



Tentative Agreement Reached With Pepco

Dear Local 1900 Members and Brothers and Sisters,

On September 26th you voted in historic numbers to reject Pepco's "last, best and final" contract offer. Suddenly, Pepco was ready to negotiate.

We resumed negotiations on Tuesday October 2nd. On the evening of Sunday October 7th a tentative agreement was reached.

Your show of solidarity was clearly the difference. Things changed dramatically once Pepco realized you would not stand for the take-aways they wanted.

Health and welfare language now gives us the protection we wanted. We were also able to negotiate limited increases in out of pocket medical costs.

Our pensions, 401(k) plan and Long Term Disability coverage will not be altered during the term of this agreement without negotiating with us first.

Past practice in terms and conditions of employment remains in our contract language.

This tentative agreement includes a 10.11% compounded General Wage Increase over 4 years. We broke the Hourly Pay Grade 20 barrier by negotiating Pay Grades 20A and 21.

The Customer Call Center will have a new occupational opportunity, Energy Advisors, with higher Weekly Pay Grades. When Delmarva and ACE customer calls are routed to our Call Center the Service Representatives answering them will be upgraded a full pay grade for the entire day.

Increases in premiums for A, C and non-standard shifts, meal allowances, zones, and relocation are included.

Instead of eliminating Comp Time as Pepco proposed we negotiated a better formula for earning it.

These are but a few of the positive changes we were able negotiate thanks to your collective courage. This document outlines all of the changes that you will be voting on. Meetings have been scheduled so you can ask any questions you have about this tentative agreement.

Our unanimous recommendation to you is to accept this tentative agreement when you vote on October 18th.

We want to thank all of you for your patience during these very long and unusual negotiations. Nearly 6 months, a derecho storm, and heightened public, media and local political interest will make the contract of 2012 one we will talk about for years to come.

Make no mistake, Local 1900 made a lot of friends during this time. Our public image is very positive. This can only help us as a union as we go forward.

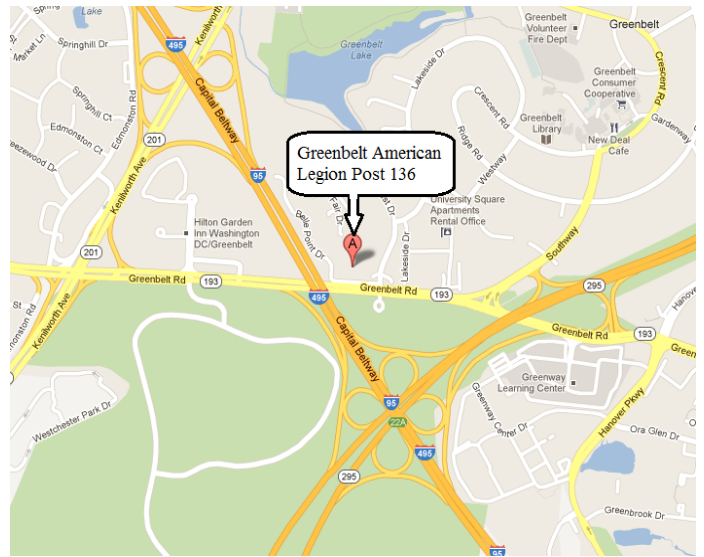
Fraternally,

IBEW Local 1900 Negotiating Committee

North/Central Meeting:

Tuesday October 16th at 6:30 PM

Greenbelt American Legion Post 136
 6900 Greenbelt Road
 Greenbelt, MD 20770



South Meeting:

Tuesday October 16th at 7:00 PM

Baden Volunteer Fire Station
 16608 Brandywine Road,
 Brandywine, Maryland 20613



Voting Locations and Times: Thursday October 18th, 2012

Edison Place:	Conference Room 7000 7:00AM to 4:00 PM
Control Center	Front Entrance Corridor 5:30AM to 9:00AM 5:00PM to 6:00PM
Forestville Service Center	Multi-Purpose Room 6:30AM to 4:30PM
Rockville Service Center	Overhead Conference Room 6:30AM to 4:30PM
Kenilworth	Building 56 – Main Lobby 6:30AM to 4:30PM
Benning (T&D)	Lobby 6:30AM to 4:30PM
Local 1900 Office 1400 Mercantile Ln, Suite 208 Largo, MD 20774	Conference Room 7:30AM to 4:00PM

Changes from the Company's "Last, Best and Final" offer are in bold or struck through

CONTRACT LANGUAGE CHANGES

Article 2 Bargaining Unit

Section 2.08 Enhanced Veteran status and others.

Article 6 Special Premiums

Section 6.01

Standard A & C Shifts

A & C Shift Premiums Effective 6/03/13 increased to \$1.50 per hr.
Effective 6/02/14 increased to \$1.55. Effective 6/01/15 increased to \$1.60.

Non-Standard Shifts

A & C Shift Premiums Effective 6/03/13 increased to \$1.70 per hr.
Effective 6/02/14 increased to \$1.75 per hr.
Effective 6/01/15 increased to \$1.80 per hr.

Section 6.08

Change of Schedule

No change of schedule premium for system emergencies or volunteering for Mutual Assistance. Must get 8 hrs. rest time. **This provision does not allow the Company to require an employee to work a second shift on the same workday on a non-overtime basis. Nor can the Company change an employee's scheduled off days; the change of schedule is limited to changing the start times on an employee's normally scheduled work days.**

Section 6.11

(And new 6.18 & 6.19)

Meal Allowances

Current meal allowance language stays in effect for 2013:

Effective June 3, 2013 - \$15.00

New Articles 6.18 & 6.19 **effective 12/30/13**. New meal allowance calculation in effect. One meal for every 7.0 hrs. O.T. worked, paid weekly. Excess hrs. roll over.

Effective June 2, 2014 - \$15.50

Section 6.13

Zone Allowances

Zone 1

Effective three (3) full pay periods after ratification - \$2.20

Effective June 3, 2013 - \$2.25

Effective June 2, 2014 - \$2.30

Effective June 2, 2015 - \$2.35

Each additional zone:

Effective three (3) full pay periods after ratification - \$2.10

Effective June 3, 2013 - \$2.15

Effective June 2, 2014 - \$2.20

Effective June 2, 2015 - \$2.25

Section 6.17

Relocation Allowance

Amount for relocation raised from \$11.00 to \$12.00 (upon ratification of the Labor Agreement).

Effective June 2, 2014 - \$13.00

Article 7 Overtime

Section 7.02

Work Week

Removed old language pertaining to dates when the new work week took effect in 2010.

Section 7.05

Double Time

Language changed in the second paragraph to better explain when an employee has three (3) days off in the same work week, only one (1) of the subsequent days would be at twice the basic rate of pay.

Section 7.24

Comp Time

For every eighty (80) hours overtime worked, employee will receive two (2) hours of Comp Time.

Section 7.25

Continuation of Work

Language added: "Similarly, when project work cannot be completed without overtime, the company shall have the option of assigning this work to the lead employees who have been working on the project or replacing them with other employees who have a lower number of charged overtime hours."

Section 7.28

Overtime Lists

Company to zero out overtime lists at the beginning of each year.

Article 8 Seniority

Section 8.06

Termination From Service

New Subsection (e). Termination of service after **18** months due to a catastrophic work related injury.

Section 8.08

Job Postings

Must submit job bid form on line.

Section 8.10

Selection For Leadership Positions

New Section 8.10 (all subsequent sections to be renumbered). Promotion to certain Lead and “Senior” Positions to be based on ability and performance instead of seniority first. Detailed selection process in the 2012 GMU.

Article 11 Holidays

Section 11.01 & 1102

Holidays

Same amount of holidays as usual. (Since Inauguration Day & Martin L. King’s Birthday are on the same day in 2013, you will have two (2) Floaters that year and two (2) floaters each contract year.

Article 12 Vacations

Section 12.02

New Employee Vacations

In the year following an employee’s hire, he/she shall be entitled to vacation based on when in the prior year he/she was hired based on the following schedule:

Continuous Service

Maximum Vacation Allowance

Hired before July 1

2 weeks on January 1

Hired on or after July 1

1 week on January 1 and an additional week on July 1

Article 14 Leave of Absence

Section 14.01

Funeral Leave

- Changed Son-In-law, Daughter-In-Law, Grandson, Granddaughter to four (4) working days (previously 1 day).
- Added domestic partner to 4 working days (previously not included).
- If funeral is 200 miles or more away and employee attends the funeral, you get one (1) additional day.

Article 17 Grievance Procedure

Section 17.01

Past Practice language is retained as it exists in the 2009 CBA

Article 22 Benefit Plans

The following is the language to Article 22 (changes in Section 22.05):

Section 22.01. The PHI Retirement Plan - The level and type of benefits provided under the existing PHI Retirement Plan (the PHI Retirement Plan includes the General Retirement Plan, Sub Plan, and the PHI Sub Plan which is described in the 2004 GMU), as amended by the 2009 Memorandum of Understanding (Benefits), will be continued during the term of this Agreement.

Section 22.02. Savings Plan - Provided Section 401(k) of the Internal Revenue Code as in effect on the date of this Agreement remains available, the level and type of benefits provided under the existing Savings Plan for bargaining unit employees, as amended by the 2009 Memorandum of Understanding (Benefits), shall continue during the term of this Agreement. The Company will provide a match of 50¢ for each dollar of participant's contributions to the Plan, up to 6% of base pay.

Section 22.03. Long Term Disability Plan (LTD) - The level and type of benefits provided under the existing Long Term Disability Plan for bargaining unit employees, as amended by the 2009 Memorandum of Understanding (Benefits), will be continued during the term of this Agreement. All employees awarded long term disability benefits under the plan must make timely application for Social Security Disability Benefits and Medicare Parts A and B, and if benefits are denied, must continue to appeal, in a timely manner, the denial of such benefits unless and until the Company or its agent determines further appeals are no longer necessary. Failure to file timely application or timely appeal(s) for Benefits or to cooperate with the Company or its agents in such appeal(s) will result in suspension of benefits under the plan.

Section 22.04. Health and Welfare Plans - The parties agree that Local 1900 employees shall participate in the health and welfare benefit plans the Company offers to non-represented PHI employees. Participation in the PHI Plans listed below, either as now in existence or as changed by the Company in the future, shall be available to employees covered by this Agreement in accordance with the provisions of such plans, and the Union agrees to accept such present, revised or substituted plans on behalf of the employees covered by this Agreement, consistent with the restrictions set forth in the 2012 Memorandum of Understanding (Benefits):

1. Medical Plans
2. Dental Plans
3. Vision Plans
4. Life Insurance
5. Accidental Death or Dismemberment
6. Travel Accident
7. Pre-Tax Spending Accounts
8. Child Care Referral Service
9. Tuition Assistance

Section 22.05. Except as otherwise provided in the 2012 Memorandum of Understanding (Benefits), the parties agree that any disputes arising from or related to benefit plans **referenced in Section 22.04 above** will not be subject to the Grievance and Arbitration provisions of this Agreement, rather all disputes and appeals will be processed through the appeals processes in the Plans.

Section 22.06. The method of funding, the election to self-insure any benefit plan described in this Article or the selection of an insurer for any plan shall be entirely within the discretion of the Company. Any dividends or reductions in premium rates during the term of this Agreement will accrue to the benefit of the Company.

Section 22.07. The administration of benefit plans described in this Article shall be the responsibility of the Administrative Board of the Company under the direction of the Board of Directors. Such responsibility shall include the selection of trustees, consultants, actuaries, investment managers, or other parties deemed necessary for the orderly operation of the plans. The Company may enter into or amend contracts or agreements with any parties involved with any of the Plans described in this Article such as trustees, insurance carriers, financial institutions, or investment fund managers, in the administration and operation of trustee, self-funded self-insured, or insured benefit plans, and when necessary, to amend plans and plan documents to reflect operational changes or to secure qualification as appropriate from the Internal Revenue Service. It shall be the Company's responsibility and authority to determine the extent to which all or any part of any benefit plan is self-funded, trustee or insured. The Company will annually submit reports to the Union on defined benefit plans in accordance with the Employee Retirement Income Security Act (ERISA).

Article 24 Duration, Reopening and Renewal

Section 24.01

Four (4) year contract term is through May 29, 2016

GENERAL MEMORANDUM OF UNDERSTANDING (GMU)

Grievance Settlement

Employee in Substations will be paid a non-standard rate, retroactive to April 4, 2012.

Bulletin Boards

The Company agrees to replace all locks and keys on existing bulletin boards. New bulletin boards to be installed at the following locations:

Forestville Stores
Office attached to the Forestville VRM building
Kitchen in the lower level of the Control Center

Collector / Collection Specialist Vehicle Allowance

Vehicle allowance raised from \$20.00 to \$25.00 / Week.

Call Out Incentive

New Standby and Call Out agreement for the following departments:

1. Overhead Lines (Rockville and Forestville)
2. Underground Lines
3. Transformer Test
4. Distribution Test
5. Electric Maintenance (Sub M&C and Protection & Telecom)

Three levels of staffing (in the order to be used):

1. Standby
2. Call Out
3. OT Roster

Standby

Solicited a minimum of 2 weeks in advance (voluntary)

- a. Company determines how many needed (**see page 9 below**)
- b. If more volunteers than needed, the excess go to the Call Out list (based on OT list.)
- c. If fewer volunteers than needed, those with fewer OT hours worked will be assigned

First called if OT is needed

Compensated 1 hour straight time week days whether called in or not

Compensated 3 hours straight time for weekend days whether called in or not

Compensated 3-1/2 hours straight time for holidays whether called in or not

- a. Holiday solicitation process a minimum of 3 months in advance
- b. Holiday Standby determined by seniority

Not eligible for the \$3.50/hr or \$1.50/hr premiums if called

Subject to discipline if called and don't report (circumstances considered)

Call Out

In excess of those who volunteered for Standby

2nd group called after the Standby group

If no Standby implemented employees may volunteer for Call Out

Will not receive Standby compensation

Will receive \$3.50/hr premium when responding to a Call Out

Subject to discipline if called and don't report (circumstances considered)

Overtime Roster

Those not on Standby or Call Out and report for callout OT (needing more than on the Standby and Call Out list) will receive a \$1.50/hr premium

Requirement
to Respond

Assignments to Standby and Call Out are mandatory

Indicate 2 means of communication

If unable to respond, must report to supervisor or DSO ASAP

- a. Health or emergency reason
- b. Will not receive Standby compensation if on Standby list
- c. Subject to discipline (circumstances considered)

Cancelation/Company may cancel or modify Standby assignments no later than 4pm of day prior.

Modification

- May opt to be placed on Call Out
- If later than 4pm, may elect to remain on Standby

Must provide telephone number or other means of contact

Charging of hours per Article 7

Current Standby/Callout agreement in Substation C&M shall remain in effect until 12/31/2012

Maximum number of employees required to be on Stand-by in Overhead Lines will be limited as follows:

Overhead Lines (Rockville and Forestville) – the number required to sign up for Standby will vary by season and is limited as follows: during the summer months (May through September), Rockville and Forestville will each need a guaranteed daily, weekend and holiday sign-up of up to four (4) tagholders and four (4) non-tagholders. During the rest of the year, each department will need a guaranteed daily, weekend and holiday sign-up of up to two (2) tagholders and two (2) non-tagholders. Where the language says "up to," that is the maximum number the Company can force to be on Standby.

Underground Technical Assistant B

New Job Weekly Pay Grade 7, Step 3. This is a restricted roster.

Apprenticeship Agreement Generic

Company may implement a new apprenticeship program to replace the Qual Program as it deems appropriate. Features of the program must include:

- New progression with job titles and pay grades
- Promotion procedures
- Transition rules
- Progression testing
- Implementation procedures

Joint Health Care Committee

Joint health care committee continued.

Apprenticeship Program Overhead Lines

The Company will implement an apprenticeship program for O.H. Lines approximately June of 2013. This will replace the current “Qualification Program.” Employee’s current sign-offs and position will be considered.

Transition Rules

- Initial promotions based on percentage of Qualification Book completed.
- Waived sign-offs must be completed prior to being moved to a higher level position.
- Line Mechanic B in that grade for at least 12 months and have a minimum of 50% of their sign-offs shall move to PG 13 at their current step
- “Hot hour” requirements. Credit given for sign-offs and position.

Overtime

- Overtime rosters will remain the same for Lead Line Mechanics and Journey Line Mechanics.
- The new Apprentice Line Mechanic III and Apprentice Line Mechanic II (formerly Line Mechanic B) will be a combined overtime roster.
- Overtime rosters for Line Mechanic A, Trainee II and Trainee I will transition to new title (Apprentice Line Mechanic IV, Apprentice Line Mechanic I and Trainee Line Mechanic, respectively). Each will be a separate and distinct roster.

Progressive Testing

- For the employee to progress to the next level, he / she must pass all testing required.
- All non-probationary employees must pass progressive testing. Employees that fail progressive tests, will be offered a second chance to pass tests within six (6) months.
- Employees may waive consideration for promotion to the Lead classification.
- All employees will be allowed and expected to the Journey Level.

Grievance Settlement

- Current Line Mechanics B who have 30 months in grade, without an active Written Reminder or DML, will be paid a non-standard rate of 14 hourly, retroactive to the date they reached 30 months.
- If on an active Written Reminder or DML, will be paid at the non-standard rate pay grade 14 when the discipline expires
- Current Line Mechanics B who reach 30 months in the classification prior to June 3, 2013 will be paid a non-standard rate of 14 hourly on that date.
- All other current Line Mechanics B will be transitioned into the new Overhead Lines Apprenticeship program according to that agreement.
- For the duration of the 2012 CBA current Line Mechanics B who promote to Line Mechanic A or Line Mechanic 4 will receive a higher classified seniority

position than those hired under the “LMA’s External Hires” agreement of May 19, 2011

- The “LMA’s External Hires” agreement of May 19, 2011 shall expire on June 3, 2013

Alternative Work Schedules

Continue previous agreement on alternative work schedules.

Contractors / Overtime

Local 1900 employees will be called before sustained contractors for overtime in normal day to day operations. During mutual assistance situations the Company may work mutual assistance crews on overtime without regard to the bargaining unit employees. Once the system emergency occurs, the Company will assign B.U. employees overtime to best facilitate the restoration.

Excused With Pay

Added provision for Probationary employees to have ½ hr. EWP to be used in fifteen (15) minute increments for tardy incidents.

Panel of Arbitrators

Union is able to strike Two (2) of the existing 7 arbitrators. American Arbitration Association (AAA) will provide a list of arbitrators from which the parties will select five (5).

Computer Operations/Printer Function

Seven employees will be offered a severance

- a. Employees accepting the severance will be given 30 day notice when their employment will end
- b. Employees may resign with 2 weeks’ notice
- c. Tuition aid payback is forgiven
- d. Carryover Bank paid at 100%

Employees who do not take the severance will have the opportunity to find another job within the Company.

- a. Company will endeavor to place
- b. Hiring freeze will not affect vacancies available
- c. Must take position offered or take severance

Staffing /Contractors

The Company agrees to make a good faith effort to fill a minimum of two hundred twenty (220) bargaining-unit positions during the term of the 2012 Labor Agreement. The Company will endeavor to periodically provide, Local 1900, a contractor list.

Facilities Agreement

This covers the Lead Building Engineer, Lead Building Electrician and new HVAC Technician classifications. Certifications and licenses required.

- Pay Grades and Job Descriptions were agreed to
 - Lead Building Engineer.....16 Hourly
 - Lead Building Technician....18 Hourly
 - HVAC Technician.....18 Hourly
- Current System Service Mechanics will promote to the HVAC Technician.
- All incumbent employees will be temporarily upgraded to new pay grades while obtaining new certifications and licenses.
- Failing to recertify will result in a pay grade reduction
- Incumbent employees may decline the new positions and have current pay grandfathered.

Selection of Leads / Senior Positions

Beginning **January 1, 2014**, **twenty one (21)** Lead/Senior positions will be filled based on ability, performance and other qualifications. Seniority will only be considered if ability and performance are equal.

List of Jobs

Test Specialist – NERC	Lead Electronic Technician – NERC
Lead Design Technician, Electrical/Wiring	Lead Design Technician, Civil/Structural
Lead Line Mechanic – NERC	Lead Cable Splicer/Mechanic Pressurized Systems – NERC
Lead Cable Splicer/Mechanic – NERC	Lead Distribution Tester – NERC
Lead Substation Technician – Operations - NERC	Lead Transformer Tester – NERC
Lead Substation Technician – NERC	Lead Construction Mechanic – NERC
Principal Service Associate – Energy Advisor	Escalated Investigations Lead
Senior Meter Technician	Lead Specialized Carrier/Stock Handler
Lead Shop Mechanic	Lead Fleet Technician
Lead Revenue Analyst	Billing Services & Investigations Lead
Lead Credit Analyst	Principal Service Representative
Senior Waste Management Technician	Lead Handler/Disposal Specialist
Senior Service Associate	

- Vacancies will be posted. Employees must bid.
- A committee of 2 management employees and 2 union employees will review and rate the candidates based on six competencies.
- Seniority counts only if more than one candidate are rated within the highest scoring range.
- **The Company commits to not holding up promotions to these jobs prior to the effective date of 1-1-2014.**

Underground Lines

- Underground Lines Lead Cable Splicer will now be required to switch and ground network transformers.
- Cable Slicer Mechanic A will be required to assist, under the direction of a Lead Cable Splicer or other qualified personnel, network switching and grounding.
- Employees will receive a one (1) time payment of **\$1000.00** once they pass a proficiency test and field evaluation.
- All Job Descriptions amended without pay grade changes.

Service Associates (New Job)

The following departments will be affected:

- Financial Administrators
- Protection – Telecom Operations
- Vehicle Resource Management
- Meter Installation & Test
- Design Services
- Support Services
- Mail Services

Pay grade 8 eliminated. Current pay grade 8s grandfathered. **Five (5) current pay grade 7s will be promoted to Senior Service Associate, pay grade 8, Step 2. Pay will be grandfathered, meaning eligible for Step increases and GWIs. Remaining** pay grade 7s will be paid pay grade 8 when promoted to Senior Service Associate with pay grandfathered. Future promotions will be based on Company determination.

- Current grievance relating to temporary relocation to be settled with one-time payment

Service Associates In Distribution Engineering

Grievance Settlement - Two Service Associates 2 will be given the opportunity to retake the test for promotion to Senior Service Associate within one year after ratification of the 2012 CBA.

Distribution Designers in Distribution Engineering

- Promote five (5) **of the most senior, qualified** employees to a Distribution Designer “A” **within 3 payroll periods after ratification** of the 2012 Labor Agreement. Three (3) in the D.C. Occupational Group and two (2) in the Maryland Occupational Group. **If five (5) employees do not meet the criteria at that time, promotions will occur to meet the numbers agreed to as employees meet the required criteria as established by the Company. Should any of these promoted employees retire within one year after being promoted, the Company shall promote the senior, qualified employee.**
- **A grievance can be filed on the promotions.**
- The progression to the Distribution Designer “A” position is not subject to the “Selection of Lead” selection process.
- All Distribution Designers will be required to obtain a CMV License.
- Distribution Designer “D” will be hired at the 3rd step of a Pay Grade 13 Hourly
- Distribution Designer “D” will be will be qualified for promotion to a Distribution Designer “C” at least **one year** after reaching step 5 of their pay grade and completed the required training program.
- Distribution Designer “C” will be will be qualified for promotion to a Distribution Designer “B” at least **one year** after reaching step 5 of their pay grade and completed the required training program.
- Incumbent Distribution Designer “A”’s which were grandfathered at a non-standard rate in the 2009 Labor Agreement will continue to receive the non-standard rate.
- All Distribution Designers “A” and Distribution Designers “B” will qualify for the “Equity Adjustment” of **\$0.60/hour** for each step, & the “Equity Adjustment” of **\$0.25/hour** for each step effective June 3rd, 2013.

Promotion to Technical Assistant “A”

- Three (3) payroll periods after ratification of the 2012 CBA, one (1) employee will be promoted to Technical Assistant “A”, Pay Grade 9 Weekly in the PEPCO Distribution Planning Area.

Transfer Technical Assistant “B” to Distribution Designer “B”

- Three (3) payroll periods after ratification of the 2012 CBA, two (2) employees will be temporarily transferred to a Distribution Designer “B” in Distribution Engineering. They will have a **2 year** window to qualify while upgraded to a

Pay Grade 19 hourly. **The 2 years start upon assignment and such assignment will be delayed if the employee is unable to be assigned due to absence from work.** If qualifications are not satisfied, then they will be reassigned to a Senior Service Associate –Pay Grade 7 Weekly and will be grandfathered at a Pay Grade 8 Weekly.

- **It is understood that in the event that these employees are unable to perform the physical requirements of the Distribution Designer Occupational Group, the Company will endeavor to accommodate those restrictions in the same manner as it would any other employee within that Occupational Group.**

New Hourly Paygrade

The following new pay grades shall be established: (Does not include GWI)

Pay Grade	1	2	3	4	5
20A	\$39.77	\$40.19	\$40.55	\$40.95	\$41.39
21	\$40.92	\$41.33	\$41.68	\$42.08	\$42.51

Tester and Electronic Technicians Agreement

~~Employees are required to carry PPE, laptops, multi-meters, tools, etc. required for the job, in their personal vehicles, with no change in Article 6.17(d), you do not get zone allowance when you live closer to the substation.~~ When employees ~~are required~~ **agree** to carry substantial amounts of equipment i.e., Doble sets, frequency monitoring equipment, etc., Article 6.17(d) is disregarded and the employees will receive travel allowance.

- Test Specialist NERC Electric Maintenance Pay Grade 21
- Relay Tester A NERC Electric Maintenance Pay Grade 18
- Relay Tester B NERC Electric Maintenance Pay Grade 14
- Relay Tester C NERC Electric Maintenance Pay Grade 9
- Relay Helper Job Eliminated

- Lead Electronic Tech NERC Electric Maintenance Pay Grade 20A
- Electronic Tech A NERC Electric Maintenance Pay Grade 18
- Electronic Tech B NERC Electric Maintenance Pay Grade 14
- Electronic Tech C NERC Electric Maintenance Pay Grade 9
- Electronic Tech Helper Job Eliminated

The Union will withdraw, with prejudice, a grievance relating to that application of Article 6, Section 6.17(d).

Job Descriptions That Have Been Amended/Updated (With PG Changes)

- Test Specialist NERC / PG 21
- Lead Electronic Tech NERC / PG 20A
- Lead Handler / Disposal Specialist / PG 17
- Lead Building Engineer / PG 16
- Lead Building Technician / PG 18
- HVAC Technician / PG 18
- **Lead Substation Tech-Operations / PG 19A**
- **Senior Substation Tech-Operations / PG 18**

The Additional Job Descriptions Have Been Amended / Updated (No PG Change):

- Shop Mechanic B General Shops Hourly Pay Grade 13
- Shop Mechanic C General Shops Hourly Pay Grade 9
- Internet Communications Representative A
- Graphic Editor A- FERC Design Services Weekly Pay Grade 9
- Graphic Editor B- FERC Design Services Weekly Pay Grade 7
- Graphic Editor C- FERC Design Services Weekly Pay Grade 5
- Stock Handler A Stores Hourly Pay Grade 14
- Stock Handler B Stores Hourly Pay Grade 11
- Stock Handler C Stores Hourly Pay Grade 8
- Stock Handler Helper Job Eliminated
- Material Handler / Driver A Stores Hourly Pay Grade 15
- Material Handler / Driver B Stores Hourly Pay Grade 13
- Equipment Operator B Stores Hourly Pay Grade 11
- URD Service Inspector O.H. Lines Hourly Pay Grade 15-A
- UGL Service Inspector U.G. Lines Hourly Pay Grade 13
- OHL Service Inspector O.H. Lines Hourly Pay Grade 13
- Design Tech A Civil / Structural Weekly Pay Grade 9
- Design Tech B Civil / Structural Weekly Pay Grade 8
- Design Tech C Civil / Structural Weekly Pay Grade 6
- Design Tech A Elec. / Wiring Weekly Pay Grade 9
- Design Tech B Elec. / Wiring Weekly Pay Grade 8
- Design Tech C Elec. / Wiring Weekly Pay Grade 6
- Lead Cable Splicer Mechanic U.G. Lines Hourly Pay Grade 19A
- Cable Splicer Mechanic A U.G. Lines Hourly Pay Grade 18A
- Cable Splicer Mechanic B U.G. Lines Hourly Pay Grade 15A
- Cable Splicer Mechanic C U.G. Lines Hourly Pay Grade 12A
- Helper - Cable U.G. Lines Hourly Pay Grade 7A

Benefits

The following is the Health and Welfare GMU language, word for word:

1. The parties agree that Local 1900 employees shall participate in the health and welfare benefit plans the Company offers to non-represented PHI employees (hereinafter referred to as the PHI plans). Participation in the PHI Plans listed below, either as now in existence or as changed by the Company in the future, shall be available to employees covered by the 2012 Collective Bargaining Agreement in accordance with the provisions of such plans, **and except as herein limited**, the Union agrees to accept such present, revised or substituted plans on behalf of the employees covered by this Agreement:
 - a. Medical Plans (includes prescription and behavioral health)
 - b. Dental Plans
 - c. Vision Plans (**effective 1/1/2015**)
 - d. Life Insurance
 - e. Accidental Death or Dismemberment
 - f. Travel Accident
 - g. Pre-Tax Spending Accounts
 - h. Child Care Referral Service
 - i. Tuition Assistance
 - j. Employee Assistance Program
2. The Company agrees that it will maintain the same basic type and level of plans offered today and will not eliminate any of the welfare plans listed in Section 1 above during the term of the 2012 Collective Bargaining Agreement.
 - a. Further, the Company agrees it will not modify plan design elements in 2013.
 - b. The Company agrees that it will not make changes to the Plans that are inconsistent as a general matter with similar plans offered by other similar companies. To determine similarity, the parties will consider **other similar plans offered as self-insured plans that are generally accepted by the Medical community**.
 - c. In the future, the Company agrees it will provide notice to the Union prior to implementation of any plan design changes. In the event the Company makes plan design changes, the Union may challenge the changes through the Grievance/Arbitration Procedures only if the changes are arbitrary or capricious or inconsistent with section b. immediately above. The Arbitrator will be strictly limited to the standard agreed-upon herein and any award may only provide prospective relief (that is, changes in a future plan year).
3. **It is understood and agreed that nothing in this agreement alters the PHI Retirement Plan, the PHI Retirement Savings Plan or Long Term Disability Plan (LTD), except claims related disputes and appeals must be processed through the Plan's appeal processes. Plan design changes to the PHI Retirement Plan, PHI Retirement Savings Plan and LTD Plan are subject to bargaining with the Union.**
4. The parties agree that for the purpose of this Agreement, the Plan structure shall be viewed in two elements: 1) the plan design elements, which shall include the type and level of services offered and

- 2) the cost share elements which shall include a) participant contributions, b) co-pays, c) deductibles, d) out of pocket maximums and e) co-insurance levels (i.e., 90/10, 80/20, 70/30).
5. The parties agree that any disputes arising from or related to all benefit plans offered to Local 1900 members will not be subject to the Grievance and Arbitration provisions of the 2012 Collective Bargaining Agreement except as herein described:
- a. Claims related disputes and appeals will be processed through the appeals processes in the Plans and shall not be subject to the contractual grievance and arbitration processes.
 - b. The Union may grieve any Company-implemented plan design changes if they believe those changes are arbitrary and capricious or not consistent with the terms of this Agreement. In such case, the Arbitrator will limit his or her decision solely to whether or not this Agreement has been violated and any award must be limited to the terms of this Agreement.
6. In regard to the Medical Plans, Local 1900 will be eligible to participate in the PHI Medical Plans currently offered to Management employees and described in Exhibit 1 to this Agreement.
7. In regard to the Medical Plan Cost Share elements, the parties agree as follows:
- a. Medical Plan Co-pays
 - i. In 2013 **and 2014**, there will be no office visit co-pay increase. Primary Care visits will remain at \$25 and Specialist visits will remain at \$35.
 - ii. In 2015, Primary Care visits will be \$30 and Specialist visits will be \$40.
 - iii. In 2016 and in any year thereafter, the Company agrees that the co-pays will not increase by more than \$5.00 per year. **Further, the Company agrees that such co-pays shall not be increased more than \$5.00 in any three-year period.**
 - iv. Emergency Services – Out of Network – The following services shall be covered as indicated below:
 - 1. Emergency Room – employees pay 10% of costs after deductible if PPO or \$50 co-pay if HMO and deemed an emergency.
 - 2. Urgent Care Centers - employee pays \$5 less than the PCP office visit co-pay;
 - 3. Convenience Care Clinic – employee pays \$5 less than the PCP office visit co-pay;
 - 4. In 2016 and in any year thereafter, the Company agrees that the Emergency Services co-pays will not increase by more than \$5.00 per year. **Further, the Company agrees that such co-pays shall not be increased more than \$5.00 in any three-year period.**
 - v. Emergency Services –In-Network – The following services shall be covered as indicated below:
 - 1. Emergency Room – employees continue to pay 10% of costs after deductible if PPO or \$50 co-pay if HMO and deemed an emergency.
 - 2. Urgent Care Centers - employee pays \$5 less than the PCP office visit co-pay;
 - 3. Convenience Care Clinic – employee pays \$5 less than the PCP office visit co-pay;
 - 4. In 2016 and in any year thereafter, the Company agrees that the co-pays will not increase by more than \$5.00 per year. **Further, the Company agrees that such co-pays shall not be increased more than \$5.00 in any three-year period.**

- b. Medical Plan Deductibles (PPO only)
 - i. In 2013 **and 2014**, there will be no increases; the deductibles will remain at Individual/Family at \$350/\$1050 in network and \$600/\$1,800 out of network.
 - ii. In 2015, the deductibles will be \$400/\$1,200 in network.
 - iii. Effective 1-1-2015, the deductibles out of network will be \$650 per person, \$1950 per family.
 - iv. In 2016 and in any year thereafter, the Company agrees that deductibles (in network or out of network) will not increase by more than \$50.00 per year for an individual and \$150 per year for a family in any year. **Further, the Company agrees that such deductibles shall not be increased more than \$50.00 for an individual and more than \$150 for a family in any three-year period.**

- c. Medical Plan Out of Pocket Maximums (excludes Prescription coverage)
 - i. The Company agrees that the out of pocket maximums will not increase before 2016 and will remain at \$1,500 individual/\$4,500 family for in-network and \$4,000 individual/\$12,000 family for out of network.
 - ii. Effective in 2016 and in any year thereafter, the Company agrees that the out of pocket maximums will not increase by more than \$100 for an individual and \$300 for a family in any year. **Further, the Company agrees that such out of pocket maximums shall not be increased more than \$100 for an individual and \$300 for a family in any three-year period.**

- d. Medical Plan Co-Insurance (PPO)
 - i. The Company agrees that the co-insurance, currently 90%/10% in network and 70%/30% out of network, will not change **for the duration of the 2012 Collective Bargaining Agreement.**
 - ii. **Any future changes in co-insurance levels will be subject to bargaining with the Union.**

- e. In regard to the “working spouse” rule in the PHI Medical Plan, the Company agrees that the rule **will be implemented, effective 1-1-14.** The rule shall apply to employees whose spouse works full-time and has Medical coverage available to him/her through his/her employer. **In such cases, the following shall apply:**
 - i. **The working spouse monthly surcharge shall be the equivalent of the monthly employee contribution for Individual coverage for the plan selected. If the Individual contribution for the plan selected is \$80/month, the surcharge for working spouse shall be \$80/month. If the employee plus spouse contribution is \$160, then the surcharge would be an additional \$80, or \$240 in this EXAMPLE.**
 - ii. **This surcharge shall only apply if the employee elects to cover his/her spouse under the PHI Medical Plan.**

8. Prescription Plan

- a. Local 1900 employees will be eligible to participate in the PHI Prescription Plan currently offered to Management employees and described in Exhibit 2 to the Agreement.
- b. The current formulary requires 10% generic, 20% or \$20 for preferred drugs and 35% or \$35 for non-preferred drugs.

- c. The Company agrees to maintain the same formulary levels through the term of this agreement unless such change is required by or due to pricing changes implemented by the Prescription Plan vendor (currently Caremark) or is consistent with similar plans offered by the Company's vendor.
- d. The current out of pocket maximum for the Prescription Plan is \$1000 per person per year. The Company agrees that it will not increase the out of pocket max by more than \$100 per year during the term of the 2012 CBA. **Further, the Company agrees that the out-of-pocket maximum shall not increase by more than \$200 in any three-year period.**

9. Dental Plan

- a. Local 1900 employees will be eligible to participate in the PHI Dental Plan currently offered to Management employees and described in Exhibit 3 to the Agreement.
- b. The Company agrees to increase the annual maximum from \$2,000 to \$2,500 per year for the term of the 2012 CBA.
- c. The Company agrees that preventative services will no longer count toward the annual plan limit for the term of the 2012 CBA.

10. Vision Plan

- a. **Effective 1/1/2015**, Local 1900 employees will be eligible to participate in the PHI Vision Plans as described in Exhibit 4 to this Agreement.

11. Surviving Spouse Welfare Plan

- a. Local 1900 employees will be eligible to participate in the PHI Surviving Spouse Welfare Plan as described in Exhibit 5 to this Agreement.

12. Life Insurance

- a. Local 1900 employees will be eligible to participate in the PHI Life Insurance plan currently offered to Management employees (both basic life and supplemental) as described in Exhibit 6 to this Agreement.
- b. The Company agrees that the basic life insurance shall be two times base salary as set forth in the PHI plan for the term of the 2012 CBA.

13. Accidental Death or Dismemberment (ADD)

- a. Local 1900 employees will be eligible to participate in the PHI ADD currently offered to Management Employees as described in Exhibit 7 to this Agreement.

14. Travel Accident

- a. Local 1900 employees shall be eligible to participate in the PHI Travel Accident Plan currently offered to Management employees as described in Exhibit 8 to this Agreement.

15. Flexible Spending Accounts

- a. Local 1900 employees shall be eligible to participate in the PHI Spending Accounts currently offered to Management employees as described in Exhibit 9 to this Agreement.
- b. The Company agrees to continue to allow employees to contribute up to the statutory maximums.

16. Tuition Aid

- a. Local 1900 employees will be eligible to participate in the PHI Tuition Assistance Plan currently offered to Management employees as described in Exhibit 10 to this Agreement.

17. Employee Advisory Program

- a. Local 1900 employees will be eligible to participate in the PHI Employee Advisory Program (EAP) currently offered to management as described in Exhibit 11 to this Agreement.
- b. The Company agrees to increase the number of EAP visits from 3 to 5 for the term of the 2012 CBA.

18. During the term of the 2012 Labor Agreement, the employee contribution for bargaining-unit employees who elect coverage under the PHI Preferred Provider Organization (hereafter PPO), or the PHI Health Maintenance Organization (hereafter HMO) shall be as set forth below:

- a. Employees shall pay 20% of the monthly cost for coverage related to their medical plan, dental plan and vision plan.
 - i. **The Company agrees that 20% contribution level for medical, dental and vision will remain in effect for the duration of the 2012 Collective Bargaining Agreement.**
- b. The monthly cost will be determined by the Company on an average basis using the actual costs (actual processed claims costs plus other Plan costs, including administrative fees, stop loss insurance and other charges) for all employees in the PPO Plan, HMO Plan, vision plan and dental plan for the 12-month period ending June 30 in the prior year. Each Plan will be rated separately and include both management and union participants. Such costs shall also include the per employee costs of any coverage that may be carved out of any individual plan but offered up to all participants in such plans. For example, mental health coverage or prescription coverage could be carved out but per employee costs for such coverage would be considered in any plan using such coverage. If the Plan or any part of the Plan is or becomes insured, the Plan costs for the insured aspect will be the insured rates for the year in question.
- c. To determine contribution rates for the medical plans in 2012 and thereafter, the Company will calculate a per employee per month cost using costs for the 12-month period ending June 30 in the prior year. The Company shall then estimate the number of covered lives using the following factors:
 - i. 1 times factor for Individual coverage
 - ii. 2 times factor for Employee plus one Dependent coverage
 - iii. 3 times factor for Family coverage

Attached is Exhibit 12, which illustrates how these factors would be used in determining the monthly cost for each category of coverage.

- d. **In the future**, to determine contribution rates for the dental and vision plans until changed to three tier by the Company, the Company will calculate a per employee per month cost using costs for the 12-month period ending June 30 in the prior year. The Company shall then estimate the number of covered lives using the following factors:
 - i. 1 times factor for Individual coverage
 - ii. 2.47 times factor for Family coverage
- e. Further, the Company currently employs a two tier contribution structure (individual and family) for the PHI Dental Plan and the PHI Vision Plan. The parties agree that the two tier structure for these plans will remain in place but that Company may implement a three tier (individual, individual plus one and family) structure in the future.

Attached is Exhibit 1, which illustrates how these factors would be used in determining the monthly cost for each category of coverage.

19. Employees who elect to waive medical coverage (this includes waiving prescription and Mental Health/Substance Abuse coverage) will receive a credit of \$50 per month providing he/she is not covered under a Company-sponsored medical plan through his/her spouse. Such employees shall be eligible for Employee Assistance Program (EAP) benefits.
20. The Company reserves the right to offer new or additional medical plans in addition to any it may have offered in the past. Where there is no experience with a new plan, the parties agree that any contributions for the first year such a plan is offered will be negotiated between the Company and the Union. **Any such new or additional plans shall not replace any existing plans.**
21. Consistent with its rights under Section 22.07 of the Labor Agreement, the Company reserves the right to establish administrative rules related to the operation of this and other Benefit Plans. The formal Plan document shall contain more detailed information and will govern in the event of any questions regarding application of any Plan.
22. By virtue of the fact that bargaining-unit employees, upon retirement, may be required to contribute to the cost of retiree medical, no additional rights to retiree medical benefits are included in this Agreement. Although the Company plans to continue this Plan indefinitely, it reserves the right to modify, revise and/or discontinue this Plan following expiration of the 2012 Labor Agreement.
23. **The provisions of the 2009 General Memorandum of Understanding relating to Retiree Medical shall remain in effect during the 2012 Labor Agreement.**
24. **In accordance with the May 25, 2011 Staffing Agreement between the parties, the Company will continue to apply temporary upgrade pay as part of base pay when calculating the final average earnings used to calculate employee pension benefits.**

Equity Adjustment

For hourly pay grades 21, 20A, 20, 19A, 19, 18 and 17, each step within the pay grades will be adjusted as indicated below; these adjustments will be made prior to application of the GWIs in 2012 and 2013:

Effective **1st payroll period** after ratification (~~retroactive to June 4, 2012, if Contract ratified by September 27, 2012~~) for the rate then in effect prior to the 2012 GWI:

Each grade shall be increased ~~\$0.75~~ **\$0.60**/hour for each step

Effective June 3, 2013, for the rate then in effect prior to the 2013 GWI:

Each grade shall be increased \$0.25/hour for each step

All jobs within these pay grades are deemed to be properly rated based on the duties and responsibilities being performed as of ratification of the 2012 Labor Agreement whether or not all of the duties and responsibilities are reflected in the latest job descriptions.

The most recent version of Job Descriptions proposed by the Company during these negotiations for all jobs within these grades will be accepted.

Pay Grade and Step Structure in Annex A

Rather than listing pay grades for each classification, the Annex will list the hourly or weekly rate for each of the 5 Steps in the pay grade.

The following is for illustration only:

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Lead Revenue Analyst	\$1,249.25	\$1,273.00	\$1,292.75	\$1,318.50	\$1,334.75
Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Lead Line Mechanic- NERC	\$38.03	\$38.43	\$38.78	\$39.18	\$39.61

Nothing precludes the parties from negotiating non-standard pay rates

Part Time Employees

- Company can hire part time employees in the Customer Care Call Center. Part time employees must work a minimum of twenty (20) hours, but less than forty (40) hours. The cap number is **8 total employees for the duration of the 2012 CBA.** ~~10% of regular bargaining unit employees for the first year and 20% for any year thereafter.~~

Customer Care

New Energy Advisor Occupational Groups with job descriptions

Principal Service Rep-Energy Advisor.....	9 Weekly
Energy Advisor A.....	7 Weekly
Energy Advisor B.....	5 Weekly

Initial jobs will be posted. Candidates must come from existing PSR/Service Rep Occupational Group

Initial selections based on **seniority**, ability and performance

Future vacancies will be filled based on Quality Monitoring bands. The most senior employee rated in the highest band will be selected

Open Complement to the Energy Advisor A level

Will handle Delmarva and ACE calls when new CIS is operational

Existing PSRs and Service Representatives

Will answer Delmarva and ACE calls when the new CIS is operational

- a. No permanent pay grade changes
- b. Temporarily upgraded 1 pay grade **for the entire day** while answering Delmarva/ACE calls
- c. **The Company will rotate assignments answering Delmarva/ACE calls**
- d. Open complement to Service Rep A level

Bilingual Representatives

Effective three (3) payroll periods after ratification of the 2012 Labor Agreement, the Company agrees to increase the bilingual representative stipend to \$35 per week. This stipend shall be paid weekly unless the employee is off all week for any reason (such as sick, vacation, leave of absence). The parties agree that this stipend shall not count for purposes of any benefits plans such as life insurance, LTD or pension. An employee will be eligible for this stipend only if they were selected into a position where there was a bilingual requirement in the job posting. An employee shall not be entitled to the stipend just because he or she may have bilingual skills.

Unfair Labor Practice Charges

- 1. The Union agrees to withdraw its Unfair Labor Practice charge against the Company and grievance relating to the discontinued Safety Incentive program.**
- 2. The Company agrees to withdraw its Unfair Labor Practice charge against the Union relating to public remarks relating to staffing.**

GWI

- 2012 – 2.25% (effective 1st payroll period after ratification)
- 6 / 3 / 13 – 2.5%
- 6 / 2 / 14 – 2.5%
- 6 / 1 / 15 – 2.5%

Ratification Bonus

\$900 (before taxes) per employee – 3 payroll periods after ratification

Pay Scales

Weekly Rated Employees

2012 (Effective 1st pay period after ratification)					
PG	1	2	3	4	5
3	\$803.50	\$819.50	\$827.25	\$836.50	\$854.25
4	\$872.00	\$889.75	\$904.25	\$925.75	\$937.25
5	\$966.50	\$989.75	\$1009.75	\$1024.50	\$1040.25
6	\$1110.25	\$1129.75	\$1146.75	\$1163.75	\$1179.50
7	\$1207.50	\$1228.00	\$1243.75	\$1261.75	\$1279.50
8	\$1277.50	\$1301.75	\$1322.00	\$1348.25	\$1365.00
9	\$1387.50	\$1413.00	\$1440.25	\$1476.50	\$1502.00
9A	\$1532.25	\$1559.00	\$1588.00	\$1621.75	\$1648.75

Effective June 3, 2013					
PG	1	2	3	4	5
3	\$823.75	\$840.00	\$848.00	\$857.50	\$875.75
4	\$894.00	\$912.00	\$927.00	\$949.00	\$960.75
5	\$990.75	\$1,014.50	\$1,035.00	\$1,050.25	\$1,066.50
6	\$1,138.25	\$1,158.00	\$1,175.50	\$1,193.00	\$1,209.00
7	\$1,237.75	\$1,258.75	\$1,275.00	\$1,293.50	\$1,311.50
8	\$1,309.50	\$1,334.50	\$1,355.25	\$1,382.00	\$1,399.25
9	\$1,422.25	\$1,448.50	\$1,476.50	\$1,513.50	\$1,539.75
9A	\$1,570.75	\$1,598.00	\$1,627.75	\$1,662.50	\$1,690.00

Effective June 2, 2014					
PG	1	2	3	4	5
3	\$844.50	\$861.00	\$869.25	\$879.00	\$897.75
4	\$916.50	\$935.00	\$950.25	\$972.75	\$985.00
5	\$1,015.75	\$1,040.00	\$1,061.00	\$1,076.75	\$1,093.25
6	\$1,166.75	\$1,187.00	\$1,205.00	\$1,223.00	\$1,239.25
7	\$1,268.75	\$1,290.25	\$1,307.00	\$1,326.00	\$1,344.50
8	\$1,342.25	\$1,368.00	\$1,389.25	\$1,416.75	\$1,434.25
9	\$1,458.00	\$1,484.75	\$1,513.50	\$1,551.50	\$1,578.25
9A	\$1,610.25	\$1,638.00	\$1,668.50	\$1,704.25	\$1,732.25

Effective June 1, 2015					
PG	1	2	3	4	5
3	\$865.75	\$882.75	\$891.00	\$901.00	\$920.25
4	\$939.50	\$958.50	\$974.25	\$997.25	\$1,009.75
5	\$1,041.25	\$1,066.00	\$1,087.75	\$1,103.75	\$1,120.75
6	\$1,196.00	\$1,216.75	\$1,235.25	\$1,253.75	\$1,270.25
7	\$1,300.50	\$1,322.75	\$1,339.75	\$1,359.25	\$1,378.25
8	\$1,376.00	\$1,402.25	\$1,424.00	\$1,452.25	\$1,470.25
9	\$1,494.50	\$1,522.00	\$1,551.50	\$1,590.50	\$1,617.75
9A	\$1,650.75	\$1,679.00	\$1,710.25	\$1,747.00	\$1,775.75

Hourly Rated Employees

2012 (Effective 1st pay period after ratification)					
PG	1	2	3	4	5
7	\$17.77	\$18.04	\$18.33	\$18.59	\$18.85
8	\$18.33	\$18.59	\$18.85	\$19.18	\$19.45
9	\$19.83	\$20.05	\$20.42	\$20.74	\$20.96
10	\$21.49	\$21.86	\$22.18	\$22.57	\$22.85
11	\$22.40	\$22.75	\$23.12	\$23.43	\$23.76
12	\$24.73	\$25.08	\$25.42	\$25.75	\$26.16
13	\$27.72	\$28.12	\$28.36	\$28.77	\$29.15
14	\$29.18	\$29.60	\$30.01	\$30.42	\$30.75
15	\$30.42	\$30.88	\$31.25	\$31.61	\$32.09
15-A	\$0.00	\$0.00	\$0.00	\$0.00	\$32.83
16	\$32.09	\$32.50	\$32.84	\$33.30	\$33.75
17	\$34.52	\$34.95	\$35.35	\$35.75	\$36.15
18	\$36.46	\$36.92	\$37.25	\$37.61	\$38.16
19	\$38.53	\$38.90	\$39.27	\$39.68	\$40.14
19-A	\$39.50	\$39.91	\$40.27	\$40.68	\$41.13
20	\$40.49	\$40.90	\$41.26	\$41.67	\$42.11
20-A	\$41.28	\$41.71	\$42.08	\$42.49	\$42.94
21	\$42.46	\$42.88	\$43.24	\$43.65	\$44.08

Effective June 3, 2013					
PG	1	2	3	4	5
7	\$18.22	\$18.50	\$18.79	\$19.06	\$19.33
8	\$18.79	\$19.06	\$19.33	\$19.66	\$19.94
9	\$20.33	\$20.56	\$20.94	\$21.26	\$21.49
10	\$22.03	\$22.41	\$22.74	\$23.14	\$23.43
11	\$22.96	\$23.32	\$23.70	\$24.02	\$24.36
12	\$25.35	\$25.71	\$26.06	\$26.40	\$26.82
13	\$28.42	\$28.83	\$29.07	\$29.49	\$29.88
14	\$29.91	\$30.34	\$30.77	\$31.19	\$31.52
15	\$31.19	\$31.66	\$32.04	\$32.41	\$32.90
15-A	\$0.00	\$0.00	\$0.00	\$0.00	\$33.66
16	\$32.90	\$33.32	\$33.67	\$34.14	\$34.60
17	\$35.64	\$36.08	\$36.49	\$36.90	\$37.31
18	\$37.63	\$38.10	\$38.44	\$38.81	\$39.38
19	\$39.75	\$40.13	\$40.51	\$40.93	\$41.40
19-A	\$40.75	\$41.17	\$41.54	\$41.96	\$42.42
20	\$41.76	\$42.18	\$42.55	\$42.97	\$43.42
20-A	\$42.57	\$43.01	\$43.39	\$43.81	\$44.27
21	\$43.78	\$44.21	\$44.58	\$45.00	\$45.44

Hourly Rated Employees (continued)

Effective June 2, 2014					
PG	1	2	3	4	5
7	\$18.68	\$18.97	\$19.26	\$19.54	\$19.82
8	\$19.26	\$19.54	\$19.82	\$20.16	\$20.44
9	\$20.84	\$21.08	\$21.47	\$21.80	\$22.03
10	\$22.59	\$22.98	\$23.31	\$23.72	\$24.02
11	\$23.54	\$23.91	\$24.30	\$24.63	\$24.97
12	\$25.99	\$26.36	\$26.72	\$27.06	\$27.50
13	\$29.14	\$29.56	\$29.80	\$30.23	\$30.63
14	\$30.66	\$31.10	\$31.54	\$31.97	\$32.31
15	\$31.97	\$32.46	\$32.85	\$33.23	\$33.73
15-A	\$0.00	\$0.00	\$0.00	\$0.00	\$34.51
16	\$33.73	\$34.16	\$34.52	\$35.00	\$35.47
17	\$36.54	\$36.99	\$37.41	\$37.83	\$38.25
18	\$38.58	\$39.06	\$39.41	\$39.79	\$40.37
19	\$40.75	\$41.14	\$41.53	\$41.96	\$42.44
19-A	\$41.77	\$42.20	\$42.58	\$43.01	\$43.49
20	\$42.81	\$43.24	\$43.62	\$44.05	\$44.51
20-A	\$43.64	\$44.09	\$44.48	\$44.91	\$45.38
21	\$44.88	\$45.32	\$45.70	\$46.13	\$46.58

Effective June 1, 2015					
PG	1	2	3	4	5
7	\$19.15	\$19.45	\$19.75	\$20.03	\$20.32
8	\$19.75	\$20.03	\$20.32	\$20.67	\$20.96
9	\$21.37	\$21.61	\$22.01	\$22.35	\$22.59
10	\$23.16	\$23.56	\$23.90	\$24.32	\$24.63
11	\$24.13	\$24.51	\$24.91	\$25.25	\$25.60
12	\$26.64	\$27.02	\$27.39	\$27.74	\$28.19
13	\$29.87	\$30.30	\$30.55	\$30.99	\$31.40
14	\$31.43	\$31.88	\$32.33	\$32.77	\$33.12
15	\$32.77	\$33.28	\$33.68	\$34.07	\$34.58
15-A	\$0.00	\$0.00	\$0.00	\$0.00	\$35.38
16	\$34.58	\$35.02	\$35.39	\$35.88	\$36.36
17	\$37.46	\$37.92	\$38.35	\$38.78	\$39.21
18	\$39.55	\$40.04	\$40.40	\$40.79	\$41.38
19	\$41.77	\$42.17	\$42.57	\$43.01	\$43.51
19-A	\$42.82	\$43.26	\$43.65	\$44.09	\$44.58
20	\$43.89	\$44.33	\$44.72	\$45.16	\$45.63
20-A	\$44.74	\$45.20	\$45.60	\$46.04	\$46.52
21	\$46.01	\$46.46	\$46.85	\$47.29	\$47.75

