

2009 CONTRACT NEGOTIATIONS

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

COMPANY PROPOSALS #11 B & C

CONSTRUCTION & MAINTENANCE AGREEMENT

1. Staffing Level

During the life of the contract, the minimum staffing level shall be seven **(7) for Local 350 – Leominster and eight (8) for Local 369 – Webster**, which encompasses construction, maintenance, and damage prevention activities.

2. Construction & Maintenance

2.1 Contractors may be used to perform all gate box work associated with road reconstruction or paving projects performed by paving contractors or municipalities and such work will be outside the scope of the Use of Outside Contractors language on page B-20 of the CBA.

2.2 Outside contractors performing construction work may complete entire installations with the exception of the RGO.

Examples of construction work are as follows:

- New mains and associated services
- Main extensions and associated services
- Main relays/replacements and associated services
- New or relay services
- Multiple inserts excluding the bare steel high pressure service replacements included as part of the 2007 NEGWA Agreement.

2.3 The two-person crew operation will be based on weather/frost conditions and manpower availability.

2.4 **All maintenance work can be performed by two-person crews with the following exceptions:**

a.) **1-person**

- Gate box clearing
- Anode to risers (spike or in non-paved areas)
- Box cover replacement
- ~~Aerating~~ **Barricade placement/pick-up**

b.) **3-person**

- **Main relays in excavations greater than eight feet (8')**
- **Non-anaerobic joint repair twelve inches (12") or above**
- **Service inserts requiring three (3) or more holes by hand or 25 feet or more of excavation by hand.**

- All service cut-offs three inches (3”) and above that cannot be cut and capped utilizing a valve
 - Cast iron main breaks greater than six inches (6”)
 - Any work requiring crew use of shoring panels
- 2.5 In determining crew size above contractual minimums, the Company will give consideration to work site conditions, such as traffic congestion, roadway surface depths, amount of hand excavation, excavation requirements (e.g., shoring) or other factors that may require additional manpower.
- 2.6 Irrespective of 2.5 above, when performing work in one or two-person crews and the operation cannot be performed safely, the employee(s) will make the condition safe and call a Supervisor to assign appropriate assistance.
- 2.7 ~~Call-outs will be paid a minimum of six (6) hours at one and one-half times (1.5x) base rate. The existing staffing practice for off-hour coverage will continue.~~
- a.) April 1 – September 30: up to two (2) employees voluntarily on call
b.) October 1 – March 31: one (1) employee mandatorily on call with an option for one (1) additional employee voluntarily on call

~~Outside of winter off-hour coverage, generally April 1 through November 30, the following process will be taken to staff for call-outs:~~

	Webster – Local 369	Leominster – Local 350
Step 1	1 employee on call	1 employee on call
Step 2	Call in 2nd (and if necessary, 3rd) employee from Webster	Call in 2nd (and if necessary, 3rd) employee from Leominster
If 2nd (or if necessary, 3rd) employee is unavailable from Local, proceed to Step 3.		
Step 3	Call in 2nd (or if necessary, 3rd) employee from Leominster	Call in 2nd (or if necessary, 3rd) employee from Webster

~~For winter off-hour coverage, generally December 1 through March 31*, the following process will be taken to staff for call-outs:~~

	Webster – Local 369	Leominster – Local 350
Step 1	2 employees (primary/secondary*) on call	2 employees (primary/secondary) on call
Step 2	Call in 3rd employee from Webster	Call in 3rd employee from Leominster
If 3rd employee is unavailable from Local, proceed to Step 3.		
Step 3	Call in 3rd employee from Leominster	Call in 3rd employee from Webster

~~*If weather conditions and emergency workload allow, the implementation of the winter off-hour coverage schedule may be delayed.~~

2.8 Construction and Maintenance crews may be trained and equipped to complete an entire job, including the following associated work ***directly related to their assigned job***:

- a.) Set pre-fabricated meter fits
- b.) Single meter in-to-outs within short distance of existing meter
- c.) Simple insert and reconnection
- d.) Modifying fit for corrosion prevention
- e.) Modifying fit for addition of pressure monitoring equipment
- f.) Manifold construction/upgrade up to and including one and one-quarter inches (1 ¼ ")
- g.) RGOs
- h.) Sketching
- i.) ~~Meter read verification~~
- j.) Inside leak and atmospheric corrosion inspections

2.9 During periods of inclement weather and/or during winter permit moratorium periods, the Company may assign work activities to its Construction and Maintenance work force that is performed indoors. Employees will be trained to perform the following activities:

- a.) Inside leak and atmospheric corrosion inspections
- b.) Miscellaneous records review (e.g. data correction, inactive investigations, S-pipe records)

2.10 The Company may utilize full-time temporary employees to assist in staffing its internal work force. In filling temporary positions, the Company will source first from the UWUA hall. If qualified temps are unavailable from the UWUA hall, the Company will use other sources to fill the positions. If the Company has a requirement to retain these employees longer than nine (9) months, the period in excess of nine (9) months shall be mutually agreed on by the Company and the Union. The number of temporary employees in Construction & Maintenance will not exceed two (2) in Leominster and two (2) in Webster without mutual agreement between the Company and the Union.

2.11 The Construction & Maintenance position and duties will be as follows:

Pipe Handler

- Perform manual labor, including hand excavation, backfilling, handling of pipe, fittings, and materials and does other laboring work as required.
- Operate paving breaker and rock drills and assist in operating tapping and stoppering equipment, heating and joining equipment for plastic pipe, and other equipment so assigned.
- Successfully complete training of higher classification duties and obtain proper licenses

Technician C

- Performs all maintenance related repair activities

- Operates all equipment necessary to perform repair and installation and installation activities
- Operates compressor truck and other truck equipment
- Operates hydraulic and/or pneumatic tools
- Performs leak standbys
- Performs RGOs
- Performs corrosion testing
- Performs minor fitting work
- Completes required paperwork
- Perform all duties of lower classification

Technician B

- Performs all maintenance related repair activities
- Operates all equipment necessary to perform repair and installation and installation activities
- Operates compressor truck and other truck equipment
- Performs leak standbys
- Performs RGOs
- **Perform marking of Company facilities**
- Performs corrosion testing
- Performs minor fitting work
- Completes required paperwork
- Performs all duties of lower classifications

Technician A

- Works and directs crews
- Performs all maintenance related repair activities
- Operates all equipment necessary to perform repair and installation and installation activities
- Performs leak standbys
- Performs RGOs
- Performs corrosion testing
- Performs minor fitting work
- Completes required paperwork and field sketches
- Performs all duties of lower classifications

Utility Technician

- Performs all duties of Technician B
- Performs all duties of Meter Service Technician B
- Performs related activities such as issuing, ordering, receiving, tracking, transferring, delivering, and picking up of stock, parts, and other items from both Company and outside vendor locations

- Performs data entry of work and jobs in the Company's work management system and processes invoices and requisitions in the Company financial management system
- Performs Police Detail slip processing
- Performs environmental yard inspections, follow ups, and associated paperwork
- Performs patch inspections
- Performs inside leak/corrosion inspections
- Corrects records
- Documents field activities
- Premarks

2.12 The Construction & Maintenance schedule of wages is as follows:

	(1)	(2)	(3)	(4)
QA/QC Assessor ^(a)	\$35.892			
Utility Technician ^(a)	\$30.936	\$28.588		

Technician A	\$34.346			
Technician B ^(b)	\$32.277	\$29.178		
Technician C	\$27.768	\$26.941	\$21.977	
Pipe Handler ^(c)	\$20.000	\$17.500	\$15.000	

(a) *This is not a progression job.*

(b) *3 years as Technician B to be promoted to Technician A.*

(c) *Automatic progression to Technician C after 3 years as Pipe Handler.*

- Step progressions will be on an annual basis except as noted above.
- The number of employees in each classification as determined by the Company.
- Promotions to higher classifications as determined by the Company except as noted in (c) above in accordance with Article XI – Seniority of the CBA.
- New hires into the Pipe Handler position will enter at 100% of the bottom rate.
- Former Local 343 employees or Local 350 employees hired prior to June 16, 2009 that bid into Construction & Maintenance will be hired in at the bottom (3rd) step of Technician C and follow new progression and promotion provisions.
- All employees must obtain a backhoe license within six (6) months of entering the Technician C classification. If a test is not being administered within this timeframe, the employee must obtain the license as soon as is practicable thereafter. Technicians C, B, and A, and Utility Technicians must maintain their backhoe license. The Company will reimburse employees the cost of obtaining the license and for renewals.
- **See Attachment 1 for staff mapping and wage adjustments.**

3. Damage Prevention

- 3.1 Classifications titled Operations and Construction Inspector A and B will be added to the schedule of wages and will replace and modify the duties of the current Field Inspector position.
- 3.2 There will be one Operations and Construction Inspector A in the yard. Paul Ryll and Gary McNamara will be mapped to this position in the Webster and Leominster yards, respectively.
- 3.3 The requirement to fill the Operations and Construction Inspector B position will be based on workload as determined by the Company. Future vacancies, if filled, will be filled as per current practice.
- 3.4 The addition of these new classifications does not oblige the Company to guarantee any minimum staffing levels, nor does it affect any existing applicable staffing agreements.
- 3.5 Inspector A will be at the same level as Technician A and Inspector B will be at the same level as Technician B for seniority/bidding purposes.
- 3.6 Inspector A must gain/retain Tech A qualifications and Inspector B must gain/retain Tech B qualifications
- 3.7 Backfilling of this position for vacations, illnesses, injuries, workload, and any other scheduling difficulties shall be at the Company's discretion. The Company will first fill the position on an upgrade basis (Inspector B fills Inspector A) and then using normal qualification and seniority procedures.
- 3.8 During periods of inclement weather, the Company may assign work activities to its Damage Prevention work force that is performed indoors. Employees will be trained to perform the following activities:
 - a.) Inside atmospheric corrosion inspections
 - b.) Miscellaneous records review (e.g. data correction, inactive investigations, S-pipe records)
 - ~~c.) Meter read verification~~
- 3.9 The new Damage Prevention positions and duties will be as follows:

Inspector B

- Perform marking of Company facilities, routine, emergency, and pre-marking
- Perform follow up inspections of potential encroachments
- Identify and pre-mark locations for excavations
- Coordinate with Maps and Records Department and update field records of Company underground facilities
- Perform field sketching of Company underground facilities
- Identify and mark with yellow paint exposed and covered over gas facilities
- Patch minor depressions in conjunction with paving projects
- Repair/raise boxes not requiring the use of jackhammers

- Act as a temporary resource and/or assist the maintenance crew performing the physical work
- Check status of unknown pipe for gas
- Perform other minor maintenance repair/installation procedures
- Complete required Company paperwork, document work required, and add applicable details to Maximo work orders and any other Company records using computerized and manual systems
- Perform maintenance crew work as needed during normal and off-hours

Inspector A

- Working position
- Perform all lower classification duties
- Inspect foreign openings, monitor excavations as assigned during 3rd party construction, including performance of required leak survey
- Oversee Company contractors as assigned
- Communicate with and develop working relationships with local Municipal officials, and others regarding work affecting the Company's natural gas facilities
- Contact Paving Contractor to determine project schedules
- Communicate with Paving Coordinator/Field Coordinator/Supervision with details and time lines of paving projects to generate work orders for paving related jobs
- Coordinate on site paving inspection and/or follow-up inspections to ensure that all identified gas facilities are properly raised and accessible Leak test exposed gate boxes and other gas utilities to be raised to grade
- Leak test exposed gate boxes and other gas utilities to be raised to grade
- Check all gas facilities for alignment and review site for other work required prior to paving
- Assist on short notice paving jobs to install paving rings/coordinate with Paving Contractor
- Inspect test stations for damaged wiring and fittings, accessibility, and perform minor repair work in conjunction with paving projects
- Perform leak investigations under emergency staffing conditions
- Perform Maintenance crew work as needed during normal and off-hours

3.10 The new Damage Prevention schedule of wages is as follows:

	(1)	(2)	(3)
Ops & Construct Inspector A	\$34.346		
Ops & Construct Inspector B	\$32.277	\$29.178	

- Step progressions will be on an annual basis.
- The number of employees in each classification as determined by the Company.
- Promotions to higher classifications as determined by the Company in accordance with Article XI – Seniority of the CBA.