

PSEG Services Corporation
Human Resources – Labor Relations
234 Pierson Avenue, Edison, N.J. 08837



April 9, 2020

Mr. Cornelius Wojceichowski
Business Manager
UA Local 855
261 East Main Street
Somerville, N.J. 08876-3008

COVID-19 Temporary Bereavement Leave

Dear Mr. Wojceichowski:

COVID-19 has affected many things, including funeral services. Funerals are an occasion for family and community to recognize a loss and gather support for those who remain. The coronavirus pandemic, however, has disrupted these much-needed mourning rituals prompted by gathering bans and social distancing mandates.

To better support impacted employees who may need to use some of this leave now, and some later for any delayed services, PSEG is considering offering up to five (5) days of paid bereavement leave to regular MAST employees for the death of an immediate family member. The paid leave will not need to be consecutively taken. The leave may be used between day of death and day of services.

To the extent the Company offers such benefit to its regular MAST employees, employees in the bargaining unit will be eligible to receive the same benefit for immediate family members as defined as spouse or domestic or civil union partner; parent; step-parent; parent-in-law (including parents of domestic or civil union partner); sibling; brother-in-law; sister-in-law; child; step-child; son-in-law; daughter-in-law; grandparent; grandchild; and any relative who is a member of the employee's household. All other terms and conditions provided for in the parties' collective bargaining agreement relating to bereavement leave continue to apply.

Notably, this benefit will remain in place during the business continuity activation period, which is determined by the SVP HR & CHRO & CDO. It is not intended to set a precedent for the future or intended to permanently modify the terms and conditions of the parties' collective bargaining agreement.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning to me.

Respectfully,

A handwritten signature in black ink that reads "Jaclyn Gabriel".

Jaclyn Gabriel
Labor Relations Manager

A handwritten signature in black ink that reads "Cornelius Wojceichowski".

Mr. Cornelius Wojceichowski
Business Manager
UA Local 855