



April 28, 2020

Mr. Cornelius Wojceichowski  
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Mr. Kenneth Thoman  
President  
IBEW Local 94  
219 Franklin Street  
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### COVID-19 APPLIANCE SERVICE PART II TRAINING

Gentlemen:

This confirms the agreement among Public Service Electric and Gas Company (“Company”), the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, Local 855 (“UA L855”), and the International Brotherhood of Electrical Workers, Local 94 (“IBEW L94”) (collectively, the “Parties”) to temporarily amend the May 6, 2019 “*Appliance Service Training Program*” letter of agreement (“Agreement”) as it relates to the classroom training component of Part II Heating and Air Conditioning. These temporary changes are necessary in response to the COVID-19 pandemic to promote social distancing without causing a delay in training.

1. Classroom Training: Includes self-study materials, hands-on demonstrations, quizzes relating to the subject matter (quiz grades do not count towards the employee’s successful completion of a Part), a two to three day review period, and a written test.

Concepts Training: Effective as soon as practicable, the concepts portion of the classroom training shall be conducted virtually. Apprentices shall telecommute during this time and shall utilize their company-issued MDTs and cellular phones to participate in the concepts training. Apprentices must be logged into the virtual training and teleconference line at all times throughout the work day. They are expected to actively participate in the training and may be called upon at any time by the instructor.

Upon completion of each concept, the instructor will perform progress checks to ensure understanding by all and provide additional review of concepts as needed. Once all of the concepts

have been taught, there will be a 2-3 day review session of all the concepts at a high level, with a more detailed review of specific concepts as needed.

Following the concepts training, apprentices will perform hands-on demonstrations. These demonstrations will be conducted locally by Adjunct Instructors provided their assigned district has the required mock-up equipment. If a district does not have the required mock-up equipment, the associate may be instructed to report to a district within a reasonable travel distance to conduct the hands-on demonstrations, or the Edison Training and Development Center.

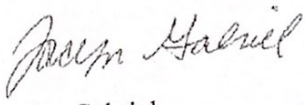
Written Test: The written test consists of two parts – a formative written test (first attempt) and a summative written test (subsequent attempts). Upon completion of the classroom training, employees will be given the formative written test, which requires a passing grade of 70 percent. Those who score 70 percent or higher on the formative written test shall begin their field experience/ride time and shall have the summative written test waived.

Employees that are unsuccessful in passing the formative written test will begin their field experience/ride time. At the conclusion of the field experience/ride time, a period of up to five days will be afforded to the employee to review for the summative written test. The summative written test also requires a passing grade of 70 percent. During this time, adjunct instructors and/or subject matter experts will be made available to the employee at his/her request to assist in this preparation. Employees that are unsuccessful in passing the summative written test shall be provided additional one-on-one training in the area(s) of concern, and shall be given a third attempt to pass. If the apprentice is still unsuccessful, he/she will be enrolled in the next scheduled Part II Heating and Air Conditioning class following the conclusion of the business continuity activation period. He/She will then be retrained in Part II Heating and Air Conditioning in its entirety as outlined in the Agreement and shall be subject to the terms and conditions as set forth in the Agreement.

2. Field Experience/Ride Time: Remains unchanged.
3. Hands-On Testing: Remains unchanged.

It is the intention of the Parties to work together to implement this Agreement and to resolve any unforeseen problems. The Parties will evaluate the effectiveness of these temporary changes and revise accordingly upon agreement by the Joint Union-Management Training committee.

Furthermore, this agreement will remain in place during the business continuity activation period, which is determined by the Vice President-Gas Operations, and is not intended to set a precedent for the future or intended to permanently modify the terms and conditions of the Collective Bargaining Agreement.

  
Jaclyn Gabriel  
Labor Relations Manager

Accepted for UA Local 855:

*Cornelius Wojceichowski*

Cornelius Wojceichowski  
Business Manager

Accepted for IBEW Local 94:

Kenneth Thoman  
President