

2009 CONTRACT NEGOTIATIONS

**NATIONAL GRID
and
UWUA, AFL-CIO, LOCAL 318, BUW**

COMPANY PROPOSALS #13 B & C

CONSTRUCTION & MAINTENANCE AGREEMENT

1. Staffing Level

During the life of the contract, the minimum staffing level shall be 49, which encompasses Construction, Maintenance, Auxiliary Operations, and Damage Prevention.

2. Schedules

- 2.1 The Company will conduct annual polling in the fall for shift assignments, both hours and days of relief. The polling will cover both winter and non-winter operations. The number of employees required by assignment and shift will be as determined by the Company. Prior to polling, the Company and the Union will meet to discuss the schedules.
- 2.2 The provisions of the 2006 MSF/PFR Absence Relief Procedure will remain in effect and will cover the Construction & Maintenance, Auxiliary Operations, and Damage Prevention groups.

3. Construction & Maintenance

- 3.1 Contractors may be used to perform all gate box work associated with road reconstruction or paving projects performed by paving contractors or municipalities and such work will be outside the scope of the Use of Outside Contractors language on page B-18 of the CBA.
- 3.2 All maintenance work can be performed by two-person crews with the following exceptions:
- a.) 1-person
 - Gate box clearing
 - Anode to risers (spike or in non-paved areas)
 - Box cover replacement
 - Aerating
 - b.) 3-person
 - Main relays in excavations greater than eight feet (8')
 - Non-anaerobic joint repair twelve inches (12") or above

- Service inserts requiring three (3) or more holes by hand or 25 feet or more of excavation by hand.
 - All service cut-offs three inches (3") and above that cannot be cut and capped utilizing a valve
 - Cast iron main breaks greater than six inches (6")
 - Any work requiring crew use of shoring panels
- 3.3 All construction work can be performed by three-person crews with the following exceptions:
- a.) 2-person crews
 - EBBO services <=2"
 - Direct burial services up to and including 1 ¼ inches in diameter and up to 75 feet with less than 25 feet of excavation by hand.
 - Utilization of current trenching and/or trenchless technologies
 - b.) 4-person crews
 - Installation of new or replacement main
- 3.4 In determining the need for additional assistance, the Company will give consideration to work site conditions, such as traffic congestion, roadway surface depths, amount of hand excavation, excavation requirements (e.g., shoring) or other factors that may require additional manpower.
- 3.5 When performing work and the operation cannot be performed safely, the employee(s) will make the condition safe and call a Supervisor to assign appropriate assistance.
- 3.6 Company crews will maintain first-in/last-out rights prior to outside contractors being used on new service work only and regardless of new service work, the full Construction complement will be engaged in construction work between April 15 and December 1. Nothing in this agreement precludes Construction employees from performing main work when not engaged in new service work during this time frame.
- 3.7 Nothing in this Agreement precludes Maintenance crews from performing construction work.
- 3.8 Crew employees assigned to Construction will return to maintenance activities when construction workload decreases and/or during winter operations when no new random service installations are being performed.
- 3.9 All existing second and third shifts will be staffed with three (3) people.
- 3.10 Work assignments and activities to be performed on shifts as determined by the Company.
- 3.11 Off-hour crews will comprise three (3) people (on call). The number of personnel called in will be based on the nature of the work to be performed.
- 3.12 Shift crews will not be permitted on off-hour coverage.

- 3.13 The filling of shift vacancies will not be performed by personnel on off-hour coverage.
- 3.14 The Company will revert back to three-person crews based on weather/frost conditions but no later than January 1st. Should the Company revert back to two (2) person crews for the day shifts, but maintains all winter shifts, the second and third shift crews will remain three (3) person crews.
- 3.15 Construction and Maintenance crews may be trained and equipped to complete an entire job, including associated new or replacement singles and doubles, ins to outs, reconnects, RGOs, sketching, meter read verification, and inside leak and atmospheric corrosion inspections.
- 3.16 In addition to work currently performed by contractor crews as part of their assigned jobs, they may also perform inside reconnects on low pressure inside service inserts in which an inverted cock is used.
- 3.17 If a contractor is installing new services on a Saturday, six (6) Construction or Maintenance employees will have the opportunity to work as well. Nothing precludes the Company from offering additional employees such opportunity at its discretion.
- 3.18 During periods of inclement weather, the Company may assign work activities to its Construction and Maintenance work force that is performed indoors. Employees will be trained to perform the following activities:
- a.) Inside leak and atmospheric corrosion inspections
 - b.) Miscellaneous records review (e.g. data correction, inactive investigations, S-pipe records)
 - c.) Meter read verification
- 3.19 The Company may utilize full-time temporary employees to assist in staffing its internal work force. If the Company has a requirement to retain these employees longer than nine (9) months, the period in excess of nine (9) months shall be mutually agreed on by the Company and the Union. The number of temporary employees in Construction & Maintenance will not exceed six (6).
- 3.20 Pipe Handler will become the entry level position into the department and will work under the direction of the person responsible for the crew. The duties will be as follows:
- Perform manual labor, including hand excavation, backfilling, handling of pipe, fittings, and materials and does other laboring work as required.
 - Operate paving breaker and rock drills and assist in operating tapping and stoppering equipment, heating and joining equipment for plastic pipe, and other equipment so assigned.
 - Successfully complete training of higher classification duties and obtain proper licenses

3.21 The Construction & Maintenance schedule of wages is as follows:

	(1)	(2)	(3)	(4)
QA/QC Assessor ^(a)	\$36.415			
Field Trainer ^(b)	\$36.415			
Tech A/Welder ^(b)	\$35.415			
Tool Room Attendant ^(b)	\$35.415			
Crew Leader ^(c)	\$36.415			

Technician A	\$35.415			
Technician B ^(d)	\$33.290			
Technician C	\$28.656	\$26.046	\$24.279	\$23.791
Pipe Handler	\$20.000	\$17.500	\$15.000	

- (a) *This is not a progression job.*
- (b) *Qualified candidates will come from the Construction and Maintenance roster and be managed as part of Auxiliary Operations.*
- (c) *Upgrade basis only.*
- (d) *3 years as Technician B to be promoted to Technician A.*

- Step progressions will be on an annual basis except as noted above.
- The number of employees in each classification as determined by the Company.
- Promotions to higher classifications as determined by the Company in accordance with Article XI – Seniority of the CBA.
- New hires into the Pipe Handler position will enter at 100% of the bottom rate.
- Local 318 employees hired prior to June 1, 2009 that bid into Construction & Maintenance will be hired in at the bottom (4th) step of Technician C and follow new progression and promotion provisions.
- Employees must be in the department for eighteen (18) months in order to be eligible for a shift and on-call.
- All employees must obtain a backhoe license within six (6) months of entering the Technician C classification. Technician C, B, and A must maintain their backhoe license.

3.22 Typical crew makeup will be as follows:

a.) Four-person

- A, B, C, Pipe Handler or Temporary Pipe Handler
- A, B, C, C
- A, B, B, C
- A, B, B, Pipe Handler or Temporary Pipe Handler

b.) Three-person

- A, B, C
- A, B, Pipe Handler or Temporary Pipe Handler
- A, B, B

- c.) Two-person (with backhoe)
 - A, B
 - A, C (with working upgrade to B)
- d.) Two-person (handwork)
 - A, B
 - A, C
 - A, Pipe Handler or Temporary Pipe Handler
 - B, C
 - B, Pipe Handler or Temporary Pipe Handler

3.23 Two-person (handwork) referred to in d.) above includes the following:

- a.) Meter protection
- b.) Anodes to risers (in paved areas)
- c.) Gate boxes (locate, raise, clean, install)
- d.) Leak pinpointing
- e.) Aerating (when more than one (1) person is needed)
- f.) Primary valve inspections
- g.) Leak repair (grease valve)

4. Managed Competition in Construction

4.1 The Company will run its construction activities within a managed competition framework.

4.2 The Company agrees to a baseline assignment of six (6) employees to Construction.

4.3 The use of Local 318 employees for construction work above the established baseline will be determined by the Union's ability to compete, which will be tracked on a balanced scorecard measuring the following:

- a.) Safety
 - OSHA recordable incidents
- b.) Quality
 - Percentage compliance in annual Re-dig Audit
- c.) Customer Satisfaction
 - Percentage satisfied on new service customer survey (monitor only)
- d.) Productivity
 - Hours per service
- e.) Cost
 - Cost per service

4.4 The Company and the Union will monitor the performance and review the results on a bi-monthly basis. If targets are not being achieved, the Company and the Union agree to engage in cooperative efforts to make the necessary performance improvements during the construction season.

- 4.5 The balanced scorecard results at the end of the construction season will determine resource allocation to construction work for the next construction season, as follows:
- a.) *Above targets* = due consideration given to increasing resource allocation, so long as workload warrants;
 - b.) *On targets* = maintain previous year's resource allocation; or
 - c.) *Below targets* = reduce resource allocation in Construction, though not to fall below the baseline of six (6).

5. Auxiliary Operations

- 5.1 A newly formed group will be established to support construction and maintenance activities by centralizing heavy equipment, specialty tools and equipment, and other support functions. The group will be formed by consolidating dump truck operations, welding, and tool rooms.
- 5.2 Auxiliary Operations will maintain its own schedules and shifts.
- 5.3 The group will be created from the existing Construction & Maintenance roster by adding the new positions of Auxiliary Operations Pipe Handler, Technician C, B, and A, and Field Trainer.
- 5.4 An initial polling within the existing MSF/PCS roster will take place to establish the new group. The five (5) employees who fill these positions will be grandfathered at their existing wage if that wage is higher than the wage in their new Auxiliary Operations role. These five (5) employees will have the option to return to their previous role no later than the November 2009 polling. Any vacancies that exist in Auxiliary Operations at the November 2009 polling will also be filled as specified above. Subsequent permanent vacancies will be filled in accordance with section 5.5 of this agreement.
- 5.5 Permanent vacancies in Auxiliary Operations that the Company determines to fill will be filled in the following order:
1. Polled within the Auxiliary Operations group
 2. Polled within the Construction & Maintenance and Damage Prevention groups
 3. Posted as per the CBA

Local 318 employees in Construction & Maintenance or Damage Prevention roles on June 1, 2009, who move from one of these areas to fill a vacancy in Auxiliary Operations will enter at the second (2nd) step from the bottom of Auxiliary Ops B. Employees outside of one of these areas as of June 1, 2009, will enter at the second (2nd) step from the bottom of Pipe Handler.

- 5.6 Employees in Auxiliary Operations will have the opportunity to gain/retain their crew qualifications and ability to be on call for the life of the contract.

5.7 The new Auxiliary Operations positions and duties will be as follows:

Pipe Handler

- Provide general labor, as necessary

Auxiliary Operations Technician C

- Clean fill / debris pickup with small dump truck
- Operate rack truck, make deliveries including tools, materials, barricades, cones, etc.
- Operate large pavement saw cutter
- Perform all duties of lower classification

Auxiliary Operations Technician B

- Operate spoil reclamation vehicle
- Deliver/pick up clean fill and debris utilizing large dump trucks
- Perform all duties of lower classifications

Auxiliary Operations Technician A

- Perform all duties of lower classifications

Field Trainer

- Large diameter tapping of HP, LP mains and large services
- Assist in training and support of company/contractor crews
- Assist and/or operate travel saw
- Assist in directional drilling operations
- Assist and/or perform super purge
- Assist and/or operate draw down compressor
- Perform all duties of lower classifications

5.8 The new Auxiliary Operations schedule of wages is as follows:

	(1)	(2)	(3)
Field Trainer ^(a)	\$36.415		
Tech A/Welder ^(a)	\$35.415		
Tool Room Attendant ^(a)	\$35.415		

Auxiliary Ops A	\$33.380	\$31.830	
Auxiliary Ops B	\$31.330	\$27.040	
Auxiliary Ops C	\$26.040	\$24.790	
Pipe Handler	\$20.000	\$17.500	\$15.000

(a) *This is not a progression job within Auxiliary Operations. Qualified candidates will come from the Construction and Maintenance roster and be managed as part of Auxiliary Operations.*

- Step progressions will be on an annual basis.

- The number of employees in each classification as determined by the Company.
- Promotions to higher classifications as determined by the Company in accordance with Article XI – Seniority of the CBA.

6. Damage Prevention

- 6.1 A new Damage Prevention group will be created to encompass Dig Safe locates and follow-ups, inspection services, pre-marking, and verifying and correcting gas facility data.
- 6.2 Damage Prevention will maintain its own schedules and shifts.
- 6.3 This group will comprise the new classifications of Inspector C, B, and A.
- 6.4 An initial polling of the existing Damage Prevention employees will take place to establish the new group. Once this initial polling is complete, all assignments will be permanent.
- 6.5 Permanent vacancies in Damage Prevention that the Company determines to fill will be filled in the following order:
 1. Polled within the Damage Prevention group
 2. Polled within the Construction & Maintenance and Auxiliary Operations groups
 3. Posted as per the CBA

Local 318 employees in Construction & Maintenance or Auxiliary Operations roles on June 1, 2009, who move from one of these areas to fill a vacancy in Damage Prevention will enter at the second (2nd) step from the bottom of Ops & Construct Inspector B. Employees outside of one of these areas as of June 1, 2009, will enter at the second (2nd) step from the bottom of Ops & Construct Inspector C.

- 6.6 Employees in Damage Prevention will have the opportunity to gain/retain their crew qualifications and ability to be on call for the life of the contract.
- 6.7 Emergency markout work will primarily be performed by Damage Prevention. At any time when Damage Prevention personnel are unavailable, such work may be performed by trained and qualified employees within CMS.
- 6.8 During periods of inclement weather, the Company may assign work activities to its Damage Prevention work force that is performed indoors. Employees will be trained to perform the following activities:
 - a.) Inside atmospheric corrosion inspections on bare steel high pressure inside services
 - b.) Miscellaneous records review (e.g. data correction, inactive investigations, S-pipe records)
 - c.) Meter read verification

6.9 The new Damage Prevention positions and duties will be as follows:

Inspector C

- Perform inside leak/corrosion inspections
- Correct records
- Document field activities
- Premark
- Conduct leak surveys
- Assist other Inspectors as needed

Inspector B

- Locate Company facilities in accordance with Dig Safe laws and Company procedures
- Complete follow-up inspections on cast iron encroachments
- Perform all duties of lower classification

Inspector A

- Perform paving inspections
- Perform gate box inspections
- Perform inspections of Company contractors
- Perform inspections of third-party contractors
- Perform all duties of lower classifications

6.10 The new Damage Prevention schedule of wages is as follows:

	(1)	(2)	(3)
Ops & Construct Inspector A	\$35.280	\$34.252	
Ops & Construct Inspector B	\$33.220	\$29.390	
Ops & Construct Inspector C	\$28.530	\$26.160	\$23.790

- Step progressions will be on an annual basis.
- The number of employees in each classification as determined by the Company.
- Promotions to higher classifications as determined by the Company in accordance with Article XI – Seniority of the CBA.

6.11 The existing Paving Inspector will remain in the Construction and Maintenance roster and the role will incorporate all duties of the Ops and Construct Inspector A role. The Paving Inspector will return to maintenance activities when workload decreases and/or during winter operations.

6.12 The Company and the Union agree to discuss adding additional employees into the Ops & Construct Inspector A classification to perform inspections of Company contractors.

Any previous agreement, whether in whole or in part, that does not conflict in any way with the provisions set forth herein will remain in effect.