

2009 CONTRACT NEGOTIATIONS

NATIONAL GRID *and* UWUA, AFL-CIO, LOCALS 350 & 369, BUW

COMPANY PROPOSAL #11 A-3

VEHICLE TAKE HOME PROGRAM

1. As a means of increasing productivity, and as an added convenience both to the Company and the Union and its members, National Grid, with the consent of the Union, has implemented a Take Home Vehicle Program.
2. In order to participate, employees must meet the eligibility requirements established by the Company in its sole discretion.
3. Work related travel including travel to and from the employee's first and last work assignment of the day and all travel incidental to the work day, which includes, but is not limited to, fueling the vehicles, transporting tools or supplies, etc.
4. Company provided vehicles at the discretion of management may be limited to employees whose commute is approximately thirty-five miles from the origin of the vehicle (i.e., the employee's home or National Grid-provided parking space) to their first assigned service territory.
5. All employees will be compensated beginning from their first job of the day and ending with the completion of their last job of the day. Employees will not be compensated for commuting time from their home to the first job site at the beginning of their shift, and/or their last job site at the end of their shift to their home. If an employee is unable to garage the Company vehicle at the employee's place of residence, where practicable, the Company may provide the employee with a parking space for the Company vehicle at an existing Company facility.
6. All employees assigned a take home vehicle are required to be at their first job by their shift start time, regardless of where the Company vehicle is parked overnight.
7. The Company has the right, in its sole discretion, to establish and modify guidelines in all aspects of the Take Home Vehicle Policy. The Company will consult with the Union on any substantial changes it makes to the program.
8. Employees shall not be responsible for any costs associated with maintenance, repair and upkeep of the vehicle, or increased tolls incurred while commuting in the Company vehicles over and above what the employee would ordinarily pay if commuting in the employee's own vehicle.
9. Employees may not take home vehicles for any purpose other than for travel incidental to the work day. Any use of the take home vehicles for purposes other than work related travel must be pre-approved by the employee's supervisor.

10. The Company reserves the right to revoke the Take Home Vehicle Program eligibility to any employees that fail to produce an increase in productivity, have a poor attendance record or fail to adhere to the rules and procedures promulgated by the Company.
11. Employees will be required to follow the rules and procedures for use of take home vehicles promulgated by the Company. Unauthorized use of the take home vehicles or failure to comply with these rules and procedures will be grounds for discipline.
12. The Union and the Company expressly intend that this take home vehicle program complies with the Employee Commuting Flexibility Act of 1996 and, as such, the Union and the Company agree that all travel and activities performed by employees which are incidental to the use of such vehicle for commuting shall not be compensable.
13. The Union agrees to continue to cooperate in the voluntary Take Home Vehicle Program and use its best efforts to encourage participation by its members.
14. The Take Home Vehicle Program may be canceled at the Company's discretion.