

2009 CONTRACT NEGOTIATIONS
NATIONAL GRID
and
UWUA, AFL-CIO, LOCALS 350 & 369, BUW
COMPANY PROPOSALS

1. **ARTICLE IV, SECTION 1 – GAINSHARING AGREEMENT**
Modify Company Gainsharing Program in which employees are eligible for an award based on the Company achieving annual objectives and individual performance.

2. **ARTICLE VI – HOLIDAYS**
 - a.) Implement New Holiday and Floating Holiday Schedule.
 - b.) Holidays that fall on a Saturday observed on prior Friday.

3. **ARTICLE VIII - DAYS OF RELIEF**
Revise contract language to ensure full operational flexibility.

4. **EMPLOYEE STOCK PURCHASE PLAN – PAGE B-7**
Revise language to reflect new Company program.

5. **LIFE & MEDICAL INSURANCE - PAGE B-8 - #2. HEALTH CARE**
 - a.) Modify Health Care coverage to achieve cost reduction and cost containment.
 - b.) Modify waiver credit reimbursement for employees who opt out of coverage.

6. **LIFE & MEDICAL INSURANCE – PAGE B-10 - #3. DENTAL CARE**
 - a.) Modify Dental coverage to achieve cost reduction and cost containment.
 - b.) Eliminate Dental Waiver Credit Reimbursement.

7. **SICKNESS & ACCIDENT BENEFITS – PAGE B-11 #2B.**
 - a.) Modify the benefits under Temporary non-occupational disability to reduce the average sick days per employee.
 - b.) Prorate vacation for employees returning to work after a long-term illness.
 - c.) Terminate employment of individuals who have performed no work for the Company for a full year.

8. **SICKNESS & ACCIDENT BENEFITS – PAGE B-13 #3.**
 - a.) Modify Retrogression Pay Plan For Disabled Employees language to eliminate wage protection.
 - b.) Add language setting time limits to address employees at a permanent medical end result unable to be placed in an alternative job for which they qualify.

9. **WAGE REDUCTION PLAN – B-18**
Eliminate wage protection in the event of a force reduction.

10. **MISCELLANEOUS STIPULATIONS – PAGE B-24 #2.**
Delete.

11. **GAS DISTRIBUTION**
 - a.) Customer Meter Services
 - b.) Construction & Maintenance
 - c.) Damage Prevention
 - d.) General

**THE COMPANY RESERVES THE RIGHT TO ADD TO, SUBTRACT FROM, OR MODIFY
THESE PROPOSALS DURING THE COURSE OF THESE NEGOTIATIONS**