

NOTICE

UTILITY WORKERS UNION OF AMERICA, AFL-CIO LOCAL 369



To: All Local 369 Members at National Grid
From: The Bargaining Committee
**Subject: Ratification 2 year Contract Extension and
EDO Transformation Agreement**

The Bargaining Committee is proud to announce a tentative agreement on a 2 Year Contract Extension and EDO Transformation.

Highlights of Agreement

Contract term 2 year extension
Wages – 5% increase over 2-years
Employee Stock Purchase Plan
Wage and job protection – improved by 2 years
Accepted EDO operating model
Employee impact programs
- Incentives –commute –relocation – stipend
- VERO
- Enhanced severance
Clerical consolidation - Contractor protections
plus no actions for 1 year
15 new jobs Work Readiness Technicians

Reservoir Woods, Waltham

- Position represented by Local 369
- One-time bid back
- Two-year period, rights back to their original local
- Retain higher of new rate not less than current rate
- Voluntary filling positions to December 2009
- Post December 2009 DDE fill IAW Engineer Agreement for 1 year, with full bumping rights, all receive employee impact programs
- All bumped employees have lay-off protection
- No other group required to report to Waltham

A vote will be taken by secret ballot:

Date: Friday, September 11, 2009
Time: 6:30 AM – 4:30 PM
Place: Northborough

Full copies of Agreement will be provided at the vote.