

2009 CONTRACT NEGOTIATIONS

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

COMPANY PROPOSAL #9

WAGE REDUCTION PLAN

WAGE REDUCTION PLAN – B-18

No Layoff

Effective **June 17, 2009**, employees who were hired prior to **June 18, 2004**, will not be laid off for lack of work in his classification due to automation, plant closings, sub-contracting, etc.

Effective **June 16, 2010**, employees who were hired prior to **June 17, 2005**, will not be laid off for lack of work in his classification due to automation, plant closings, sub-contracting, etc.

Effective **June 15, 2011**, employees who were hired prior to **June 16, 2006**, will not be laid off because of lack of work in his classification due to automation, plant closings, sub-contracting, etc.

Should reduction of forces become necessary for any reason, the Union will be consulted and every attempt made to achieve the reduction by attrition.

In the event that employees are displaced from their classifications by reason of a reduction of forces, the following will apply:

1. Discuss the matter with the Local involved.
2. Such employees may displace other employees of the Company pursuant to the Seniority Provision. **An employee covered under this section will be required to accept promotions that he is qualified to fill unless otherwise mutually agreed by the Company and the Union.**
3. If no jobs are available within the Division, employees will be offered jobs in **other areas of** the Company. If an employee refuses to accept, he may take advantage of the Severance Pay Plan (B-19).

Wage Reduction Plan

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