

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



Mr. Cornelius Wojceichowski  
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**Suspension/Revocation of Driver’s License and/or Ignition Interlock Device Requirement**

The Company and Union have reached an agreement to pilot the centralization of the HVAC business (the “Pilot Agreement”). See “Centralized HVAC Replacement Business Pilot” agreement dated **XXXX**. In exchange, and for the period of time that the Pilot Agreement remains in effect, the parties hereby agree to the following for cases where an employee’s license has been suspended or revoked and/or an ignition interlock device requirement is imposed on or after **DATE**:

- For a first occurrence where the suspension/revocation and/or ignition interlock device requirement is for 24 months or less in totality, employees shall be accommodated and will be subject to disciplinary action as in the past.
- For any occurrence in which the suspension/revocation and/or ignition interlock device requirement is for more than 24 months in totality, employees shall be discharged.
- For second or more occurrences where the suspension/revocation is due to an administrative suspension for any period of time, employees will be subject to disciplinary action up to and including discharge.
- For second or more occurrences where the suspension/revocation and/or ignition interlock device requirement is due to a DUI or other moving violations for any period of time, employees shall be discharged.

The above does not apply to non-permanent, temporary, seasonal, or probationary employees. These employees may be discharged if their driving privileges are suspended or revoked for any reason, or if an ignition interlock device requirement is imposed.

As in the past, employees are required to immediately notify the Company whenever their driver’s license is suspended or revoked for any reason, or if an ignition interlock device is required, and such employees shall not operate a Company vehicle. Failure to

report the suspension of driving privileges or an ignition interlock device requirement in a timely manner will result in disciplinary action up to and including discharge.

In the event the Union declines to extend the Pilot Agreement, the terms and conditions set forth above shall expire and become null and void. Any new cases that arise following expiration of the Pilot Agreement will be addressed in accordance with the "Suspension/Revocation of Driver's License" bulletin board notice last revised on June 16, 2003.

In the event the Company declines to extend the Pilot Agreement, the terms and conditions set forth above will continue effect.

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