

2009 CONTRACT NEGOTIATIONS
NATIONAL GRID
and
UWUA, AFL-CIO, LOCALS 350 & 369, BUW
COMPANY PROPOSAL #7
SICKNESS AND ACCIDENT BENEFITS

SICKNESS AND ACCIDENT BENEFITS – Page B-11 #2B

2. Non-Occupational and Occupational Benefits

A. In the case of an employee who has performed substantial amounts of work under more than one approved wage or salary rate prior to his disability, consideration will be given to the amount of work performed in each such class in establishing the wage or salary rate to be paid during the disability.

B. Temporary non-occupational disability - subject to the limit outlined in paragraph 2C below and with the approval of the Director or Manager, an employee will be paid as follows:

<u>Years of Service</u>	<u>Available Sick Pay</u>
Less than 1	0 Days
1 but less than 3	1 week (5 Days)
3 but less than 5	2 weeks (10 Days)
5 or more	1 week for each year of service (Max 35 Weeks)

Any employee out sick greater than twenty (20) days in any one calendar year will have their next year's vacation prorated by dividing the number of days absent by the total number of working days in the year and then multiplied by their vacation entitlement for the next year. For example, a twelve (12) year employee absent for 28 days in a calendar year which has 250 working days will be entitled to $222/250$ (88.8%) of their next years 20 years 20 days of vacation time or 17.76 days rounded up to 18 days. Standard rounding at two decimal places will apply. Employees absent 20 or less days will not be subject to the prorated formula.

Absences of 12 Consecutive Months or More – Employees absent from the Company and who have performed no work for twelve consecutive months will be terminated.

Temporary occupational disability - subject to the limit outlined in paragraph 2C below and with the approval of the Director or Manager, full normal wages or salary less the amount of Worker's compensation benefits, if any, to which the employee is entitled, will be paid for not longer than 52 weeks per industrial accident claim.