

From: Local 350 & 369 **Date: 06-02-09**
To: National Grid
Subject: Contract 2009 Proposals

The following proposals made by Locals 350 & 369 are made in the spirit of promoting worker/management harmony as well as fairness in the Gas Business of National Grid. It is our belief that one contract should cover the working conditions in all areas of the National Grid Gas Business.

Where there are differences in territories we believe local agreements should handle the details of operating in different areas. With this in mind we propose the following.

1. Local 350 & 369 be covered under the same terms of the Boston Agreement for the following areas: Wages, Pension, Contractor Language, & Meter Reader Grandfathering.

2. Union Business

As soon as practical following the implementation of the new payroll/HR system, the Company will establish a new pay status which will apply during times the employee is on an authorized absence for union business with pay at the expense of the union- the status which is referred to today as Union-No Pay. The Company will then make payment of regular pay for such authorized day(s) as though the employee worked for the Company and then invoice the applicable local union on a regular basis for the costs of such regular pay plus payroll taxes, Thrift Plan Match, and any other items which are additional costs that are not currently paid by the Company in connection with this unpaid time.

3. Conformation to Laws, Regulations and Orders

1. It is understood and agreed that all agreements herein are subject to all applicable laws now or hereafter in effect and to the lawful regulations, rulings and orders of regulatory commissions having jurisdiction. If any of said laws, regulations, rulings or orders shall conflict with any provisions of this Agreement, the parties shall confer in an effort to negotiate a lawful substitution or modification; but, if as a result of such conference no substitution or modification is agreed upon, the disagreement shall not affect the remaining provisions of this Agreement and shall not constitute a question subject to the Grievance Procedure in Article XIII or Arbitration under Article XIII.

2. Nothing in this Agreement shall be deemed to require the Company, the Union or the Local to commit an unfair labor practice or other act that is forbidden by, or is an offense under, existing or future laws affecting the relations of the Company with its employees.

4. In order to encourage and reward response to call-outs, employees in MSF, CMS, I&R departments meeting certain overtime hours worked and response to call-out percentages will receive additional vacation pay as described below:
 - a. For each 12 month period ending on June 30 of each year, the number of hours of overtime worked and the response rate to call-outs will be determined for each employee. In the following calendar year, additional vacation pay in the form of hours at time and one-half per vacation week shall be paid as shown in the table below.

Call-out Response Rate	Hours Added to Weekly Vacation Pay			
30 %	3	5	6	7
25 %	2	4	5	6
	100 - 199	200 – 399	400 – 599	600 +
	Hours of overtime Worked in a Year			

5. Increase in Off-“Hour Coverage payment
6. Training Dollars
7. Experienced Worker Retention Program
 - a. Vacation enhancements
 - b. 5- year sure – pension plan allowance
8. Funeral Leave corrections (editorial)
9. Employment Security dates (editorial)
- 10. *”A” Tech. increase in compensation**
- 11. *Temporary employees would be hired out of the UWUA hiring hall**
12. Consistent replacement worker system
13. Education program for pension and benefit program

The Union reserves its right to submit additional proposals.

***Added 6-2-09**