

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



May 16, 2019

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

### WORKERS' COMPENSATION - GRATUITY BENEFIT PAY TREATMENT

Dear Mr. Wojceichowski,

The following reflects agreement on the revision to the pay treatment for the gratuity portion of workers' compensation benefits.

During 2005 contract renewal negotiations the parties reached agreement to pay regular full time employees hired on or after May 1, 2005 the gratuity portion of the workers' compensation benefit at a rate of 95 percent of their regular hourly rate.

Effective June 5, 2019, for regular full time employees hired on or after May 1, 2005, the gratuity portion of workers' compensation benefits will be paid at 100 percent.

In addition, the gratuity portion of the benefit for all employees will be taxed and calculated based upon a five day workweek to avoid overpayment of benefits.

Sincerely,

A handwritten signature in cursive script that reads "Jaclyn Gabriel".

Jaclyn Gabriel  
Sr. HR Consultant - Labor Relations

A handwritten signature in cursive script that reads "Cornelius H. Wojceichowski Jr.".

Cornelius Wojceichowski  
Business Manager  
UA Local 855

5/22/19