
LOCAL G-555 TENTATIVE AGREEMENT

SUMMARY & EXPLANATION OF FINAL CONTRACT OFFER BY DOMINION ENERGY OHIO



FOUR YEAR AGREEMENT

EFFECTIVE JUNE 16, 2018 THROUGH JUNE 15, 2022

TERM OF THE AGREEMENT

2018

EFFECTIVE JUNE 16TH

2019

EFFECTIVE JUNE 16TH

2020

EFFECTIVE JUNE 16TH

2021

EFFECTIVE JUNE 16TH

2.75%**2.75%****2.75%****2.75%****+****\$1000****SIGNING****BONUS**

UPON RATIFICATION

WAGE INCREASES

Title	Current Rate	2.75%	2018	2.75%	2019	2.75%	2020	2.75%	2021
TAPPING/STOPPERING SPECIALIST A	\$40.10	2.75%	\$41.20	2.75%	\$42.34	2.75%	\$43.50	2.75%	\$44.70
C&M TECH A	\$38.08	2.75%	\$39.13	2.75%	\$40.20	2.75%	\$41.31	2.75%	\$42.44
GAS OPERATIONS TECHNICIAN A	\$38.08	2.75%	\$39.13	2.75%	\$40.20	2.75%	\$41.31	2.75%	\$42.44
C&M TECH B	\$36.75	2.75%	\$37.76	2.75%	\$38.80	2.75%	\$39.87	2.75%	\$40.96
CUST SERVICE REP A	\$36.10	2.75%	\$37.09	2.75%	\$38.11	2.75%	\$39.16	2.75%	\$40.24
FITTER-OPERATOR A	\$36.10	2.75%	\$37.09	2.75%	\$38.11	2.75%	\$39.16	2.75%	\$40.24
MECHANIC	\$35.49	2.75%	\$36.47	2.75%	\$37.47	2.75%	\$38.50	2.75%	\$39.56
DISPATCH SPECIALIST	\$33.53	2.75%	\$34.45	2.75%	\$35.40	2.75%	\$36.37	2.75%	\$37.37
GAS DETECTION EQUIP OPER	\$33.38	2.75%	\$34.30	2.75%	\$35.24	2.75%	\$36.21	2.75%	\$37.21
CUST SERVICE REP B	\$33.12	2.75%	\$34.03	2.75%	\$34.97	2.75%	\$35.93	2.75%	\$36.92
FIELD OPERATOR C	\$31.50	2.75%	\$32.37	2.75%	\$33.26	2.75%	\$34.17	2.75%	\$35.11
HELPER	\$26.00	2.75%	\$26.72	2.75%	\$27.45	2.75%	\$28.20	2.75%	\$28.98
UTILITY PERSON - CS	\$26.00	2.75%	\$26.72	2.75%	\$27.45	2.75%	\$28.20	2.75%	\$28.98
HELPER FMS 2013	\$21.10	2.75%	\$21.68	2.75%	\$22.28	2.75%	\$22.89	2.75%	\$23.52

WAGE INCREASES

<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
4.5%	4.5%	4.5%	4.5%

ANNUAL INCENTIVE PLAN (AIP)

EFFECTIVE JANUARY 1, 2019 THE THREE CURRENT MEDICAL OPTIONS
(PLAN A, PLAN B & PLAN C) WILL REMAIN AVAILABLE
TO ALL LOCAL G-555 MEMBERS.

RATES FOR 2019 WILL BE FROZEN AT THE 2018 RATES FOR ALL OPTIONS.

RATES FOR 2020-2022 WILL BE DETERMINED ANNUALLY BY A THIRD PARTY FORMULA
THAT INCLUDES OUR ANTHEM CLAIMS, WELLNESS, MEDICAL CPI, UTILIZATION,
SPECIALTY DRUG USAGE TRENDS, UTILIZATION OF GENERIC VS. NAME BRAND DRUGS,
MEMBERS IN EACH MEDICAL PLAN, ETC.

MEDICAL RATES WILL BE CAPPED AT A 6% MAXIMUM INCREASE EACH YEAR.

**NOTE: LOCAL 69, WHO IS ON THE FLOATING RATE, HAD INCREASES OF:
3% IN 2017 & 1% IN 2018**

ACTIVE MEDICAL RATES

RATES FOR OPTION C (EMPLOYEE & FAMILY)
 HAVE INCREASED AN AVERAGE
 OF OVER **16%** PER YEAR
 BETWEEN 2010 - 2018

ACTIVE MEDICAL RATES

*RATES ARE BASED UPON PARTICIPATION IN THE STAYWELL PROGRAM

	2018	2019	2020	2021	2022	Worst Case
Option A		No Increase	Float w/ 6% Cap	Float w/ 6% Cap	Float w/ 6% Cap	Scenario
Employee Only	15.75	15.75				+\$3.01/mo
Employee + Child(ren)	67.00	67.00				+\$12.80/mo
Employee + Spouse	81.00	81.00				+\$15.47/mo
Employee + Family	103.00	103.00				+\$19.67/mo
Domestic Partner	435.47	435.47				
Option B						
Employee Only	45.00	45.00				+\$8.60/mo
Employee + Child(ren)	130.00	130.00				+\$24.83/mo
Employee + Spouse	161.00	161.00				+\$30.75/mo
Employee + Family	235.00	235.00				+\$44.89/mo
Domestic Partner	488.18	488.18				
Option C						
Employee Only	97.66	97.66				+\$18.65/mo
Employee + Child(ren)	250.08	250.08				+\$47.77/mo
Employee + Spouse	316.24	316.24				+\$60.41/mo
Employee + Family	455.91	455.91				+\$87.09/mo
Domestic Partner	530.63	530.63				

RATES FOR 2019-2021 WILL BE FROZEN AT THE 2018 RATES.

RATES IN 2022 WILL INCREASE 3%

	2018	2019	2020	2021	2022
Vision Rates					3%
Employee Only	2.44	2.44	2.44	2.44	2.51
Employee + Child(ren)	4.93	4.93	4.93	4.93	5.08
Employee + Spouse	5.54	5.54	5.54	5.54	5.71
Employee + Family	6.75	6.75	6.75	6.75	6.95
Domestic Partner	4.02	4.02	4.02	4.02	4.14

ACTIVE VISION RATES

RATES FOR 2019-2021 WILL BE FROZEN AT THE 2018 RATES.

RATES IN 2022 WILL INCREASE 3%

	2018	2019	2020	2021	2022
Dental Rates					3%
Employee Only	11.19	11.19	11.19	11.19	11.53
Employee + Child(ren)	31.03	31.03	31.03	31.03	31.96
Employee + Spouse	22.59	22.59	22.59	22.59	23.27
Employee + Family	38.45	38.45	38.45	38.45	39.60
Domestic Partner	36.83	36.83	36.83	36.83	37.93

ACTIVE DENTAL RATES

EXPRESS SCRIPTS WILL REMAIN THE R_x PLAN PROVIDER.

CHANGES TO THE PLAN INCLUDE:

- The Mail-In program for maintenance drugs will become **OPTIONAL**.
(You may now continue to use retail pharmacies past your second refill or may continue to utilize the current mail-in program as it is)
- Implementation of the Smart 90 program at CVS Pharmacies.

PRESCRIPTION PLAN

DIABETIC SUPPLIES WILL SWITCH FROM ANTHEM TO EXPRESS SCRIPTS.

MEDICAL SUPPLIES, EQUIPMENT AND EDUCATION FOR DIABETIC CARE FOR ALL DIABETICS.

THIS INCLUDES INSULIN PUMPS, HOME BLOOD GLUCOSE MONITORS, LANCETS, BLOOD GLUCOSE TEST STRIPS, SYRINGES, HYPODERMIC NEEDLES AND SYRINGES. DIABETIC SUPPLIES ARE COVERED UNDER THE PRESCRIPTION DRUG BENEFIT.

ALSO COVERED IS: OUTPATIENT SELF-MANAGEMENT TRAINING AND EDUCATION PERFORMED IN-PERSON, INCLUDING MEDICAL NUTRITION THERAPY, WHEN PROVIDED BY A CERTIFIED, REGISTERED OR LICENSED HEALTH CARE PROFESSIONAL. DIABETIC EDUCATION MAY BE RECEIVED FROM PHARMACIES THAT ARE AUTHORIZED TO PERFORM THIS SERVICE. CONTACT THE PHARMACY TO DETERMINE IF THEY ARE AUTHORIZED TO PERFORM THIS SERVICE.

DIABETIC SUPPLIES

HEARING AIDS WILL BE COVERED THROUGH THE
MEDICAL PLAN.

EMPLOYEES WILL BE ALLOWED UP TO \$2500 TO USE ON
HEARING AIDS EVERY 36 MONTHS.

HEARING AIDS

IF AN EMPLOYEE DIES WHILE ON LONG TERM DISABILITY
AND IS ELIGIBLE FOR RETIREE MEDICAL, THE SURVIVING
SPOUSE AND/OR CHILDREN ON THE PLAN WILL RECEIVE
RETIREE MEDICAL.

ELIGIBLE DEPENDENTS MUST CONTINUE TO MAKE THE REQUIRED CONTRIBUTIONS

SURVIVOR MEDICAL LTD

SPOUSES OR DEPENDENTS WHO BECOME ELIGIBLE TO RECEIVE SURVIVOR MEDICAL AFTER JANUARY 1, 2019 WILL DEFAULT TO OPTION C WITH THE ABILITY TO CHANGE PLANS DURING OPEN ENROLLMENT.

SPOUSES OR DEPENDENTS THAT BECOME ELIGIBLE FOR SURVIVOR MEDICAL PRIOR TO JANUARY 1, 2019 AND ARE NOT REQUIRED TO PAY ANY PORTION OF THE PREMIUM, WILL REMAIN ON PLAN D

SURVIVOR MEDICAL OPTION D WITH GRANDFATHERING

THE FSA AMOUNT WILL INCREASE FROM
\$2,550 TO \$2600 PER YEAR.

PER IRS GUIDELINES

HEALTHCARE FLEXIBLE SPENDING ACCOUNT

ACTIVE EMPLOYEE HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

January 1, 2019	January 1, 2020	January 1, 2021	January 1, 2022
\$2,100 per active employee*	\$2,100 per active employee*	\$2,100 per active employee*	\$2,100 per active employee*

*EXCLUDING EMPLOYEES WHO ELECT COVERAGE IN MEDICAL PLAN OPTION A OR WAIVE MEDICAL COVERAGE

July 1, 2019	July 1, 2020	July 1, 2021	July 1, 2022
\$1,050 per active employee hired after 1/1/19 and before 7/1/19*	\$1,050 per active employee hired after 1/1/20 and before 7/1/20*	\$1,050 per active employee hired after 1/1/21 and before 7/1/21*	\$1,050 per active employee hired after 1/1/22 and before 7/1/22*

*EXCLUDING EMPLOYEES WHO ELECT COVERAGE IN MEDICAL PLAN OPTION A OR WAIVE MEDICAL COVERAGE

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

THE MEAL ALLOWANCE WILL INCREASE BY \$0.25 PER YEAR, EACH YEAR OF THE CBA

June 16, 2018	June 16, 2019	June 16, 2020	June 16, 2021
\$13.25	\$13.50	\$13.75	\$14.00

MEAL ALLOWANCE

**SHIFT PREMIUM WILL INCREASE FROM
\$1.65 TO \$1.75
PER HOUR**

SHIFT PREMIUM

**PREMIUM WILL INCREASE FROM
\$5.00 TO \$6.00
PER HOUR**

**HOLIDAY PAY FOR
SATURDAY & SUNDAY PREMIUM**

Employee Group	2019	2020	2021	2022
Group A - Meter Reading, FMS, Gas Detection	\$400.00	\$400.00	\$400.00	\$400.00
Group B - C&M Tapping/Stoppering, GM&R, and M&C	\$500.00	\$500.00	\$500.00	\$500.00
Group C – Field clerks and all other classifications previously receiving Clothing Allowance.	\$400.00	\$400.00	\$400.00	\$400.00

New employees required to wear FR clothing in Group B will receive two (2) pairs of Nomex coveralls (1 summer and 1 winter).
New employees required to wear FR clothing in Group A and C will receive one (1) pair of Nomex coveralls.

Boot Reimbursement Language added to the CBA & Tyndale Agreement

TYNDALE

**BEGINNING IN OCTOBER OF 2018
EMPLOYEES REPRESENTED BY
LOCAL G-555 WILL BE ABLE TO TAKE
3 WEEKS PAID TIME OFF TO BOND WITH
BIRTH/ADOPTED CHILD WITHIN FOUR
MONTHS OF THE CHILD'S
BIRTH/PLACEMENT**

PARENTAL LEAVE

INCREASE IN REIMBURSEMENT AMOUNT FROM \$5250 TO \$7500

THE ADDITIONAL \$2250 BECOMES TAXABLE AS IT
IS OVER THE IRS NON-TAXABLE LIMIT

EDUCATION ASSISTANCE

Years of service	Service Award Card Amount*	Old Amounts
5	\$100	\$50
10	\$150	\$75
15	\$200	\$100
20	\$300	\$150
25	\$400	\$200
30	\$500	\$250
35	\$500	\$300
40+	\$500	\$350

*AWARD WILL BE ON VISA GIFT CARD. AWARD WILL BE CONSIDERED TAXABLE
INCOME AND TAXES WILL BE DEDUCTED FROM EMPLOYEES PAYCHECK.
GIFT CARDS WILL NOW BE ABLE TO BE USED IN MORE PLACES.

SERVICE AWARDS

**EMPLOYEES AGED 55 OR OLDER AND
HAVING AT LEAST THREE YEARS OF
SERVICE WILL BE ELIGIBLE FOR A
RETIREMENT AWARD EQUAL TO \$50
FOR EACH YEAR OF SERVICE UP TO
\$1000**

RETIREMENT AWARDS

**IF AN EMPLOYEE GIVES THREE
MONTHS NOTICE AND ACTUALLY
RETIRES ON THAT DATE,
THEY WILL RECEIVE
\$1000**

IN THEIR FINAL PAYCHECK

RETIREMENT BONUS

**UPON RATIFICATION, EACH MEMBER
WILL RECEIVE A BONUS OF
\$1 000**

SIGNING BONUS

**THE RETIREE HRA WILL REMAIN
INTACT AT THE CURRENT RATES OF
\$1500 FOR EMPLOYEES ON PLAN C
& \$500 FOR EMPLOYEE WHO STILL
QUALIFY FOR PLAN E, FOR 5 YEARS
OR UNTIL THE EMPLOYEE TURNS 65.**

**RETIREE HEALTH REIMBURSEMENT
ARRANGEMENT**

AFTER JANUARY 1, 2019 ALL NEW HIRES WILL HAVE A NEW FORMULA FOR THEIR PENSION

CASH BALANCE PLAN CREDITS	
0-4 Years Service	4% of PAY
5-14 Years Service	5% of PAY
15-24 Years Service	6% of PAY
25+ Years Service	7% of PAY

- CASH BALANCE IS FUNDED THROUGH THE PENSION FUND AND IS A DEFINED PENSION PLAN.
- CASH BALANCE BECOMES MOBILE WITH THE EMPLOYEE AFTER 3 YEARS VESTING.
- FULL BALANCE AVAILABLE TO EMPLOYEE UPON RETIREMENT (NOT SUBJECT TO ANNUITY PAYMENTS)
- NO CAP AT 30 YEARS OF SERVICE

CASH BALANCE PENSION FORMULA FOR NEW HIRES

AFTER JANUARY 1, 2019 ALL NEW HIRES WILL ALSO HAVE ACCESS TO HIGHER COMPANY MATCH IN SAVING PLAN

SAVINGS PLAN COMPANY MATCH LEVELS	
0-4 Years Service	\$1 for every \$1 up to 4%
5-14 Years Service	\$1 for every \$1 up to 5%
15-24 Years Service	\$1 for every \$1 up to 6%
25+ Years Service	\$1 for every \$1 up to 7%

NEW HIRE ENHANCED 401 K

30 YEAR EMPLOYEES CAN EXPECT TO ACCRUE
\$250K - \$300K IN THE CASH BALANCE

+

30 YEAR EMPLOYEES WHO INVEST THE MINIMUM AMOUNT TO
RECEIVE THE MAXIMUM COMPANY MATCH CAN
EXPECT TO ACCRUE
\$750K - \$810K IN THEIR 401K

EMPLOYEES SHOULD HAVE A MINIMUM OF \$1 MILLION

NEW HIRE PENSION / 401K

EMPLOYEES HIRED AFTER JANUARY 1, 2019 WILL RECEIVE A

\$1000 BONUS

IN THEIR CHECK JANUARY FIRST OF THE YEAR FOLLOWING
THE COMPLETION OF THEIR 90-DAY PROBATION PERIOD.

NEW HIRE BONUS

RETIREE MEDICAL RATES FOR THOSE WHO DEFAULT TO PLAN C WILL INCREASE 4% PER YEAR OVER THE LIFE OF THE AGREEMENT.

RETIREE MEDICAL RATES FOR THOSE WHO STILL QUALIFY FOR PLAN E WILL INCREASE 8.5% IN 2019. AFTER 2019 RATES INCREASE ACCORDING TO THE MEDICAL CPI, NOT TO EXCEED 5%

RETIREE MEDICAL RATES

CURRENT EMPLOYEES & EMPLOYEES HIRED PRIOR TO JANUARY 1, 2019 WILL BE REQUIRED TO BE 58 YEARS OLD TO QUALIFY FOR RETIREE MEDICAL STARTING JANUARY 1, 2022.

AGE TO QUALIFY FOR RETIREE MEDICAL

EMPLOYEES HIRED AFTER JANUARY 1, 2019 WILL NO
LONGER BE ELIGIBLE TO RECEIVE RETIREE MEDICAL FROM
DOMINION.

ELIMINATION OF NEW HIRE RETIREE MEDICAL

Article II. NON-DISCRIMINATION

2.3 Neither the Company nor the Union will discriminate against any employee because of race, color, national origin, sex, religion, age, **sexual orientation, gender identity**, ~~handicap~~ **disability**, veteran status or by actions which are inconsistent with the provisions of this Agreement.

LANGUAGE CHANGES

Article VIII. WORKING CONDITIONS

8.5a In the event an employee is called out to work on his scheduled day off, he shall be paid at the rate of time and one-half for hours worked, except as provided for in Section 8.9 of this Article. In the event he is required to work 5 hours or more to complete the work for which he is called out, he will be offered additional work to complete a full eight (8) hour day.

8.5b In the event additional resources are needed and local overtime or call out agreements have been exhausted, employees can be called to work while on paid time off (not including sick time). In the event an employee accepts call out while on paid time off (not including sick time), he shall be paid at a rate of time and one-half for the first eight (8) hours worked; employees working more than eight (8) consecutive hours shall be paid double time for all continuing hours worked consecutively beyond eight (8). Employees accepting call out while on paid time off, on Sundays or holidays, shall be paid at the rate of double time for all hours consecutively worked (refer to Article 8.9) By accepting call out the employee understands he will not retain those paid time off hours to be used later. His time will be coded as the paid time off benefit in addition to the call out hours worked. This section is not intended to supersede or nullify any overtime/callout practice or agreement currently in effect at a local shop or work location of the Company.

LANGUAGE CHANGES

Article IX. DISCIPLINE

9.4 All suspensions (Type III) or discharges (Type IV) may be processed in the grievance procedure beginning at the second step specified in Section 5.1 if so requested in a written grievance, a copy of which is sent to Labor Relations of the Company.

LANGUAGE CHANGES

Article XIV. SENIORITY

14.1 Seniority as used herein is defined as the status accruing to employees through length of service which entitles them to the preferences provided for in this Article. Seniority shall be determined by length of service in a department or service in other units performing like work except where Company seniority applies as follows:

- i. Vacations – Seniority for the purpose of selecting vacation time off will be based on total credited service.
- ii. Layoff for lack of Work and Recall – In cases of lay-off for lack of work, total credited service and job qualifications will be recognized.
- iii. Excess Employees – For the purpose of applying seniority when relocating excess employees, total credited service and job qualifications will be recognized in accordance with Article XV, Section 15.8 of this Agreement.
- iv. Representatives – Elected/**Appointed** Union Representatives will be granted top seniority in their departments for the purpose of selecting **regular day shift** work schedules, involuntary and temporary transfers, relocating excess employees, layoff and recall.
- v. Involuntary Transfers – For the purpose of applying seniority in involuntary transfers, total credited service will be recognized in accordance with Article XV, Section 15.4 of this Agreement.

LANGUAGE CHANGES

Article XIV. SENIORITY

14.4 The local Union Representative will be given a reasonable time in which to submit and review the names of candidates for such job opening. Selections for promotions or reclassification to union eligible jobs shall first be reviewed with the local Union Representative before the final appointment is made. In cases of selection for promotion or reclassification to Union eligible jobs, the qualifications of the candidates for the job being equal, seniority will be the deciding factor. All employees will be permitted two (2) successful job bids or transfers, **excluding reporting location only changes**, in a four (4) year period. Exceptions to the foregoing will be made only in cases where a new hire would result.

LANGUAGE CHANGES

Article XIV. Seniority

14.6 In addition to considering the employee's record and past performance, the employee may be given reasonable tests, oral, written, **physical**, or practical, to assist management in determining the employee's qualifications. These tests will not be used as the sole factor for determining qualifications and shall be administered only after discussion **and review** with the Union Executive Board.

LANGUAGE CHANGES

Article XIV. PROMOTIONS AND RECLASSIFICATION

14.7 In cases of transfers, promotions and reclassifications to union eligible jobs, the Company will attempt to move the employee within two (2) pay periods from the date of acceptance of the transfer, promotion or reclassification. In cases where the employee's transfer, promotion, or reclassification results in a reporting location change, and the employee is held longer than two (2) pay periods, the Company will reimburse the employee for mileage based on the distance from the employee's current reporting location to the location of the transfer, promotion or reclassification.

LANGUAGE CHANGES

14.8 Seniority Rights

For the purpose of job openings, promotions, or reclassifications there shall be three bidding units: Dominion East Ohio, River Gas Division, and the West Ohio Gas Division.

First priority for open positions will be given to the senior qualified and eligible employees within the affected bidding unit. If no selection is made from within the affected bidding unit, the second and third priority will be given to senior qualified eligible employees within the unaffected bidding units as outlined below.

- Open positions in G-555: G-555 (1), River (2), and Lima (3).
- Open positions in River: River (1), G-555 (2), and Lima (3).
- Open positions in Lima: Lima (1), G-555 (2), and River (3).

LANGUAGE CHANGES

Article XV. TRANSFERS Voluntary Transfers

15.2 All transfer requests to change job duties, job classification, or reporting location will be acknowledged by the Human Resources Department, and will be kept on file for review and consideration on all future job openings related to the transfer request. If any related job opening is of a nature that would normally be subject to the bidding provisions of Article XIV, those provisions will take precedence and any employee having a transfer request on file related to that opening, will be included in the list of candidates. ~~Reporting location only job bids or transfers will take precedence over a change in job classification. In making the selection of the employee to be transferred, seniority will be the deciding factor when the qualifications of the candidates are equal.~~ When awarding reporting location only job bids or transfers, department seniority within a job family will be the deciding factor when the candidate is qualified.

LANGUAGE CHANGES

Article XVI. Layoff and Recall

16.2 Seniority units are defined as follows:

1. Cleveland ~~Distribution District~~ **District** (~~E. 55th~~, Northeast, Eastern, Western, and Lake Shore ~~Ashtabula~~)
2. Akron **District** (~~Wilbeth, Eastwood, Springside, Ohio Technical Training Center~~)
3. Canton **District** (~~Canton Perry Yard, Wooster~~)
4. ~~Warren/Youngstown District~~
5. ~~Gas Supply Division~~ **North Canton** (~~North Canton Shop, Robinson, Franklin, Gross, Chippewa~~)
6. ~~East 55th Street Center~~ **New Philadelphia/Marietta** (~~Belmont, Cambridge, Marietta, New Philadelphia, Switzerland, Woodsfield~~)
7. Lima **District** (~~Lima Shop, Celina, Van Wert~~)

16.8 If it is determined that an entire Seniority Unit **or an entire subset (i.e - individual location or department) of a Seniority Unit** is to be eliminated, all employees in the affected Seniority Unit **or subset of a Seniority Unit** will be entitled to exercise their total credited service and job qualifications in any other Seniority Unit.

At a time when regular full-time employees are on layoff in a Seniority Unit, as defined in Section 16.2 above, management trainees will not perform bargaining-unit work, as provided for in Article XVIII, Section 18.1; also, the Company will not employ ~~summer-casuals, interns,~~ or temporary employees in that Seniority Unit.

LANGUAGE CHANGES

Article XVII. New Employees

17.1 ~~Newly hired employees who satisfactorily pass the Company's physical examination and who submit satisfactory proof of age will be made regular sixty (60) working days following employment.~~ Newly hired employees, **including interns hired to a full or part time position,** will be on probation for the first ninety (90) working days following employment, during which time they may be terminated by the Company without recourse to the grievance procedure of this Agreement.

17.2 The time limits set forth in Section 17.1 of this Article will not affect the time factors in any of the automatic wage progression schedules.

17.3 In accordance with the time limits set forth in Section 17.1 of this Article, newly hired employees will be prohibited from submitting a bid as outlined in Article XIV, Section 14.3 and/or a transfer request as outlined under Article XV, Section 15.1 of this Agreement, ~~during the first ninety (90) working days following employment.~~ **Exceptions to the forgoing will only be made in cases in which: a reporting location only bid or transfer is submitted; and a new hire would result.**

17.4 If a probationary employee is ~~continuously~~ absent for any reason for ~~a period of~~ fifteen (15) days or more, the probationary period will be extended by the length of the absence(s).

LANGUAGE CHANGES

Article XVII. NEW EMPLOYEES

17.5 The Union Executive President will be notified and invited at least two (2) weeks in advance of new hire leadership orientation meetings. **The Company will schedule and provide adequate time for Union Orientation to be led by members of the Union Executive Committee as designated by the Union Executive President at all Company scheduled new hire orientation meetings. At the request of the District Union Representative, he/she will be allotted a reasonable amount of time on a work day to meet with a new hire assigned to the location he/she represents.**

LANGUAGE CHANGES

Article XVIII. TRAINEES AND SUMMER CASUALS UNION INTERN PROGRAM

18.1 College graduates employed as management trainees may be assigned work at different occupations within the bargaining unit, in any department, as part of a training program. While so employed, trainees, shall neither be affected by the terms of this Agreement nor by their employment, affect the status of other employees of the department. It is understood that no employee shall be retained as a trainee for more than a period of two (2) years.

18.2 The number of management trainees assigned under Section 18.1 at any given time shall not exceed one (1) percent of the number of regular employees in the bargaining unit. A list of names and assignments of trainees assigned under Section 18.1 will be furnished to the Union on July 1 each year, and the Union will be promptly notified of any additions or deletions.

18.3 College graduates currently employed in the bargaining unit will be afforded an opportunity to qualify and enter the college graduate trainee program.

18.4 The Company will furnish the Union with a tentative list of summer casual employees by May 1 of each year, setting forth the number, division, and department and the general type of work to be performed. A final list of names and departments of summer casual employees will be furnished to the Union on July 1 each year.

18.1 It is both the Company's and the Union's (Local G-555) desire to provide an opportunity for internships for designated bargaining unit positions. The purpose of this agreement is to provide an opportunity for qualified students pursuing a career in the utility industry to participate in an Intern Program at Dominion Energy Ohio. The utilization of interns will allow the organization to hire qualified, union represented employees to create a training and succession plan for designated positions as agreed to by both parties as per Union Intern agreement dated May 1, 2014.

LANGUAGE CHANGES

Attachment D

RE: Bidding Rule Clarifications

All references to the word “position” are being replaced with “**job title**”

LANGUAGE CHANGES

ATTACHMENT L Memorandum of Understanding Roving Field Clerk

An agreement was reached between Dominion East-Energy Ohio (the “Company”) and The Gas Workers Union, Local G-555, UWUA (the “Union”) for a Roving Field Clerk position. The purpose of this agreement is to create a clerical position that provides flexibility and improved utilization of clerical resources throughout the DEO service territory but is not intended to replace Field Clerk positions at the local shops.

The parties agree to the following terms for a Roving Field Clerk position:

- The parties agree to four (4) Roving Field Clerk positions. The Roving Field Clerk positions will be posted and filled in accordance with the current Collective Bargaining Agreement.
- The Roving Field Clerk will be assigned to a home office but would be expected to report to other DEO office locations throughout the designated service area as defined below:
- ~~Two (2) Roving Field Clerk positions will be~~ **The Roving Field Clerk positions** designated for the Northern offices (Eastern, Western, Northeast, 55th Street Center, and Ashtabula): **could be located at either the E. 55th Street Center or Eastern shop. This designation will be reflected on any future job postings.** ~~The positions will be located at the E. 55th Street Center.~~

LANGUAGE CHANGES

ATTACHMENT L (Continued)

- Two (2) Roving Field Clerk positions will be designated for the Southern offices (Akron, Canton, Youngstown, New Philadelphia, N. Canton, **Ohio Technical Training Center [OTTC]**, and Wooster). The positions will be located at Akron, and Canton.

Assignments for the Roving Field Clerks will be made primarily on a weekly or monthly basis depending on the duration of a potential absence situation, however daily changes may be necessary. Except in emergency situations, Roving Field Clerks will be given a 24-hour notice prior to a change in their work assignment.

- The Roving Field Clerks will perform all of the duties within the Field Clerk classification and may be utilized in all functional areas.
- Cross training within the Field Clerk classification will be provided based on a skills assessment and operational needs.
- The Roving Field Clerks will report from home using their personal vehicle and will be on site and available for work at the normal shift start times for the position to which they are assigned.
- The Roving Field Clerks will be paid mileage for the use of their personal vehicle based on the distance from their home office location to the assigned work location.
- The parties will review the use of the Roving Field Clerks quarterly or as needed to ensure that the intent of the agreement is being carried out. Any changes to this agreement must be mutually agreed upon by the Company and the Union in writing. Any disputes arising from this agreement will be subject to the grievance and arbitration procedures as set forth in the Collective Bargaining Agreement.

LANGUAGE CHANGES

ATTACHMENT N

Amendment to Collective Bargaining Agreement Article IV

Effective ~~June 16, 2015~~ **June 16, 2018**, the Company will grant the Union a total of ~~6,240~~ **9,360** hours of Company paid time. These hours can be used between ~~June 16, 2015~~ **June 16, 2018** and ~~June 15, 2018~~ **June 15, 2022**.

The Union may use the hours of Company paid time for any of its members or Representatives for legitimate Union business that would ordinarily be invoiced to the Union. At least one day of advance notice will be required for Union clearance and a reason for the clearance must be provided to the Company.

The Company will track the number of hours used during the term of the current Collective Bargaining Agreement and will provide the Union with a monthly update to include a cumulative total of hours used. The Union will be notified when the hours have been exhausted.

Notwithstanding any other provisions of the current Collective Bargaining Agreement which expires on ~~June 15, 2018~~ **June 15, 2022**, the Company agrees to pay the Union President and one other Union Officer who shall be a member of the Union Executive Board, designated by the Union President, to attend to their union responsibilities as representatives of the Company's bargaining unit employees ~~not to exceed eight hours per day or 40 hours per week~~. Both the President and the Designated Officer shall be paid at the ~~highest regular rate of pay~~ **their regular straight time rate of pay** provided in the current Collective Bargaining Agreement ~~for eight hours per day or 40 hours per week~~. ~~Neither overtime nor payment of overtime will be authorized for the Union President or the Designated Officer.~~ **The Union President and/or the Designated Officer will be entitled to overtime pay on for work performed beyond eight hours per day or 40 hours per week that is within the job description of their Dominion Energy classification as listed within the current Collective Bargaining Agreement.** The Union must advise the Company in writing who the President is and who the other Designated Officer will be to receive compensation. While performing their Union responsibilities, the Union President and the Designated Officer shall be treated in all respects as employees of the Company, and shall be entitled to receive all the same benefits and privileges of their regular job. The Union President and the Designated Officer will be required to report their time in the Company's time entry system but shall not be required to furnish detailed documentation of their daily activities, except as necessary to document **overtime work performed within their job description of their Dominion Energy classification as listed within the current collective bargaining agreement, or to document time off** for vacation, sickness, absences due to civic services, or as necessary to comply with Section 302 of the National Labor Relations Act.

This Amendment supersedes Article IV, Section 4.1, 4.4, and 4.5 of the Collective Bargaining Agreement. This Amendment will become effective ~~June 16, 2015~~ **June 16, 2018** upon recommendation by the Union's Wage and Grievance Committee, subject to approval by the Executive Committee, and subject to ratification by the members of the UWUA Local G-555.

ATTACHMENT O

Absence Control Program

The document serves as an understanding between Local G-555 and Dominion East Ohio regarding the Absence Control Program for Union eligible employees.

1. Each month Human Resources will prepare an Attendance Report to document absenteeism for all Union employees over the last twelve (12) months.
2. All absences not protected by Family Medical Leave (FML) will be included in the report.
3. The following non-FML time codes in SAP will be used to generate the report:
 - 2020 – Sick Pay
 - 2021 – Sick with No Pay
 - 2350 – Unpaid Time Off without Permission
4. The Absence Report will be sent to all Managers on a monthly basis. Each Manager will review the absences in their respective areas.

ATTACHMENT O

Absence Control Program (Continued)

5. Managers will follow the guidelines below when reviewing absences in their area:
 - Employees with 40 to 55 hours of absence in a 12-month period should be coached.
 - Both partial days and full days will be counted as an occurrence.
 - Employees that reach 56 or more hours, combined with 4 or more occurrences will be reviewed. Progressive disciplinary action may result.
6. Employees who currently have active disciplines for attendance will remain in the discipline process. They will continue to be disciplined progressively using the criteria of 56 hours and four or more occurrences in a 12-month period.

ATTACHMENT P
Standby Duty Guidelines

To maintain acceptable after-hour emergency response, management will discuss with the local Union Representative the needs and opportunities for employees in the program. The Company and Union Leadership may add agreed upon additional terms as an attachment to the Standby Duty Guidelines. Prior to any changes in an agreement made with the local Union Representative management will notify Union leadership. Local agreements will be reviewed and approved by the Company and the Union Executive Board.

- a) The parties acknowledge and agree that due to the nature of the Company services operations, the Company may, at times, require employees to assume Standby Duty status and thus be prepared to report immediately for Duty at any time as needed. Where such Standby Duty is required, schedules shall be posted so as to provide employees on Standby Duty with advanced notice.
- b) Employees will be paid the amount of \$36.00 for each twenty-four (24) hour period, when assigned to Standby Duty; increasing \$37.00 on June 16, 2019, to \$38.00 on June 16, 2020, and to \$39.00 on June 16, 2021.
- c) Employees called out while on Standby Duty will be paid in accordance with Article VIII of the Local G-555 agreement.
- d) Employees on Standby duty will be called first and required to respond in a timely manner. When additional resources are required, local callout practices and agreements will be initiated.
- e) The Company will attempt to schedule an employee on Standby Duty no more than seven (7) twenty-four (24) hour periods during any calendar month.

ATTACHMENT P
Standby Duty Guidelines (Continued)

- f) Employees may substitute or trade Standby Duty status with other employees in the same classification or who are deemed qualified to perform Standby Duty. The Company shall be notified with a schedule change form authorized by the employees making the change, and approved by local management for the period which the trade will take place.
- g) If an employee becomes sick, injured or for other reasons is unable to complete his/her tour of Standby Duty, volunteers will be solicited. If there are no volunteers, the least senior qualified person shall be placed on Standby Duty.
- h) Employees who elect a vacation period that coincide with the period they are on Standby Duty shall be required to find another employee, as provided for in item (e) above, to replace him/her for such Standby Duty.
- i) Stand-by Duty does not supersede an employee's responsibility to participate in volunteer overtime (extended day, scheduled, emergency).
- j) If either party chooses to terminate, change or modify the language in a local agreement to the standby duty guidelines, there must be a 30-day notice given to cancel and or discuss any suggested changes or modifications. Any recommended changes or recommendations must be agreed upon with the local Union Representative and management prior to implementation.

~~D. Range Classification Progression—Customer Relations~~

~~1. Employees hired on or after May 8, 1994 will be required to remain in the Customer Relations range classification position (Customer Relations Specialist, Dispatch Specialist) for two years. No transfer requests or bids will be accepted during the two-year time period except for those positions within the Customer Relations range classification.~~

~~2. An employee transferring within the Customer Relations classifications will not be subject to a pay cut.~~

LANGUAGE CHANGES