

PSEG Services Corporation
Human Resources – Labor Relations
80 Park Plaza, T10, Newark, N.J. 07102



February 19, 2016

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

Gas System Modernization Program (GSMP) and Required Programs

This confirms the parties recognize the significance of work required to meet the objectives of the Company's Gas System Modernization Program (GSMP) and Gas Delivery's Required Programs. To that end, it is also recognized that meeting the objectives of the Program will require the use of outside contractors and hiring of additional employees to assist in performing as much Gas Delivery work with our internal workforce as reasonably possible.

During the GSMP and Required Programs, the Company envisions UA Local 855 membership shall grow to or exceed 1,484 permanent employees by December 31, 2016. Should it subsequently be determined that UA Local 855 membership of 1,484 will not be reached, the parties shall meet to discuss the status of the Company's hiring plans and whether either or both parties wish to end this agreement. The GSMP and Required Programs agreement shall remain in place through April 30, 2020.

The Company commits to maintain a minimum headcount of 539 Service Specialists/Service Apprentices and 160 Street Inspectors for the duration of this Agreement. In the event this Agreement is extended, these numbers may be modified based upon operating conditions.

In order to attract and make the best utilization of individuals hired, the parties agree to the following:

Staffing

The Company endeavors to create 2 new entry level nomenclatures: 9302U Service Mechanic-1st Class and 9318 Utility Meter Technician. A total of 2 Appliance Service incumbents and 2 Gas Distribution incumbents in each district will be eligible to be awarded the aforementioned positions in the calendar year.

The 9302U Service Mechanic 1st Class and 9318 Utility Meter Technician may start within 2 hours before or 2 hours after 8 a.m. Any inspections on outside and inside meter sets and exposed piping will be performed by 9318 Utility Meter Technicians and Street Inspectors.

All Appliance Service employees will be assigned overtime in accordance with the CBA based upon qualifications. The overtime hours of the 9302U Service Mechanic classification shall be incorporated into the low overtime list.

Distribution Department Utility Mechanic Apprenticeship Program

Within the first six months in the Utility Mechanic Apprenticeship position, permanent employees must inform the Company whether they will opt in to the lock-in period and pay progression.

Employees who have elected the lock-in option shall not be considered for positions outside of the Distribution group during the subsequent 24-month period.

Training

Appliance Service Training Program

9301 Service Specialist and 9302U Service Mechanic 1st Class:

This confirms discussion of the above and our agreement to modify Part 1 of the Service Apprenticeship Training Program as described below during the Company's Gas Business Compliance Programs. This modification is expected to remain in place until December 31, 2018 and may be extended by mutual consent.

Service Specialist/Service Mechanic training for employees hired during and in anticipation for the Gas Business Compliance Programs shall be temporarily modified as follows:

> 9301 Service Specialist

Classroom training currently consists of 41 days of course study and 6 days of evaluation/test time. The modification shall reduce classroom training to a total of 31 days and reduce up to 4 days of classroom evaluation/test time.

- Safety Orientation – Reduce from 3 days to 2 days with the elimination of the 1 day dedicated to Customer Relations training. Customer Relations shall continue to be emphasized in all areas of training on an ongoing basis.
- Combustion – 5 days (unchanged)
- Introduction to Piping – 4 days (unchanged)
- MAU/MSIMS – Eliminate (2 days) and conduct on-the-job training
- Codes & Vents – 4 days (unchanged)
- Residential Piping and Regulators – 6 days (unchanged)
- Gas Leak Investigations – 6 days (unchanged)
- Active & Inactive Orders – 4 days (unchanged)

- Electric Concepts for Appliance Technicians (ECAT) - Defer 7 days of training

With the above modifications, classroom training shall be reduced by 10 days along with commensurate 10 days of ride time for a total reduction of 20 days.

In addition to the above adjustments, the following additional modifications shall also be made:

Classroom evaluation and testing presently consists of 6 days.

- Formative Test - 1 day
- Self-Study - 3 days
- Summative Test - 1 day
- Hands on Test - 1 day

Individuals that score 70 or higher on the formative test shall have the summative test waived thereby eliminating 4 additional days (3 - self-study, 1 - summative test) of classroom time. Individuals that test below 70 shall continue to be granted 3 self-study days and 1 day to complete the summative test.

For those individuals who score 70 or above on the formative test, total classroom time shall be reduced by a total of 14 days. For individuals who score below 70, classroom time shall be reduced by a total of 10 days. Ride time for all individuals shall be reduced by 10 days. Schedule A wage progressions and advancement shall not be delayed for individuals whose training is deferred/eliminated during the time this agreement remains in effect.

The deferred Part I classroom time and ride time for ECAT shall occur prior to the commencement of Part II training and prior to less senior employees in the same classification (within the same district) receiving the training. For individuals where portions of Part I training have been deferred, the Company and the Union understand that the typical 30 month apprenticeship which includes the required class room and ride time will require close monitoring by both parties in order to maintain a reasonable progression, job knowledge and skill set of the employees. As stated above, the Company will not delay wage progressions and advancement.

The Company shall endeavor to provide Service Apprentice Program training for all individuals within the typical 30 month time period.

➤ **9302U Service Mechanic 1st Class**

The Company will modify initial training of the 9302U Service Mechanic 1st Class in order to quickly accomplish the incremental work. The Company endeavors to train these employees to be qualified to perform all the tasks within the 9302U Service Mechanic 1st Class contained in Schedule "C" of the Collective Bargaining Agreement at a later time.

Classroom training currently consists of 41 days of course study and 6 days of evaluation/test time. The modification shall reduce classroom training to a total of 23-25 days and reduce up to 4 days of classroom evaluation/test time.

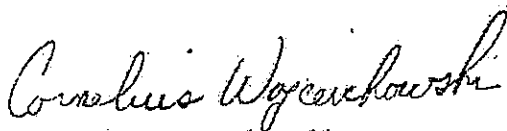
	<u>Proposed</u>	<u>Current</u>
Orientation	2-3 days	3 days
Combustion	3 days	5 days
Introduction To Piping	4 days	4 days
Codes & Vents	2 days	4 days
Residential Piping/Meters	6 days	6 days
Gas Leaks*	2 days	6 days
A. & I Orders	3 days	4 days
Written test	1 day	
Hands on test	1 day	

* Until such time that Service Mechanics have completed the full required training contained in Part 1 of the Service Apprentice Training Program, they shall not be utilized as first responders to gas leak investigations.

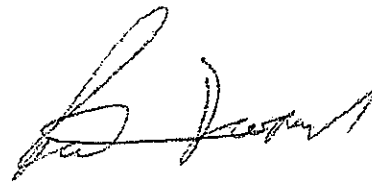
If a score of 70 or higher is not achieved on the written test (summative), students shall be granted 3 days of self-study and take the written test (formative).

This agreement does not alter any other aspect of the Appliance Service Apprentice Training Program or the CBA.

It is the intentions of the Parties to work together to implement this Agreement and to resolve any unforeseen problems. The parties agree to meet and discuss any issues that may arise. This Agreement does not supersede any other terms of the CBA.



Cornelius Wojciechowski
Business Manager
U.A. Local 855



Patrick Doonan
Labor Relations Manager

**JOB SPECIFICATION
9302M SERVICE MECHANIC 1st CLASS (MOBILE)**

Under general supervision in the field, installs meters, service regulators, appliances and associated piping; maintains gas installations and appliances; carries through assignments, at times with the assistance of employees of equal or lesser grade; under general supervision in the shop, does other fitting shop work. Performs such work as:

1. Installing, renewing, and repairing gas piping on residential, industrial and commercial customers' premises; extending service piping, installing meter spacing's; setting meters on new spacing's, including the fitting of pipe from meter outlet connection to house piping; checking completed work for tightness and compliance with Company's specifications, including the piping installed by plumbers.
2. Installing all types of gas appliances and turning on for normal operation.
3. Installing, inspecting, and changing service regulators; testing operation of service regulators in the field, including industrial regulators used in complicated installations.
4. Making repairs to and installing repair parts on non-automatic appliances such as water heaters, space heaters, and ranges, excluding repairs to and installation of electrically operated controls; making repairs to, and installing those repair parts on automatic type appliances which do not involve the adjustment of automatic gas controls.
5. Clearing services and house piping of stoppages with or without the use of compressed gasses or vacuum tank, investigating complaints of no gas, insufficient gas at customers' premises, correcting same.
6. Taking and interpreting U-gauge pressure readings in order to locate small leaks and stoppages in service and house piping, and in order to determine adequacy of such piping.
7. Setting or removing pressure or temperature recording gauges, on customers' premises.
8. Stopping flow of gas by such methods as inserting rags or expansion plugs.
9. Shutting off, cleaning and relighting central building heating furnaces and boilers.
10. Relighting residential, commercial and industrial appliances in conjunction with active orders, meter change work and Street Department work.
11. Making simple sketches of piping and equipment layout on customers' premises to explain unusual condition to supervisor in shop.
12. Investigating inside and outside gas leaks at customers' premises, using approved devices; making same safe.

9302M Service Mechanic 1st Class (Mobile)

<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>Max</u>
19.063	21.881	23.652	25.418	27.191	28.960	32.498	34.267	36.040

JOB SPECIFICATION
9318 UTILITY METER TECHNICIAN

Under general supervision in the field, inspects outside and inside meter and regulator sets and exposed piping of residential and small commercial facilities and prepares necessary documentation. The 9318 Utility Meter Technician position may start within two hours before or two hours after 8 a.m.

As the employee becomes qualified through training, performs inspections on outside and inside meter sets and exposed piping for leaks, atmospheric corrosion, proper venting, inaccessible shutoff, meter set protection, and proper protection to prevent atmospheric corrosion. Inspections also include the identification of any other visible condition that may adversely affect the safety of the natural gas supply.

Public building inspections and higher than normal pressure inspections will not be performed by the 9318 Utility Meter Technician.

Performs work such as:

1. Perform visual inspection of meters, regulators, and associated exposed piping for residential and small commercial customers. Verify compliance with Company standards.
2. Leak testing on meter sets and exposed piping. Shutting off gas meters when necessary to make area safe.
3. Reporting immediately leaks and other conditions requiring correction; taking precautionary measures within the scope of instruction.
4. Keeping log of inspections and conditions found at locations examined.
5. Scraping, painting corroded piping. Applying primer and green-line tape when appropriate.
6. Calibrating gas tester according to manufacturing specifications and Company requirements.
7. Locating and cleaning curb valves.
8. Painting buildings, structures, equipment and piping.
9. Perform traffic control at work sites.
10. Perform security guard duties and custodial duties.
11. Making minor repairs on regulator vent lines that do not require shutting off gas service.
12. May drive any passenger and van type vehicle that does not require a CDL license to operate.

9318

SCHEDULE "A" - ^{EFF.} 5/1/15

UA LOCAL 855 GAS LOCATIONS

<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>Max</u>
18.341	20.111	21.881	23.652	25.418	27.191	28.960	30.726	32.498	34.174

JOB SPECIFICATION
9302U SERVICE MECHANIC 1st CLASS

Under general supervision in the field, installs meters, service regulators, appliances and associated piping; maintains gas installations and appliances; carries through assignments, at times with the assistance of employees of equal or lesser grade; under general supervision in the shop, does other fitting shop work. Performs such work as:

1. Installing, renewing, and repairing gas piping on residential, industrial and commercial customers' premises; extending service piping, installing meter spacing's; setting meters on new spacing's, including the fitting of pipe from meter outlet connection to house piping; checking completed work for tightness and compliance with Company's specifications, including the piping installed by plumbers.
2. Installing all types of gas appliances and turning on for normal operation.
3. Installing, inspecting, and changing service regulators; testing operation of service regulators in the field, including industrial regulators used in complicated installations.
4. Making repairs to and installing repair parts on non-automatic appliances such as water heaters, space heaters, and ranges, excluding repairs to and installation of electrically operated controls; making repairs to, and installing those repair parts on automatic type appliances which do not involve the adjustment of automatic gas controls.
5. Clearing services and house piping of stoppages with or without the use of compressed gases or vacuum tank, investigating complaints of no gas, insufficient gas at customers' premises, correcting same.
6. Taking and interpreting U-gauge pressure readings in order to locate small leaks and stoppages in service and house piping, and in order to determine adequacy of such piping.
7. Setting or removing pressure or temperature recording gauges, on customers' premises.
8. Stopping flow of gas by such methods as inserting rags or expansion plugs.
9. Shutting off, cleaning and relighting central building heating furnaces and boilers.
10. Relighting residential, commercial and industrial appliances in conjunction with active orders, meter change work and Street Department work.
11. Making simple sketches of piping and equipment layout on customers' premises to explain unusual condition to supervisor in shop.
12. Investigating inside and outside gas leaks at customers' premises, using approved devices; making same safe.

9302U Service Mechanic 1st Class

<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>6 Mo.</u>	<u>Max</u>
19.063	21.881	23.652	25.418	27.191	28.960	32.498	34.267	36.040