

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



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Entering Level Positions – 5-Year Lock-In Period

<u>Entering Level Positions</u>	<u>Department</u>
Service Apprentice/Service Specialist	Appliance Service
Service Mechanic 1st Class	Appliance Service (district-specific), or Mobile Construction (Appliance Service department & division-specific)
General Clerk	Clerical
Auto Technician 2/C	Garage
Utility Mechanic Apprentice/Utility Mechanic	Gas Distribution (district-specific), or Mobile Construction (Gas Distribution department & division-specific)
Custodian	Gas Distribution
Utility Meter Technician	Gas Distribution
Material Handler	Storeroom

The Company and Union hereby agree to establish a five-year lock-in period for the entering level positions listed above. Employees accepting such positions following the effective date of this agreement shall be locked-in to their respective department, and district or Mobile Construction division, for a period of five years. Locked-in employees will be precluded from bidding on any positions outside of their department, or district/Mobile Construction division, including positions represented by other labor unions, with only the following two exceptions: Locked-in district employees may bid on any UA L855-represented Mobile Construction position and all locked-in employees may bid on any MAST position.

In addition, following the effective date of this agreement, compensation for employees who accept such entering level positions, with the exception of Auto-Technician 2/C, General Clerk, and Service Specialist, shall begin with the second step of the respective Schedule "A" wage progression, thus bypassing pay step one.

With respect to the "Energy Strong" agreement dated July 17, 2014 and the "Gas System Modernization Program (GSMP) and Required Programs" agreement dated February 19, 2016; this agreement supersedes the optional 24-month lock-in period and advanced Schedule "A"

wage progression for any employee that accepts a Utility Mechanic Apprentice/Utility Mechanic position following the effective date of this agreement. Such employees shall be locked-in in accordance with the terms of this agreement as stated above, and shall be compensated in accordance with the original Schedule "A" wage progressions consisting of 2 pay steps for Utility Mechanic Apprentices and 9 pay steps for Utility Mechanics. Incumbent 9320E Utility Mechanics shall continue to be locked-in and compensated in accordance with the terms of the "Energy Strong" agreement. All other terms of the "Energy Strong" and GSMP agreements remain in force.

With respect to the "General Clerk" agreement dated February 19, 2016; this agreement supersedes the 3-year lock-in period for any employee that accepts a General Clerk position following the effective date of this agreement. Such employees shall be locked-in in accordance with the terms of this agreement as stated above. Incumbent General Clerks shall continue to be locked-in in accordance with the terms of the "General Clerk" agreement. All other terms of the "General Clerk" agreement remain in force.

Effective the date of this agreement, the Schedule "A" wage progressions for 9305 Service Apprentice, 9305H Service Apprentice (HBR), 9301 Service Specialist, and 9301H Service Specialist (HBR) shall be modified as follows, to maintain the 2 ½ year duration of the Service department's apprenticeship program:

- Pay step 1 of the 9301 Service Specialist shall now become pay step 6 of the 9305 Service Apprentice.
- Pay step 1 of the 9301H Service Specialist (HBR) shall now become pay step 6 of the 9305H Service Apprentice (HBR).

Effective the date of this agreement, the Schedule "A" wage progressions for 9322N Utility Mechanic Apprentice and 9320N Utility Mechanic shall be modified as follows, to maintain the one-year duration of the Distribution department's apprenticeship program:

- Pay step 1 of the 9320N Utility Mechanic shall now become pay step 3 of the 9322N Utility Mechanic Apprentice.

With respect to the "Commercial Driver's License (CDL)" agreement dated May 1, 2005; paragraph 2 shall be amended such that all references to "2nd pay step" shall be replaced with "3rd pay step."

Article IV, Seniority, Section 2, shall be amended to include the additional entering level positions contained in this agreement.

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S/Patrick Doonan
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