. 27 – RETIREMENT NOTICE PAYMENT

Retirement Payment

Bargaining Unit Employees who provide a written three (3) month notice to the Company of their expected retirement date and who retire on the date they provide in their three (3) month written notice, shall be eligible for a one time, lump sum payment of \$1000. The aforementioned payment will be included in their final paycheck. Such payment is taxable to the recipient.

Employee's written notice must include their retirement effective date (must be the 1st of a month), employee signature and date signed. The notice should be submitted to the Director of Human Resources or Labor Relations Manager and must be received no later than three (3) months prior to their effective retirement date. (ex. August 1 for a November 1 retirement)

Employees may only utilize this notice provision one time. If the employee elects not to retire on the date provided in their written notice above, he/she are no longer eligible to receive the one time lump sum payment.

APPENDIX NO. 28

PARENTAL LEAVE

Parental Leave

Purpose

In order for an employee to care for and bond with a newborn or newly adopted child, the company will provide up to three weeks of Paid Parental Leave in a rolling 12-month period to employees following the birth of an employee's child or an adoption occurring after the effective date of this policy. Parental leave will only be paid by the company under this policy once in a rolling 12-month period, regardless of the number of qualifying events.

Employee Eligibility

To be eligible for leave under this policy, an employee must meet the following criteria:

- The employee is a regular full-time employee
- The employee must have given birth to a child; adopted a child; or be the spouse or committed partner of a woman who has given birth to or adopted a child. This policy does not apply to the adoption of a stepchild by a stepparent

Procedure

If the Paid Parental Leave period also qualifies under any federal, state or local leave law, the leaves will run concurrently, where possible under the applicable law(s), including the Family and Medical Leave Act (FMLA). In the event of a female employee who has given birth, the three weeks of Paid Parental Leave will commence at the conclusion of any short-term disability leave or benefit provided to the employee for the employee's own medical recovery following childbirth.

During the Paid Parental Leave period, the company will maintain benefits for the employee under the same terms and conditions. An employee's paid time off (PTO) benefit will continue to accrue during the leave. Each week of Paid Parental Leave will be compensated at 100 percent of the employee's regular, straight-time weekly pay. Paid Parental Leave will be paid on regularly scheduled payroll dates.

Absent unforeseen circumstances, employees must provide notice to the leave administrator at least 30 days prior to the beginning of leave. If the need for Paid Parental Leave is not foreseeable, an eligible employee must give notice of the need as soon as practical. All requests for Paid Parental Leave must be substantiated by appropriate documentation, such as a copy of the child's birth certificate listing the employee as a parent or adoption papers. If both of a child's parents are employees, then each parent is eligible for Paid Parental Leave under this policy.

Use of Paid Parental Leave

Paid Parental Leave may be taken immediately following the birth or adoption of a child, but must be taken concurrently with any available FMLA, state, or local leave and within the 12 months following birth or adoption. Leave is generally expected to be taken in a continuous three

week period or in no less than one week increments. Parents, including non-birthing parents, must apply for FMLA, or any applicable state, or local leave, with the leave administrator prior to use of Paid Parental Leave. Upon termination of employment, an employee will not be eligible for payment of any unused Paid Parental Leave.

Apply for leave under the company Paid Parental Leave Policy

1. Complete request for Family and Medical leave through Prudential at 877-367-7781 or <http://www.prudential.com/mybenefits> at least 30 days in advance of leave, if leave is foreseeable. Use the company ID of 52884 when completing the claim. Please review the FMLA procedures and Paid Parental Leave Policy.
 - Leave Type:
 - Non-birthing parent: family bonding leave
 - Birthing parent: employee's own health condition leave
2. Prudential will notify you when an FMLA determination has been made.
3. Complete the parental leave request form and have your supervisor sign the form and acknowledge the planned leave. See the FAQ on use of parental leave.
4. Send your completed form to benefitadministrator@midamerican.com. Complete the Paid Parental Leave Application even if your FMLA leave is not approved due to eligibility.
5. Notify your supervisor and benefitadministrator@midamerican.com at the commencement of your absence from work.
6. For time entry, select Parental Leave on your timesheet to utilize the three weeks of paid parental leave. Birthing parents should use sick leave or vacation hours as shown below.
7. Contact the HR helpline at 800-432-8999 with questions. If you are in New York, contact your local human resources or review the human resources policy state supplement for further procedures.

APPENDIX NO. 29 DEPENDENT CARE

Dependent Care

Employees may use up to 40 hours of sickness/disability benefits during each calendar year to care for a sick immediate family member and/or any medical appointments. (Use of Dependent Care does not reset the employee's sickness refresh date.) Dependent Care hours are deducted from employees sick hours-if you don't have a sickness balance, you cannot use Dependent Care.

Definition of Immediate Family Member

For the purposes of this policy, immediate family member is defined as the employee's:

- Spouse
- Child
- Parent or step-parent, or a person who stood in the place of a parent when the employee was a child under 18.

Note: This does not include parent-in-law.

Appendix effective until 12/31/2026. See PTO effective 1/1/2027.

APPENDIX NO. 30

SERVICE AND RETIREMENT AWARD RECOGNITION PROGRAM

Intent

To recognize an employee's service to at specific intervals and upon retirement by presenting him/her with a Certificate of Recognition and an Award Card.

Applies To

Service Awards – Applies to all UWUA Local 69 represented employees.

Retirement Awards – Applies to all UWUA Local 69 represented employees.

Guidelines

Service Awards Guidelines

Service Awards recognize an employee's service at five year intervals and include a Certificate of Recognition and a Service Award card.

Years of Service with are based on the employee's Service Date.

A Service Award Certificate, signed by the President and CEO of the company, will be sent to the employee's supervisor. Employees celebrating 25 years of service will be provided a frame certificate. Supervisors should ensure the employee's personal recognition is conducted in a timely and thoughtful manner so as to express appreciation for the employee's contributions.

A Service Award card will be mailed to the employee's work address during the month of the service anniversary. Effective January 1, 2018, the Service Awards cards are able to be used for merchandise and services, and therefore, are taxable to the recipient. Employees should call the customer service number referenced on the Service Award card to obtain the balance details of the card. The card cannot be used for cash back or to pay off balances of other accounts. The card is valid for 12 months from the effective date and is redeemable for merchandise and services at most business that accept Visa. The award will be reflected on the employee's paycheck as imputed income at the time of card issuance. There will be no tax reimbursement for any unused portion of the award at the end of 12 months.

The amount of the Service Award card is based on the employee's years of service. Below are the card amounts:

Years of Service	Service Award Card Amount*
5	\$100
10	\$150
15	\$200
20	\$300
25	\$400
30	\$500
35	\$500
40+	\$500

* The award amount will be included in the employee's taxable income and applicable taxes will be deducted from the employee's paycheck as Svc Award/Tax Only wage type.

Retirement Award Guidelines

Retirement Awards recognize an employee's year of service and include a Certificate of Recognition, a letter signed by the President and CEO, and a Retirement Award card that is mailed to the retiree's home the month of the employee's retirement date.

Employees will be deemed to have "retired" for purposes of receiving a Retirement Award card equivalent to \$50 for each year of service with an Award card maximum of \$1,000, if the employee was at least age 55 with three years of service when he/she terminates employment.

The Retirement Award cards are able to be used for merchandise and services, and therefore, are taxable to the recipient. Employees should call the customer service number referenced on the Retirement Award card to obtain the balance data of the card. The card cannot be used for cash back or to pay off balances of other accounts. The card is valid for 12 months from the effective date and is redeemable for merchandise and services at most businesses that accept Visa. The award will be reflected on the employee's paycheck as imputed income at the time of card issuance. There will be no tax reimbursement for any unused portion of the award at the end of 12 months.

If an employee is eligible to receive a Service and a Retirement Award within the same month, the Award cards will be issued separately.

Additional Information

If the employee never receives the Award card information, he/she should contact hr.help@midamerican.com or call the HR Helpline #, 800-432-8999.

FOR THE UNION:

Signed By: _____ Date: _____
Jason R. Boyce, President
United Gas Workers' Union
Local No. 69, UWUA, AFL-CIO

FOR THE COMPANIES:

Signed By: _____ Date: _____
James R. Coulson
Labor Relations
BHE Eastern Gas Transmission & Storage

NEGOTIATING COMMITTEES

Company:

James R. Coulson (Chief Spokesperson)

Ray Seech
Kelli Hawkins
Phyllis Hinterer
Derek Hamilton

Union:

Jason R. Boyce (Chief Spokesperson)

Taylor Brown
John Sizemore
Jennifer Davis
Derek Metz
Lance Wright
Debbie Syck
Vern Stewart, Jr.
Tom Hamric