

2009 CONTRACT NEGOTIATIONS

NATIONAL GRID

and

UWUA, AFL-CIO, LOCALS 350 & 369, BUW

COMPANY PROPOSAL #11 B-4

TEMPORARY WORK FORCE

- In order to make internal work crews more efficient, the Company may utilize full-time or part-time temporary employees to assist in staffing its internal work force.
- In addition to seeking outside candidates, the Company may make this position available to current qualified temporary employees of the Company.
- If the Company has a requirement to retain these employees longer than nine (9) months, the Union will be notified.