



Highlights of Tentative Agreement

of Collective Bargaining Agreement Extension
for Review & Ratification Vote

Term of the Agreement is FIVE (5) YEARS
JUNE 16, 2022 - JUNE 15, 2027

↑ WAGES INCREASE
13.75%
OVER 5 YRS

2.75% WAGE INCREASE EACH YEAR OF THE CONTRACT

2023	2024	2025	2026	2027
\$2,100	\$2,100	\$2,100	\$2,100	\$2,100

Active HRA
\$2100 / Year

Retiree HRA
\$1500 / Year

2023	2024	2025	2026	2027
\$1,500	\$1,500	\$1,500	\$1,500	\$1,500


ACTIVE MEDICAL	2023	2024	2025	2026	2027
	6% CAP	6% CAP	6% CAP	8% CAP	8% CAP

Rates continue to be adjusted yearly based on trend with a cap

MEDICAL PREMIUMS FOR 2022 ARE STILL NEARLY 1.5% BELOW 2018 RATES

ACTIVE DENTAL


- ⚡ RATES INCREASE 3% IN 2023 & ARE FROZEN THROUGHOUT THE LIFE OF THE AGREEMENT
- ⚡ ORTHODONTIA LIFETIME MAX PER PERSON INCREASES FROM \$1500 TO \$2000*
*THOSE THAT HAD REACHED THEIR \$1500 MAX MAY RECEIVE THE ADDITIONAL \$500 FOR NEW OR EXISTING ORTHODONTIA CASES
- ⚡ ORTHODONTIA AGE FOR CHILDREN RAISED FROM 19 TO 26 YEARS OLD



ACTIVE VISION

INCREASE IN PREMIUMS COMES WITH AN INCREASE IN BENEFITS. PREMIUMS FROZEN FOR ALL 5 YEARS.

- 👁 In Network contact lenses allowance increased from \$110 to \$135
- 👁 In Network frame allowance increased from \$80 to \$135
- 👁 Frames and Lenses both allowed yearly instead of frames every other year



LIFE INSURANCE
RATES DECREASED BY 13%
STARTING IN 2022

ADDITIONAL LEVELS OF COVERAGE AVAILABLE FOR CHILDREN'S LIFE INSURANCE

☂ \$15,000 ☂ \$20,000 ☂ \$25,000



BOOT REIMBURSEMENT

ALLOWANCE FOR REIMBURSEMENT ON BOOT PURCHASE
INCREASED FROM \$150 TO \$200



MEDICAL RATES

Option A	2018	2022
Employee Only	\$15.75	\$15.52
Employee + Child(ren)	\$67.00	\$66.03
Employee + Spouse	\$81.00	\$79.83
Employee + Family	\$103.00	\$101.51
Domestic Partner	\$435.47	\$426.33

Option B		
Employee Only	\$45.00	\$44.35
Employee + Child(ren)	\$130.00	\$128.12
Employee + Spouse	\$161.00	\$158.67
Employee + Family	\$235.00	\$231.60
Domestic Partner	\$488.18	\$478.49

Option C		
Employee Only	\$97.66	\$96.25
Employee + Child(ren)	\$250.08	\$246.47
Employee + Spouse	\$316.24	\$311.67
Employee + Family	\$455.91	\$449.32
Domestic Partner	\$530.63	\$520.10

DENTAL RATES

DENTAL	2022	23-27
Employee Only	\$11.53	\$11.88
Employee + Child(ren)	\$31.96	\$32.92
Employee + Spouse	\$23.27	\$23.97
Employee + Family	\$39.60	\$40.79
Domestic Partner	\$37.93	\$39.83

VISION RATES

VISION	2022	23-27
Employee Only	\$2.51	\$4.02
Employee + Child(ren)	\$5.08	\$8.10
Employee + Spouse	\$5.71	\$9.10
Employee + Family	\$6.95	\$11.10
Domestic Partner	\$4.14	\$8.04

2022 POST-65 STIPEND RATES

Years of Service	Retiree Stipend	Spouse Stipend
30	\$1,400.00	\$1,040.00
29	\$1,353.00	\$1,005.00
28	\$1,307.00	\$971.00
27	\$1,260.00	\$936.00
26	\$1,213.00	\$901.00
25	\$1,167.00	\$867.00
24	\$1,120.00	\$832.00
23	\$1,073.00	\$797.00
22	\$1,027.00	\$763.00
21	\$980.00	\$728.00
20	\$933.00	\$693.00
19	\$887.00	\$659.00
18	\$840.00	\$624.00
17	\$793.00	\$589.00
16	\$747.00	\$555.00
15	\$700.00	\$520.00
14	\$653.00	\$485.00
13	\$607.00	\$451.00
12	\$560.00	\$416.00
11	\$513.00	\$381.00
10	\$467.00	\$347.00

RATE CHARTS

FOR REFERENCE

+

ADDITIONAL BENEFITS

RETIREE MEDICAL DEFERMENT

- Starting 7/1/2022 Members will be able to defer selecting retiree medical coverage at the time of retirement and get it later if they have a spouse with active health coverage.
- Current retirees (under the age of 65) can select to defer their current retiree medical coverage if their spouse has health coverage and then return to Dominion's retiree medical when the spouses health coverage ends.

POST-65 STIPEND INCREASES

- Post-65 Stipend amounts have been increased. See 2022 rates in chart at left. Administrator name updated from OneExchange to Via Benefits.

ADOPTION ASSISTANCE

- Increase in adoption reimbursement from \$11,650 to \$14,400 per child with a limit of two children.

SPECIALTY DRUG BENEFIT

- Members can take advantage of Save on SP, a plan where they can receive their specialty drugs free of charge (\$0) through Accredo, which is Express Scripts Specialty Drug Company. Members on these drugs will be contacted by Accredo.

FLEXIBLE SPENDING ADJUSTMENTS

- Health Care and Daycare maximum amounts to increase based on IRS guidelines.

ADDITIONAL ITEMS

- PRONOUNS:** All references to masculine pronouns will now also include the feminine pronouns. (e.g., he/she, him/her)
- SENIORITY:** Added to Article XIV, if two members have same seniority date, will be ranked alphabetically by first letter of last name.
- SENIORITY:** Added to Article XIV, if employee has a home start vehicle and if not transferred to new position in two pay periods, you will not get paid mileage from old shop location to new shop location.
- SUBSTANCE ABUSE PLAN:** Synthetic opioid drugs now included in for cause/post-accident testing. (already included in DOT testing)
- RETIREE MEDICAL RATES:** Plan C rates capped at 4% per year for each year of the 5-year contract.
- NEW HIRE PAYMENT:** The Company will no longer offer New Hires a the payment of \$1000.
- RETIREMENT PAYMENT:** email updated to DEODEWVLaborRelations@dominionenergy.com
- ATTACHMENT N Article IV:** Union clearance hours updated to reflect the length of the new CBA.
- Article XVII New Employees:** Probation period changed from 90 working days to 120 working days.
- Article XII Holidays:** additional language outlining when Holidays that fall on the weekends will be observed. (e.g., Holiday on Fri. & Sat. is observed on Thu. & Fri.)
- Article XV Transfers:** Article 15.10 Disability transfer language to include the member along with Company to attempt to place that member in a job opening that the employee is adequately able to perform.

Sickness/Disability Policy and FMLA: Starting 6/16/2022 the Company will continue to notify UNUM to send FMLA paperwork if out more than three days. The employee can have their doctor fill out the FMLA papers and have them returned to UNUM within 15 calendar days for approval of FMLA or for a determination of not a FML qualifying event. If it is a FML qualifying event your time will be coded FML-SICK. If it is not a FML qualifying event your time is coded sick time. If you chose to not have the FMLA paperwork sent back to UNUM, the Company will continue the process of a medical evaluation to substantiate the reason for the absence if the absence is longer than 30 days. The Company can still request a doctor's note after being absent one day but will continue to require a doctor's note if out sick five or more days.