



LOCAL 101, UTILITY DIVISION *Transport Workers Union of America, AFL-CIO*

A LONG-TERM CONTRACT BUILT ON FINANCIAL GAINS, JOB SECURITY, AND BENEFIT PROTECTIONS

IT'S TIME TO VOTE "YES"!

After more than two years of persevering through a devastating global pandemic, showing up each and every day to work hard and sacrifice for the benefit of our customers and communities, you've earned and deserve a long-term contract with strong job, wage, and benefit protections.

Despite the membership's record of strong performance and sacrifice during the current contract term and pandemic, however, National Grid has continued to try to contract out some of our core work, including certain categories of Call Center work recently, which was met with fierce resistance and litigation by Local 101 leadership. In addition, Local 101 leadership has been very direct and clear with the Company that it pays unacceptably low wage rates for many entry level positions, including in the Call Centers, in the field, and in the warehouse, and that increases in the rise cost of medical benefits have been too steep.

Additionally, during the current contract term, it has become clear that members are paying too much for diagnostic lab and x-ray services, which has driven up members' health care costs and had to be addressed effectively at the bargaining table.

For all these reasons and concerns, Local 101 leadership made the decision to go on the offensive and take the fight to National Grid early in this contract year. Rather than wait the October 15 deadline to start negotiating a new contract, we pushed the Company to the table in May and have been working tirelessly since then to address members' issues and concerns and secure a strong, long-term contract.

As detailed below, our aggressive strategy paid off with a tentative agreement on a new *four-year* contract that commences when the current contract expires on October 15, which includes strong annual wage increases, 12.5 % over 4 years, significantly higher starting wage rates for certain entry level and higher rated positions, expanded job security, increased clothing allowance, night differential, and 401k company match, lower diagnostic and x-ray costs, and immediate access to higher rated jobs and better benefits in the DNY call centers through elimination of the Local 101C title, among other important victories. And with respect to medical contributions, we have rolled back or frozen contribution costs for many members, or ensured a low rate of increase (despite inflation) for towards the last years for some of our members.

Contract Ratification Vote

Thursday, October 6

7 a.m. to 7 p.m.

Voting Locations

Knights of Columbus
1305 86th St.
Brooklyn, NY 11228
Meeting Hall

TWU Local 101
195 Montague Street
Brooklyn, NY 11201
3rd Floor

The Local 101 Executive Board urges you to vote yes

*****Here are some of the significant highlights of the tentative agreement*****

Long Contract Term:

- October 16, 2022 - October 15, 2026 (four-year contract)

Increased Job Security in Uncertain times:

- Four-year update of the no-layoff clause in the contract – updated clause now protects all employees hired on or before October 15, 2017, during the life of the entire four-year contract. (Previously, only employees hired before October 16, 2013 were covered).

12.5% Wage Increases – 3% In Every Year of the Four-Year Contract:

- **General Wage Increases (“GWI”) in each and every year of the 4-year contract:**
 - Effective 10/16/22 3.0%
 - Effective 10/16/23 3.0%
 - Effective 10/16/24 3.0%
 - Effective 10/16/25 3.0%
- **All wage increases are compounded, for a total compounded wage increase of 12.55% over the life of the four-year contract.**

Significant Title-specific Wage Rate Increases: In addition to annual GWIs, pay rates for a dozen existing and new physical and clerical titles will increase significantly, including:

- **Call Center Representatives:** Increased the minimum/maximum hourly pay scale from \$16/\$23 up to \$21/\$28 (and move from an 8-step scale to a 7-step scale).
- **Collections Representatives:** Increased the title’s hourly pay rate from \$15 to a new starting rate of \$20.
- **Helper Distribution:** Increased the minimum hourly pay rate for this entry level field-based role from \$17.14 up to \$20.57.
- **Day-Shift & Night-Shift Stockperson/Warehouse:** Increased the minimum hourly pay rate for these entry level field-based roles from \$16.41 up to \$21.00.
- **Instrument & Regulation:** Increased the min/max hourly pay scale for the following I&R titles:
 - **Dist/Station Sr. Field Trainer:** Min/Max increases from \$52.21/\$55.28 to \$54.09/\$57.27
 - **Station & Field Operator:** Min/Max increases from \$47.56/\$50.37 to \$47.56/\$53.05
 - **District Assistant:** Min/Max increases from \$30.81/\$38.71 to \$32.35/\$40.64
- **New Fleet Master Technician Title:** The parties agreed to a new top *Master Technician* title in the Fleet Organization, which has an hourly pay rate \$1 above the Lead Technician title at every step.
- **New BPI Main Crew Leader and BPI Service Crew Leader-specific Titles and Increased Pay Rates:** Increased the hourly pay rate for these two new BPI-specific titles to \$54.79 and \$51.25, respectively.
- **Damage Prevention Inspector C:** Top step of this title will increase by 50 cents per hour.
-

Increased PPE Clothing Allowance:

- The annual PPE clothing allowance for eligible field employees will increase from \$370 to \$430. In addition, for the first time, eligible existing employees will be able to carry over up to \$100 of their remaining unused uniform allowance for use in the following year (with a cap of \$530).

Increased Night Shift Differential:

- The hourly differential for post-98 employees who are normally scheduled to work between the hours of 6 p.m. to 6 a.m. will increase from 75 cents per hour to \$1.10 per hour.

Increased 401k Company Match:

- The Company will increase its matching contribution to participating employees' 401(k) Plans by 50%, effective January 1, 2026. The below example illustrates the increase in company match, which applies to employee contributions of up to six percent (6%) of their total annual compensation to their 401(k) Plan:
 - **Employee A** earns \$75,000 in total annual compensation. He contributes 6% of his total annual compensation (\$4500) to his 401k account. Under the current match, the Company will contribute \$1125 (25%); however, under the recently negotiated increase, effective January 1, 2026, the Company will contribute \$2250 (50%); hence, an increased match of \$1125 on the same employee contribution of \$4500.

Significantly Higher Wage Scale, Elimination of Local 101C Title, and Strong Job Security in DNY Call Centers:

- The Local 101C title will be eliminated upon contract ratification and replaced with a new Local 101 Associate Customer Service Representative (ACSR) Post-2022 title. The new ACSR Post-2022 title will apply to all current Local 101C employees upon ratification and future hires, and includes, among other new benefits, significant across-the-board wage increases as part of the enduring metrics-driven wage scale, as follows:

Step 1: \$21.00
Step 2: \$22.00
Step 3: \$22.56
Step 4: \$24.33
Step 5: \$25.22
Step 6: \$26.11
Step 7: \$28.00

*Rates are not subject to General Wage Increases. No call center employee – **regardless of tenure or service time** – can be laid off on account of the Company's use of a vendor to perform call center work.

Significantly Lower Diagnostic and X-Ray Costs in the Aetna Premier and Standard Plans:

- Under the terms of the current contract, members in the Aetna *Premier* and *Standard* PPO Plans have to pay 100% of the cost of bills for covered in-network medical services until they satisfy their annual deductible, after which the Plans start paying 90% of the costs (thereby reducing the member's cost burden from 100% to just 10% of covered medical bills). These terms resulted in members having to pay too much for diagnostic lab and x-ray services in particular, which drove up members' health care costs unfairly.

To address this undue cost burden as soon as – and as effectively as – possible, effective January 1, 2023, employees will only have to pay 10% of in-network diagnostic and x-ray bills, regardless of whether and to what extent they have satisfied their Premier or Standard Plan annual deductible. As referenced in the Appendix below, this change has the potential to save members hundreds of dollars in medical costs, particularly for those members who receive diagnostic or x-ray services in the early part of the calendar year.

- In addition, all medical plan designs and weekly contributions will be frozen until January 1, 2024, after which members will see only modest increases to medical, dental, and vision weekly contributions and changes to plan designs during the remainder of the contract term. (See Charts below)

HEALTH INSURANCE, DENTAL AND VISION CONTRIBUTIONS

The Union achieved two major pro-member changes in the health benefits offered to employees. First, we were able to create lower rates for members who insure just the **member and a spouse**, or who insure the **member and children**. By creating these new categories hundreds of members will experience a decrease in contributions to health insurance. For those who are insured as **individuals** or as **member and family**, contributions are frozen for one and one-half years (family) or two years (individual) and then rise from \$3-5 per week over the remaining years of the contract. Since these contributions are paid pre-tax, the increase will only show as a \$2-3 per week increase in contributions. In this era of hyper-inflation, the lowering of contributions for a large number of members, and the low rate of increase over 4 years for everyone else is a major accomplishment.

Plus, for those on the CDHP Plan, contributions will either decrease or, in the Family Plan, contributions will be frozen for 4 years!

Contribution Charts:

Health Insurance

PREMIER-AETNA	Employee Weekly Contributions				
	Period	Indiv./EE Plan	EE+Child/ren	EE+Spouse	Family
	10/16/22 – 12/31/22	\$53	N/A	N/A	\$113
	01/01/23 – 12/31/23	\$53	\$113	\$113	\$113
	01/01/24 – 12/31/24	\$53	\$90	\$99	\$118
	01/01/25 – 12/31/25	\$57	\$95	\$104	\$121
	01/01/26 – 10/15/26	\$61	\$100	\$109	\$125

STANDARD-AETNA	Employee Weekly Contributions				
	Period	Indiv./EE Plan	EE+Child/ren	EE+Spouse	Family
	10/16/22 – 12/31/22	\$42	N/A	N/A	\$99
	01/01/23 – 12/31/23	\$42	\$99	\$99	\$99
	01/01/24 – 12/31/24	\$45	\$81	\$90	\$104
	01/01/25 – 12/31/25	\$47	\$81	\$90	\$109
	01/01/26 – 10/15/26	\$52	\$89	\$99	\$119

CDHP	<u>Employee Weekly Contributions</u>				
	<u>Period</u>	<u>Indiv./EE Plan</u>	<u>EE+Child/ren</u>	<u>EE+Spouse</u>	<u>Family</u>
10/16/22-12/31/22	\$23	N/A	N/A	\$56	
01/01/23-10/15/2026	\$23	\$35	\$46	\$56	

Dental Plan (GHI)

<u>Period</u>	<u>Employee Weekly Contributions</u>			
	<u>Indiv./EE Plan</u>	<u>EE+Child/ren</u>	<u>EE+Spouse</u>	<u>Family</u>
10/16/22 – 12/31/22	\$2.50	N/A	N/A	\$8.50
01/01/23 – 12/31/23	\$2.50	\$8.50	\$8.50	\$8.50
01/01/24 – 12/31/24	\$3.50	\$7.50	\$8.50	\$9.50
01/01/25 – 12/31/25	\$4.50	\$8.50	\$9.50	\$10.50
01/01/26 – 10/15/26	\$5.00	\$9.50	\$10.50	\$11.50

children will be eligible until the end of the year of their 26th birthday with no additional contribution

Vision Plan

<u>Period</u>	<u>Employee Weekly Contributions</u>			
	<u>EE Plan</u>	<u>EE+Child/ren</u>	<u>EE+Spouse</u>	<u>Family</u>
10/16/22-12/31/23	\$0	N/A	N/A	\$0
01/01/24-12/31/24	\$1.00	\$2.00	\$2.00	\$3.00
01/01/25-12/31/25	\$1.25	\$2.50	\$2.50	\$4.00
01/01/26-10/15/26	To be established upon vision plan renewal – 2025			

APPENDIX
PLAN DESIGN

High-Cost Lab/Xray						
Standard Plan	Design	Cost of Lab/Xray	Deductible	Coinsurance	Employee Pays	Plan Pays
2022	For someone who has not met the individual deductible (\$500) in 2022	\$650	\$500	\$15	\$515	\$135
2023-2026	10% only (no deductible)	\$650	\$0	\$65	\$65	\$585
Premier Plan	Design	Cost of Lab/Xray	Deductible	Coinsurance	Employee Pays	Plan Pays
2022	For someone who has not met the individual deductible (\$300) in 2022	\$650	\$300	\$35	\$335	\$315
2023-2026	10% only (no deductible)	\$650	\$0	\$65	\$65	\$585

Low-Cost Lab/Xray						
Standard Plan	Design	Cost of Lab/Xray	Deductible	Coinsurance	Employee Pays	Plan Pays
2022	For someone who has not met the individual deductible (\$500) in 2022	\$150	\$150	\$0	\$150	\$0
2023-2026	10% only (no deductible)	\$150	\$0	\$15	\$15	\$135
Premier Plan	Design	Cost of Lab/Xray	Deductible	Coinsurance	Employee Pays	Plan Pays
2022	For someone who has not met the individual deductible (\$300) in 2022	\$150	\$150	\$0	\$150	\$0
2023-2026	10% only (no deductible)	\$150	\$0	\$15	\$15	\$135

Scenarios shown above are for educational purposes only. Participants could pay more or less depending on the type of service, cost of the service, location where service took place, or other factors.