

Agreement between

**Central Maine Power
Company**

and

**Local No. 1837
International Brotherhood
of Electrical Workers**

May 1, 2021
through April 30, 2025



**CENTRAL MAINE
POWER**

An AVANGRID Company

Table of Contents

Article Title	Page
Preamble	1
I Recognition	2-3
II New Employees	3
III Co-operation	3
IV Discrimination	3-4
V Working Hours	4-6
VI Overtime and Stand-By Duty	6-12
VII Vacations	12-15
VIII Holidays	15-16
IX Wages	17-26
X Safety	26-27
XI Unsuitable Weather Conditions	27
XII Seniority	27-28
XIII Suspensions and Discharges	28-29
XIV No Strikes – No Lockouts	29
XV Adjustment of Grievances	30-31
XVI Arbitration	31-32
XVII Military Service	32-33
XVIII Sickness and Accident Benefits	33-36
XIX Funeral Leave	36-37
XX Job Forms – Posting	37-39
XXI Jobs for Disabled Employees, Retrogression, the Elimination of Jobs, and Layoffs	40-41
XXII Meals	41-43
XXIII Leave of Absence	44
XXIV Benefits	44-50
XXV Upgrades	51-52
XXVI Customer Relations Center	53-55
XXVII Union Security	55-57
XXVIII Bulletin Boards	57
XXIX Miscellaneous Provisions	57-58
XXX Notices	58-59
XXXI Separability Provision	59
XXXII Term of Agreement	59-60

SUPPLEMENTS	PAGE
Casual Temporary / and Part-Time Employees	61-64
Area and System Operators	64-69
Technicians – Microwave Fiber	69-71
Augusta Call Center	71-75
Administrative & Technical Support	76-119
Topical Index	120-122
Notes	124-129
Calendars	130-132

AGREEMENT

Between

CENTRAL MAINE POWER COMPANY

and

LOCAL No. 1837

INTERNATIONAL BROTHERHOOD

OF ELECTRICAL WORKERS

May 1, 2021 to April 30, 2025

AGREEMENT entered into by and between CENTRAL MAINE POWER COMPANY, hereinafter referred to as “Company” and LOCAL UNION NO. 1837 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, hereinafter referred to as “Union”.

WITNESSETH:

WHEREAS, both the Company and the Union desire to maintain, with respect to the employees of the Company represented by the Union, an effective collective bargaining relationship between them, to provide means for the amicable settlement of grievances and disputes, to fix the wage scale of said employees, to provide reasonable and fair working hours and conditions for said employees, to enable the Company to furnish efficient and high grade service to the public, and to conserve and promote the interests of both the members of the Union and the Company.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter set forth, **IT IS AGREED AS FOLLOWS:**

Article I

RECOGNITION

SECTION 1. The Company recognizes the Union as exclusive representative for all full-time and regular part-time employees in the following Production classifications:

Lead Lineworkers, Lineworkers, Troubleshooters, Field Planners, Line Inspectors, Line Inspectors – Traveling Crew, Operations Clerks, Utility Workers, Cable Splicers, Service Workers, Service Journey Workers, Revenue Data Readers, Radio Service Testers and Installers, Protective Equipment Testers, Master Technicians, Mechanics, Inventory Parts Clerks, General Helpers, Inventory Handlers, Stockhandlers, Freight Deliverers, Message and Material Deliverers, Lead Warehouses, Lead Material Waste Handlers, Central Material Handlers, Warehouse Clerks, Lead Customer Communication Dispatchers, Customer Communication Dispatchers, Lead Meter Technician, Meter Techs, Meter Lab Technicians, Meter Testers, Lead Shop Technicians, Shop Technicians, Lead Rigger Mechanics, Rigger Mechanics, Machinist Welders, Lead Material and Hazardous Waste Technicians, Material and Waste Technicians, General Repairers, NASC Clerks, Electrical Specialists, Lead Power Technicians, Electrical Techs, Power Techs, Substations Technicians, Substations Clerks, Clerks, General Clerks, Lead Line Clerks, Line Clerks, Meter Clerks, Service Center Customer Representatives, Customer Relations Center Representatives, Customer Relations Center Administrative Specialist, Area and System Operators, Technicians – Microwave Fiber, and Local Representatives.

The foregoing recognitions do not include, but specifically exclude executives, working supervisors and supervisors, confidential employees and secretaries in the offices of Managers, Directors, and Supervisors, sales persons, local representatives and specialists.

SECTION 2. The Union represents part-time employees that do bargaining unit work in Company locations currently covered by the contract and its addendums. *See Supplement to Agreement – Part-Time and Casual Temporary Employees.*

SECTION 3. The words “employees” and “employee”, as hereinafter used, unless the context otherwise specifically requires, mean the employees designated in this Article. Provided, however, that if a majority of production or maintenance employees in any job classification other than one which is supervisory in the Company, desire to be represented by the Union in these bargaining units, and if

such classification is included in one of the other division bargaining units in the Company, such employees may, upon proof satisfactory to the Company of their desire, be included in this bargaining unit at the wage rate paid in the other bargaining unit and this Agreement shall apply to them from the date of such inclusion.

Article II

NEW EMPLOYEES

SECTION 1. New employees shall remain on the basis of temporary employment until notified by the Company that their employment is considered regular. This period of temporary employment shall not exceed six (6) months from the date of hiring. However, all new hires in Union classified positions will become union members immediately upon hire. The Union may not represent new employees in termination matters until their six month probationary period is completed.

SECTION 2. The Company will notify the Union of all new hires and terminations in represented classifications within one week of their occurrence. Rates of pay for new hires shall be included in the notification. All new hires will receive their pay by direct deposit.

Article III

COOPERATION

SECTION 1. Union employees of the Company agree to perform efficient work and service and to support efforts of the Company to achieve greater productivity. They and the Union further agree that they will use their influence and best endeavors to protect the property of the Company and to avoid waste of time and manpower, materials, tools and equipment.

Article IV

DISCRIMINATION

SECTION 1. The Company will not discriminate against, interfere with, restrain, or coerce any employee because of membership in the Union. The Union agrees that it will not coerce or intimidate Non-Union employees and that it will use its best efforts to prevent its members from so doing. The Union further agrees that there will be no solicitation of Union membership on Company time. Union officials will consult with appropriate department heads for approval prior to conducting Union business on Company time.

SECTION 2. Neither the Company nor the Union shall discriminate against any individual with respect to compensation, terms, conditions

or privileges of employment because of such individual's race, color, religion, age, sex, sexual orientation, national origin, physical or mental handicap, marital status or status as a disabled veteran or veteran of the Vietnam era or other military veterans.

Article V

WORKING HOURS

SECTION 1. The normal workweek shall be five (5) days per week and the normal workday shall be eight (8) hours per day. Except for shift workers and others listed in Section 2 below the regular hours of work for all employees normally working five (5) days per week shall be Monday to Friday inclusive, as listed below:

Line Departments, Substations Operations and NASC Services

Departments:

7:00 am to 3:30 pm with a one-half (½) hour noon period, with no noon travel. Employees will be expected to bring their lunches which will be eaten at or near the job site, unless the supervisor determines the conditions unsuitable and locates a more suitable location.

Revenue/Service & Business Department:

7:30 am to 4:00 pm with one-half (½) hour noon period. Revenue/Service Department employees may be assigned five (5) eight (8) hour workdays in the 7:00 am to 4:00 pm time period.

Garage Employees:

First Shift – 7:00 am to 3:30 pm with one-half (½) hour noon period;
Second Shift – 3:30 pm to midnight with one-half (½) hour meal period.

Warehouse, Safety Test Lab, Technical Meter Department & Radio

Service Department:

7:00 am to 3:30 pm with one-half (½) hour noon period.

SECTION 2.

- A. Some persons in the following classifications may work the following flexible work schedules:

Line Workers and Cable & Underground Workers assigned to construction work, or, on a voluntary basis for routine duties, may work four (4) 10-hour days per week in the Monday to Friday time period. The hours worked will be in a 5:00 am to 6:00 pm window of time.

Troubleshooters Under 12-Hour Shift Agreement:

Start times to be determined locally according to local business needs, but will fall in the 5:00 am to 7:00 am and 5:00 pm and 7:00 pm windows of time.

Communications Dispatchers Under 12-Hour Shift Agreement:

Start times to be determined locally according to local business needs, but will fall in the 5:00 am to 7:00 am and 5:00 pm and 7:00 pm windows of time.

Operations Clerks assigned WMS related work:

6:00 am to 2:30 pm and 11:00 am to 7:30 pm.

May be assigned four 10-hour days per week in the Monday to Friday time period. The hours worked will be in a 5:00 am to 6:00 pm window of time.

Service Journey Workers and Revenue Data Readers assigned DNP's, reconnects, premise visits, EMR and WMS related work:

May be assigned 8-hour workdays which fall in the 9:30 am to 8:00 pm window of time.

Service Journey Workers and Service Workers:

May be assigned 8-hour workdays which fall in the 7:00 am to 8:00 pm window of time. Service Journey Workers and Service Workers who are doing credit and collection work may be assigned four (4) ten (10) hour days in the Monday through Thursday time period. The work hours worked will fall within the 7:00 am to 8:00 pm time frame.

Clerical Workers assigned WMS, MMS, DNP processing and EMR:

6:00 am to 2:30 pm; 7:00 am to 3:30 pm; 10:00 am to 6:30 pm; 11:00 am to 7:30 pm.

May be assigned four 10-hour days per week in the Monday to Friday time period. The hours worked will be in a 5:00 am to 6:00 pm window of time.

Substations Operations & NASC Services:

All Substations and NASC classifications may be assigned 10-hour days per week in the Monday to Friday time period. The hours worked will be in a 5:00 am to 6:00 pm window of time.

Stores Department:

Inventory Handlers & Stock Handlers assigned work to support others working flexible hours:

6:00 am – 2:30 pm

7:00 am – 3:30 pm

9:30 am – 6:00 pm

Company Warehouse:

Freight Deliverer, Material Handlers, Messenger Deliverers:

6:30 am – 3:00 pm

8:00 am – 4:30 pm

Garage Department:

The Company may assign Garage Employees on a voluntary basis four (4) – ten (10) hour days in the Monday through Friday time period. The hours worked will fall within the 5:00 am to 12:00 am window of time.

Customer Relations Center 24 Hour Group:

- B. Any changes in work schedules, shifts, or working hours outlined in this Article will be made for a period which is not to be less than one (1) week in length.
- C. The Company shall give the Union a minimum of one (1) week notice of any such changes in work schedule, shift, or working hours. The Company will attempt to make changes so as to start at the beginning of a normal pay period and stop at the end of a normal pay period.

SECTION 3. If the Company determines in the future a need for alternate work schedules not listed in Section 2, it must first negotiate the proposed changes with the Union outlining the business justification for the change. Any changes made will conform to the requirements of Section 2B & 2C above.

SECTION 4. When crews are scheduled to work away from their regular reporting location for five (5) days or more, and the location of the job is more than one and one-half (1½) hours from headquarters, the employee will be allowed to travel back to headquarters on Wednesday afternoons and will return to the job site on Thursday mornings. Crews working away from their regular reporting location four (4) days or less will not be allowed to travel back to headquarters during the workweek.

SECTION 5. The traveling line crew – when traveling line crew members are required to travel more than one and one-half (1½) hours one way to the job site, the Company will provide lodging (two (2) per room) and a \$20.00 per night stipend.

Article VI

OVERTIME AND STAND-BY DUTY

SECTION 1. One and one-half (1½) times the regular hourly rates of pay shall be paid for all work in excess of eight (8) hours in the day and forty (40) hours in the week, without duplication. Except for changes

in schedule caused by changes in the lunch period or reporting time or by operating conditions, as for work in stations and substations, where changes in schedule may continue to be made upon customary notice which shall be at least twenty-four (24) hours when change of an employee's day off is concerned, and except as otherwise provided in this Agreement or in interpretations thereof mutually agreed upon, for work performed outside of their normal scheduled work day, employees shall be paid at one and one-half (1½) times their regular hourly rates without duplication. It is understood that changes in schedule will be kept to a minimum consistent with good operating procedures and the Company will give as much advance notice thereof as is reasonably possible under the circumstances. No major changes in schedule shall be made without discussing them with the Union.

All employees ordered to report for overtime duty shall receive for such work one and one-half (1½) times pay, except for Sundays when they shall receive double time pay for all hours worked, said time to be computed from the time they report at the regular work location until excused.

Employees who have worked overtime shall not ordinarily be required to lay off from normal work because of such overtime and should layoff be required there will be no loss of normal straight-time pay due to such layoff.

Overtime work shall be offered equally among all employees when practicable. A standard rotating overtime list will be used. (Person A is at the top of the list for one (1) week and offered planned overtime or called in for unplanned overtime first during that week. The next week Person A goes to the bottom of the list and Person B goes to the top, etc.).

SECTION 2. An employee who has gone home after his/her regular duty, or, who has returned home after a call-out, and thereafter, upon call from the Company, returns for emergency work, shall receive for each call-out no less than an amount equal to four (4) hours pay at straight-time rates except that if he is called out between the hours of midnight and 5:00 am, he shall receive no less than an amount equal to six (6) hours pay at straight-time rates which shall be in lieu of any form of travel allowance. It is understood that such minimums will not apply where the call-out is within two (2) hours of the start of his/her regular period of work and the employee does not return home before beginning such work. If an employee is called out on a holiday, he shall receive an amount not less than six (6) hours of regular pay.

When an employee is on a call-out, he should clear the job with the

Communications Center when the job is completed and return home. If the employee receives another call during the first call-out or, receives another call before he gets home, he shall report his/her time as continuous overtime, not as two call-outs. Employees shall report the time they actually work on their time sheets. The word "home" in this Section means that the employee is home or could have been home.

It is the Company's policy to give as much advance notice of planned overtime work requirements as is reasonably practicable under the circumstances. When an employee reports for such work, the stated call-out provision will apply and it is understood that if the planned work is held up he may be assigned other available work. If he is advised on less than eight (8) hours notice not to report for such work, he will receive two (2) hours pay at straight-time rates. On days outside of his/her regular work week, and on days during his/her regular work week, he will receive up to two (2) hours pay at straight-time rates for that portion of time that occurs between the scheduled beginning of the canceled job and his/her regular starting time for the day.

It is understood that an employee on a call-out is covered by workers' compensation insurance while traveling directly to headquarters or the job site to take care of an emergency.

The following job classifications fall under the call-out provision as described below:

All Lineworkers, Cable Splicers, Trouble Shooters, and Helpers in progression in one of these classifications.

Customer Communications Dispatchers

Helicopter Patrollers

Utility Workers

All Substation Operations and NASC Services Technicians, Riggers, Welders, and Helpers in progression in one of these classifications

Service Workers and Service Journey Workers who post into these positions after May 1, 2004.

Within nine (9) months of transfer, the above classifications will be required to make their primary residence within forty-five (45) minutes of their regular reporting locations, under normal driving conditions, and within posted speed limits. This is to be used as an operating guide. In each case, local conditions must be evaluated so that normally the employee can make himself available within the prescribed time after receiving a call.

SECTION 3. Premium payments provided in this contract and in the previous contracts for work in excess of eight (8) hours in the work day and forty (40) hours in the work week and for work outside the employee's normal scheduled work day have been and are made as non-duplicating and non-pyramiding payments for work in excess of such normal working hours and are to be credited toward any statutory overtime compensation due.

SECTION 4. All lineworkers coming into the lineworker progression after May 1, 1982, will be required to take their own stand-by for a period of not less than four (4) years from the time they are qualified to take stand-by.

Lineworkers in the lineworker progression prior to May 1, 1982, may waive stand-by duty provided they secure a replacement who is a qualified lineworker; if they are unable to secure a replacement they will be required to perform the scheduled duty.

All substation workers coming into the substation worker progression after May 1, 2009, will be required to take their own stand-by for a period of not less than four (4) years from the time they are qualified to take stand-by. Substation workers in the substation worker progression prior to May 1, 2009, may waive stand-by duty provided they secure a replacement who is a qualified substation worker; if they are unable to secure a replacement they will be required to perform the scheduled duty.

Lineworkers and Substations Operations and NASC Services workers assigned by the Company to do stand-by duty for the purpose of taking trouble calls outside of their normal scheduled working hours shall be paid for such stand-by duty as follows: (a) ten (10) hours pay at straight-time rates if required to stand by for seven (7) consecutive days, or (b) two (2) hours pay at such rates for each 24 hour period they are required to stand-by where less than seven (7) days stand-by duty is required. The 24 hour period is designed as starting at 7:00 am. When a holiday is observed within the stand-by period, two (2) hours pay at straight-time rates will be added to the amount otherwise paid for such stand-by period. All workers on stand-by duty will be included in scheduled overtime work in a reasonable and consistent manner if possible.

SECTION 5. If an employee is required to work sixteen (16) or more consecutive hours, he will be allowed a rest period of eight (8) hours off before returning to work, unless an emergency continues or arises which makes it necessary for the Company to continue his/her work or to call him back to work before the expiration of the 8-hour period.

Any part of such 8-hour rest period which extends into the employee's normal work schedule will be paid for at normal straight-time rates. Time taken for meals during work, and one, and only one, break from work of not more than two (2) hours, will be counted in computing the sixteen (16) consecutive hours worked. An employee who has completed sixteen (16) or more consecutive hours of work and has been released for rest shall take the eight (8) hours rest due unless directed to report back to work at an earlier hour by his/her supervisor. If an employee is released for rest time at his/her regular reporting time, or up to one hour after that time, the normal noon hour period will not be counted as part of the rest period and any unworked portion of his/her regular work schedule for that day will be paid.

SECTION 6. If an employee is required to work more than sixteen (16) consecutive hours, hours actually worked in excess of sixteen (16) will be paid at double time until the employee has had a rest period of at least eight (8) hours.

SECTION 7. Under normal working conditions, the maximum number of continuous hours worked will be seventeen (17)* followed by a minimum of seven (7) hours of rest.

SECTION 8. Duty people should work no more than seventeen (17)* hours in any twenty-four (24) hour period before being required to take a minimum of seven (7) hours rest.

All workers standing duty who work between the hours of 11 pm and 5 am will be allowed to report for work late the next day by the amount of time they worked between 11 pm and 5 am if they returned home after working. If they did not return home from work, they will be allowed to leave work early by the amount of time they worked between 11 pm and 5 am. All rest time granted for hours worked between 11 pm and 5 am will be paid at straight-time rates. If a person standing duty reports after 3 am, they will not be entitled to rest time.

**Section 7 and 8 – Employees should notify the supervisor in charge two (2) hours prior to the maximum number of hours available to work.*

SECTION 9. All workers who are not on stand-by duty who work overtime between the hours of 12 am and 3 am, will be allowed to leave work early that day by the amount of time they worked between 12 am and 3 am. All rest time granted for hours worked between 12 am and 3 am will be paid at straight-time rates.

This applies only to unplanned work, planned work with less than 24-hour notice and emergency response. This is not in effect during a declared system emergency where the employee receives rest time under the 17/7 provisions of the contract.

If the employee is entitled to rest under this section, Management may offer the employee to continue working. If the employee elects to continue to work, he will be paid two (2) times his/her normal rate of pay for those hours that the employee would have been on rest. The balance of the scheduled day shall be paid at the regular straight-time rate.

Start and stop times are based on the worker's normal reporting place or location.

There will be no pyramiding of rest time benefits.

SECTION 10. The following continuous work hours policy will be in effect when Management declares a "system emergency":

- A. On the first day of system emergency, the maximum number of continuous hours worked will be twenty-four (24), followed by a minimum of seven (7) hours rest.
- B. The second and all subsequent days of the system emergency will follow the 17/7 rotation.

If a system emergency lasts no longer than the initial twenty-four (24) hours worked, all hours worked will be paid according to the current pay rules. If the emergency lasts longer and employees are put on a 17 and 7 work and rest cycle, all hours from the beginning of the emergency will be paid at one and one-half times the normal rate of pay.

The system emergency pay provisions (1.5 times normal rate of pay for all work and rest hours) end with the last hour worked if it is followed by a mandatory eight (8) hours rest period.

Hours worked on Sundays or holidays during a declared emergency will be paid at the rates provided in the overtime and holiday pay sections of the Contract. Employees (on-shift or off-shift) will be paid double time for hours worked on Sundays and double time and one-half on holidays during system emergencies.

During a system emergency, the Company will provide breakfast and dinner. If the employee elects not to eat breakfast or dinner meal, they will not be eligible for an in lieu of for breakfast or dinner. The employee is responsible for lunch but the Company will pay an in lieu of for lunch.

Section 11. When employees who have lost normal working time, work on their day or days off, the hours worked equivalent to those lost shall be considered as normal working time and paid for at straight-time rates, and they shall be allowed by arrangement with their supervisor

to make up such lost time whenever possible, provided such lost time is made up within the same week in which it occurs. When such arrangement is made, it shall be considered that the employee has changed his/her schedule for that week, his/her lost time falling on his/her day off and his/her work time falling within his/her normal work period. Whenever such lost time is the result of an unexcused absence and the employee works on his/her day or days off, the hours worked equivalent to those lost shall be considered as make-up time and paid for at straight-time rates, whether or not such work is requested by the employee.

Article VII

VACATIONS

SECTION 1. Employees completing six (6) months continuous service with the Company not later than October 1 in any calendar year will be allowed in said year, a continuous vacation with straight-time pay of one (1) normal work week (40 hours) in that year. Thereafter, employees will be allowed vacation on the same terms according to the following schedule:

YEARS	VACATION
1	2 weeks (80 hours)
5	3 weeks (120 hours)
12	4 weeks (160 hours)
20	5 weeks (200 hours)

Vacations shall be without duplication and shall be taken at times appointed by the Company after consideration of requirements of the Company's business, employees' preferences and preferential privileges of employees with longest length of service. It is understood that in scheduling so many vacations among so many employees, greater regard must be given to requirements of the Company's business in appointing all vacations and in particular one of the three, two of the four, and three of the five weeks may be scheduled by the Company for taking at any time during the calendar year, and shall be scheduled at those times and on those operating occasions when in the Company's judgment they can most economically and conveniently be scheduled. Also, in scheduling the third, fourth and fifth weeks, length of service shall be a factor for consideration only (1) in and among the group of employees entitled to the third week in scheduling that week, (2) in and among the group entitled to the

fourth week in scheduling that week, and (3) in and among the group entitled to the fifth week in scheduling that week.

SECTION 2. Subject to the foregoing provisions, the second, third, fourth, or fifth week of non-shift workers entitled to such length of vacation may be split and taken in separate calendar weeks when in the opinion of the Company such split vacations would not interfere with the operating conditions of the Company. Each year, employees may split two (2) vacation days into four (4) hour half day increments to be used in the second half of each workday. An unused half day may be carried forward to the following year. In addition, fractional parts of a week (including unused holiday entitlement) may be carried forward to the following year with the understanding that in no event will it be used in increments of less than a half day. Fractional vacation and holiday combinations shall not exceed a total of thirty-two (32) hours, or four (4) days. Shift workers will be allowed to split two (2) weeks vacation at absolutely no cost to the Company. Preference will be given to full weeks over split weeks, and in no event may a vacation be split into a smaller unit than a four (4) hour half day, except as described in Article XXVI.

SECTION 3. Vacation preferences for the first four (4) months of the following year must be indicated on the calendar no later than December 1 of the preceding year. The first two (2) weeks of vacation entitlement must be indicated no later than May 1 of any year. This schedule will then be removed and reposted on May 15 to indicate any remaining vacation entitlement including carry-over.

SECTION 4. When requests for vacations are posted, the employee is to designate the order of preference by marking weeks 1, 2, 3, 4 or 5. Also, if a holiday occurs during a vacation period, the employee can request, at the time of posting, an additional day of vacation and the Company may either grant the Friday before or another day in the 15-month vacation scheduling calendar, or in lieu thereof, the Company may grant holiday pay.

SECTION 5. Up to two (2) weeks of employees' vacation benefit may be carried over into the following year provided that employees use the allotted time in full week increments and indicate their choice on a 15-month vacation scheduling calendar with first consideration given to employees with the longest length of continuous service. An employee may, in addition to the previously mentioned two (2) weeks, as indicated above, carry-over up to four (4) split vacation days. Any carry-over from one year to the next must be used by April 30 of the following year, and it is further understood that the total absence from

work because of vacation will not exceed four (4) consecutive weeks.

An employee may indicate on the vacation scheduling calendar that his/her first and/or second week(s) of vacation entitlement are to be used during the carry-over period, and in so doing, waives his/her right to protect those two (2) weeks in the calendar year in which the entitlement was earned.

SECTION 6. Employees who are discharged for cause shall not be entitled to vacation benefits. Employees whose employment is otherwise terminated, voluntarily or involuntarily, (a) on or after July 1 of any calendar year shall be entitled to a vacation benefit which would be due had they worked the entire calendar year, and (b) prior to July 1 of any calendar year shall be entitled to a pro-rata part of such vacation benefit upon the basis of one-sixth of the vacation pay for each month worked after January 1 of that calendar year. Fractions of a month shall be counted as a whole month in the pro-rating if the employee concerned has worked one (1) normal work week in that month. Employees who are retired under the Company's Retirement Income Plan on the first of the month immediately following their birthday will be entitled to vacations in full for the year in which they are retired provided they perform work for the Company in that year.

SECTION 7. Any employee who elects to retire on a date other than the first of the month immediately following their birthday, must work three (3) months into any calendar year (retirement date of April 1, or after) in order to qualify for his/her full vacation entitlement. Up to one (1) week of vacation entitlement may be taken at any time during the 1st quarter in order for the employee to get his/her full vacation entitlement. All other vacation benefits will be pro-rated on the basis of one-sixth (1/6) vacation entitlement for each month worked.

SECTION 8. In a case where an employee's vacation time has been appointed and he is subsequently, at the Company's request, required to postpone it or interrupt it in order to work, he will receive his/her vacation pay (pro-rated if less than his/her entire vacation time is worked) and, in addition, he will receive pay at time and one-half for the work performed, all provided no substitute vacation time is offered. If, when an employee's appointed vacation time has been changed by the Company, he is obliged to forfeit a deposit on a cottage rented for the period, the Company will reimburse him for one-half of the forfeited amount.

SECTION 9. In a case where the Company does not interfere with the taking of a scheduled vacation, but interference results from the employee falling ill or having an accident just before the end of his/her

work prior to his/her vacation period, the Company will, if requested, give him a second chance to take a vacation in that calendar year, if (1) the other employees concerned cooperate to that end, and (2) it can be done without additional cost to the Company.

An employee will be entitled to vacation pay if he is unable to receive his/her vacation entitlement because of illness or accident and does not return to work before the end of the year, less any actual vacation time which he may have received prior to this sickness or accident and provided he has performed work for the Company during the year.

The time paid as vacation will be considered a break in his/her sick leave and he will become entitled to an additional amount of sick leave for an illness or accident, if necessary, proportionate to the amount of vacation time paid during the month of December.

The amount of vacation entitlement will be based upon the full amount to which the employee has become entitled if the sickness or accident condition occurred on or after July 1. If the sickness or accident condition occurred before July 1, he will be entitled to a pro-rata part of such vacation benefit upon the basis of one-sixth (1/6) for each month worked after January 1 of a calendar year. Fractions of a month shall be counted as a whole month if the employee concerned has worked one (1) full week in the month.

Notwithstanding any provision of the foregoing, if an employee falls ill in October, November or December with a continuing illness which prevents him from taking the balance of his/her regular vacation which has been scheduled during these months, and provided he returns to work before the end of the year, at the Company's option the employee may carry over the vacation time until April 30 of the following year, or be paid for said vacation time.

Article VIII

HOLIDAYS

SECTION 1. New employees who are hired for full-time regular jobs shall receive their normal straight-time pay on holidays whether or not they are celebrated on their normal scheduled work days.

When employees are assigned work on a holiday, they shall also receive, in addition to such holiday pay, pay at time and one-half for all hours worked which fall within the employee's regularly scheduled work hours and pay at two and one-half (2½) times for all hours worked outside of the employee's regularly scheduled work hours. The following days are considered as holidays for the purposes of this Agreement:

New Year's Day
 Washington's Birthday
 Patriot's Day
 Memorial Day
 Independence Day
 Labor Day

Columbus Day
 Veteran's Day
 Thanksgiving Day
 Friday after Thanksgiving
 Christmas Day
 Floating Holiday

SECTION 2. After becoming a regular employee, the Floating Holiday for each employee may be taken on a mutually agreed upon day if the employee makes the request thirty (30) days in advance and there is no interference in the Company's operation. The Floating Holiday may be carried over until April 30 of the next calendar year. The Floating Holiday will be reported on time sheets and employees' paycheck stubs as an additional day's vacation.

SECTION 3. Holiday pay will be paid where such employee is on jury or witness duty, sickness, accident or funeral leave or other leave of absence provided he is eligible for pay from the Company while he is on such leave except that if he is on extended sick leave, he shall receive pay only for the holidays which fall within the calendar year in which he performs work for the Company. In cases where an employee receives holiday pay within a sick leave period, he shall be entitled to a substitute day of sick leave, if necessary.

If a holiday is observed on a day within the employee's vacation period, he shall receive an additional day off with normal straight-time pay at a time to be designated by the Company or holiday pay in lieu thereof, at the employee's election, provided (1) the employee notifies the Company of his/her election, (2) the Company determines that operating conditions permit it and (3) there is no additional cost or other penalty to the Company.

SECTION 4. When a holiday falls on Sunday, Monday is the day observed.

Likewise when a holiday falls on Saturday, Friday will be the day observed for the purposes of this Agreement. When a holiday falls on any other day, that day will be the day observed for the purposes of this Agreement, except that by mutual consent of the Company and the Union, if in some community there is a practically unanimous shift of observance of the holiday from one day to another, the Company's observance of the holiday in that community may shift to coincide with that of the community.

SECTION 5. All employees who work under a 10 or 12-hour shift agreement will be paid ten (10) or twelve (12) hours of holiday pay if the holiday falls on a scheduled workday or is used as a floating holiday

Article IX

WAGES

SECTION 1. The minimum wage rates of employees, subject to all the provisions in this article contained, shall be as follows during the term of this Agreement and any extension thereof. The below rates represent a one time market adjustment in 2021 to include a 3% General Wage Increase (GWI), with a 3% GWI, effective May 1st for each year thereafter.

Line Department	2021	2022	2023	2024
Lead Lineworker (T&D)	\$48.61	50.07	51.57	53.12
Lineworker 1/C (T&D) (60 mos)	\$44.15	45.47	46.83	48.24
Lineworker 2/C (36 mos)	\$33.65	34.66	35.70	36.77
Lineworker 3/C (18 mos)	\$30.44	31.35	32.29	33.26
Lineworker Apprentice (12 mos)	\$28.04	28.88	29.75	30.64
Lineworker Apprentice (9 mos)	\$25.67	26.44	27.23	28.05
Lineworker Apprentice (6 mos)	\$23.39	24.09	24.81	25.55
Line Helper (a) (start)	\$20.83	21.45	22.09	22.75
Lineworker 1/C (non T&D) (60 mos)	\$38.54	40.61	41.83	43.08
Trouble Shooter 1/C (T&D) (60 mos)	\$45.28	46.64	48.04	49.48
Trouble Shooter 1/C (non T&D) (60 mos)	\$39.43	40.61	41.83	43.08
Trouble Shooter 2/C (36 mos)	\$33.65	34.66	35.70	36.77
Local Representative	\$45.28	46.64	48.04	49.48
Traveling Lineworker 1/C (T&D) (60 mos)	\$46.14	47.52	48.95	50.41
Traveling Lineworker 2/C (36 mos)	\$35.36	36.42	37.51	38.64
Traveling Lineworker 3/C (18 mos)	\$32.11	33.07	34.06	35.08
Traveling Lineworker 3/C (12 mos)	\$29.77	30.66	31.58	32.53
Traveling Lineworker 3/C (9 mos)	\$27.40	28.22	29.07	29.94
Traveling Lineworker 3/C (6 mos)	\$25.13	25.88	26.66	27.46
Helper (a) (start)	\$20.83	21.45	22.09	22.75
Field Planner (30 mos)	\$35.92	37.00	38.11	39.25
Field Planner (24 mos)	\$32.75	33.73	34.74	35.78
Field Planner (15 mos)	\$29.92	30.82	31.74	32.69

Line Department	2021	2022	2023	2024
Field Planner (12 mos)	\$27.55	28.38	29.23	30.11
Field Planner (9 mos)	\$25.18	25.94	26.72	27.52
Field Planner (6 mos)	\$22.88	23.57	24.28	25.01
Line Inspector (30 mos)	\$31.58	32.53	33.51	34.52
Line Inspector (24 mos)	\$30.88	31.81	32.76	33.74
Line Inspector (15 mos)	\$29.92	30.82	31.74	32.69
Line Inspector (12 mos)	\$27.55	28.38	29.23	30.11
Line Inspector (9 mos)	\$25.18	25.94	26.72	27.52
Line Inspector (6 mos)	\$22.88	23.57	24.28	25.01
Line Inspector – Traveling Crew	\$35.33	36.39	37.48	38.60
Lead Line Clerk	\$31.12	32.05	33.01	34.00
Line Clerk (36 mos)	\$28.54	29.40	30.28	31.19
Line Clerk (30 mos)	\$25.67	26.44	27.23	28.05
Line Clerk (24 mos)	\$23.56	24.27	25.00	25.75
Line Clerk (18 mos)	\$20.53	21.15	21.78	22.43
Line Clerk (12 mos)	\$19.12	19.69	20.28	20.89
Line Clerk (6 mos)	\$17.80	18.33	18.88	19.45

Cable and Underground Department	2021	2022	2023	2024
Cable Splicer 1/C (48 mos)	\$44.15	45.47	46.83	48.24
Cable Splicer 2/C (30 mos)	\$33.65	34.66	35.70	36.77
Cable Splicer 3/C (15 mos)	\$30.44	31.35	32.29	33.26
Cable Splicer Apprentice (12 mos)	\$28.04	28.88	29.75	30.64
Cable Splicer Apprentice (9 mos)	\$25.67	26.44	27.23	28.05
Cable Splicer Apprentice (6 mos)	\$23.39	24.09	24.81	25.55
Helper (a) (start)	\$20.83	21.45	22.09	22.75

Revenue / Service Department	2021	2022	2023	2024
Service Worker 1/C (27 mos)	\$34.00	35.02	36.07	37.15
Service Worker 2/C (15 mos)*	\$29.69	30.58	31.50	32.45
Service Journey Worker 1 (9 mos)*	\$28.59	29.45	30.33	31.24
Service Journey Worker II (start)	\$25.17	25.93	26.71	27.51

Radio Service Department	2021	2022	2023	2024
Radio Svc. Test. Install. 1/C (48 mos)	\$36.53	37.63	38.76	39.92
Radio Svc. Test. Install. 2/C (30 mos)	\$32.76	33.74	34.75	35.79
Radio Svc. Test. Install. 3/C (18 mos)	\$30.25	31.16	32.09	33.05
(12 mos)	\$27.92	28.76	29.62	30.51
(6 mos)	\$24.52	25.26	26.02	26.80
Helper (a) (start)	\$20.83	21.45	22.09	22.75

Microwave / Fiber Technician	2021	2022	2023	2024
Microwave/Fiber Technician	\$37.84	38.98	40.15	41.35

Technical Meter Department	2021	2022	2023	2024
Lead Meter Tech	\$42.51	43.79	45.10	46.45
Meter Tech A (48 mos)	\$38.64	39.80	40.99	42.22
Meter Tech B (36 mos)*	\$34.00	35.02	36.07	37.15
Meter Tech B (0-24 mos)	\$32.05	33.01	34.00	35.02
Meter Lab Technician (72 mos)	\$37.62	38.75	39.91	41.11
Meter Lab Technician (48 mos)	\$33.96	34.98	36.03	37.11
Meter Tester A (36 mos)*	\$29.99	30.89	31.82	32.77
Meter Tester B (18 mos)	\$27.26	28.08	28.92	29.79
Meter Tester B (12 mos)	\$25.11	25.86	26.64	27.44
Meter Tester B (6 mos)	\$22.87	23.56	24.27	25.00
Stock Handler A (24 mos)	\$29.94	30.84	31.77	32.72
Stock Handler B (15 mos)	\$27.26	28.08	28.92	29.79
(12 mos)	\$25.11	25.86	26.64	27.44
(6 mos)	\$22.87	23.56	24.27	25.00
Helper (a) (start)	\$20.83	21.45	22.09	22.75

Safety Department	2021	2022	2023	2024
Protective Equipment Tester 1/C (48 mos)	\$32.42	33.39	34.39	35.42
Protective Equipment Tester 2/C (24 mos)	\$29.89	30.79	31.71	32.66

Safety Department	2021	2022	2023	2024
(15 mos)	\$26.24	27.03	27.84	28.68
(12 mos)	\$25.11	25.86	26.64	27.44
(6 mos)	\$24.47	25.20	25.96	26.74
Helper (a)	\$20.83	21.45	22.09	22.75

Garage Department	2021	2022	2023	2024
Master Technician	\$37.85	38.99	40.16	41.36
Mechanic 1/C (48 mos)	\$35.98	37.06	38.17	39.32
Mechanic 2/C (24 mos)	\$30.82	31.74	32.69	33.67
Mechanic 3/C (18 mos)	\$28.39	29.24	30.12	31.02
(12 mos)	\$26.34	27.13	27.94	28.78
(6 mos)	\$25.20	25.96	26.74	27.54
Helper (a) (start)	\$20.83	21.45	22.09	22.75
General Helper 1/C*	\$25.20	25.96	26.74	27.54
Inventory Parts Clerk	\$31.71	32.66	33.64	34.65

Substation Operations	2021	2022	2023	2024
Electrical Specialist	\$48.39	49.84	51.33	52.87
' Electrical Tech I	\$44.99	46.34	47.73	49.16
' Power Tech I	\$44.99	46.34	47.73	49.16
Lead Power Technician	\$46.42	47.81	49.25	50.72
Substations Tech 1/C (48 mos)	\$41.64	42.88	44.17	45.50
Substations Tech 2/C (24 mos)	\$32.05	33.01	34.00	35.02
Substations Tech 3/C (6 mos)	\$29.51	30.40	31.31	32.25
Apprentice (start)	\$28.65	29.51	30.40	31.31
SubStations Clerk (15 months)	\$29.63	30.52	31.44	32.38
SubStations Clerk (12 months)	\$27.55	28.38	29.23	30.11
SubStations Clerk (9 months)	\$25.18	25.94	26.72	27.52
SubStations Clerk (6 months)	\$22.88	23.57	24.28	25.01

Service Center Stores Stock Department	2021	2022	2023	2024
Stock Handler A (24 mos)	\$29.94	30.84	31.77	32.72
Stock Handler B (15 mos)	\$27.26	28.08	28.92	29.79

Service Center Stores Stock Department	2021	2022	2023	2024
Stock Handler (12 mos)	\$25.11	25.86	26.64	27.44
Stock Handler (6 mos)	\$22.87	23.56	24.27	25.00
Helper (a) (start)	\$20.83	21.45	22.09	22.75
Janitor	\$21.34	21.98	22.64	23.32

Central Stores Department	2021	2022	2023	2024
Warehouse Lead (24 mos)	\$35.32	36.38	37.47	38.59
Warehouse Lead (18 mos)	\$30.73	31.65	32.60	33.58
Warehouse Lead (12 mos)	\$26.72	27.52	28.35	29.20
Warehouse Lead (6 mos)	\$23.24	23.94	24.66	25.40
Freight Deliverer	\$30.77	31.69	32.64	33.62
Lead Material Handler	\$35.32	36.38	37.47	38.59
Central Material Handler A (24 mos)	\$30.77	31.69	32.64	33.62
Central Material Handler B (15 mos)	\$28.50	29.36	30.24	31.15
Central Material Helper (12 mos)	\$24.91	25.66	26.43	27.22
Central Material Helper (6 mos)	\$21.34	21.98	22.64	23.32

NASC Services	2021	2022	2023	2024
Lead Shop Technician	\$41.51	42.76	44.04	45.36
Shop Technician 1 (60 mos)	\$40.26	41.47	42.71	43.99
Shop Technician II (48 mos)*	\$37.26	38.38	39.53	40.72
Shop Technician II (36 mos)	\$32.39	33.36	34.36	35.39
Shop Technician II (18 mos)	\$29.83	30.72	31.64	32.59
Shop Technician II (6 mos)	\$28.98	29.85	30.75	31.67
Shop Apprentice (start)	\$27.05	27.86	28.70	29.56
Lead Rigger Mechanic	\$39.75	40.94	42.17	43.44
Rigger Mechanic (48 mos)	\$35.98	37.06	38.17	39.32
Rigger Mechanic (36 mos)	\$32.52	33.50	34.51	35.55
Rigger Mechanic (24 mos)	\$30.45	31.36	32.30	33.27
Rigger Mechanic (12 mos)	\$26.71	27.51	28.34	29.19
Rigger Mechanic (6 mos)	\$24.07	24.79	25.53	26.30

NASC Services	2021	2022	2023	2024
Machinist Welder	\$37.17	38.29	39.44	40.62
Lead Material and Hazardous Waste Technician	\$36.81	37.91	39.05	40.22
Material and Waste Technician (24 mos)	\$31.16	32.09	33.05	34.04
Material and Waste Technician (12 mos)	\$25.11	25.86	26.64	27.44
Material and Waste Technician (6 mos)	\$22.87	23.56	24.27	25.00
General Repairer	\$21.34	21.98	22.64	23.32
NASC Clerk (15 mos)	\$29.63	30.52	31.44	32.38
NASC Clerk (12 mos)	\$27.55	28.38	29.23	30.11
NASC Clerk (9 mos)	\$25.18	25.94	26.72	27.52
NASC Clerk (6 mos)	\$22.88	23.57	24.28	25.01

Communications Center	2021	2022	2023	2024
Lead Customer Comm. Dispatcher	\$30.98	31.91	32.87	33.86
Customer Comm. Dispatcher (24 mos)	\$28.97	29.84	30.74	31.66
Customer Comm. Dispatcher (18 mos)	\$26.85	27.66	28.49	29.34
Customer Comm. Dispatcher (12 mos)	\$25.18	25.94	26.72	27.52
Customer Comm. Dispatcher (6 mos)	\$22.88	23.57	24.28	25.01
Helper (a) (start)	\$20.83	21.45	22.09	22.75

Utility Workers	2021	2022	2023	2024
Utility Worker 1/C (48 mos)	\$34.00	35.02	36.07	37.15
Utility Worker 2/C (36 mos)*	\$29.99	30.89	31.82	32.77
Utility Worker 3/C (18 mos)*	\$27.32	28.14	28.98	29.85
(12 mos)	\$25.18	25.94	26.72	27.52
(6 mos)	\$22.88	23.57	24.28	25.01
Helper (a) (start)	\$20.83	21.45	22.09	22.75

Service Center Clerical	2021	2022	2023	2024
Customer Representative (36 mos)	\$30.26	31.17	32.11	33.07
Customer Representative (30 mos)	\$25.67	26.44	27.23	28.05
Customer Representative (24 mos)	\$23.56	24.27	25.00	25.75
Customer Representative (18 mos)	\$20.53	21.15	21.78	22.43
Customer Representative (12 mos)	\$19.12	19.69	20.28	20.89
Customer Representative (6 mos)	\$17.80	18.33	18.88	19.45
Meter Clerk (36 mos)	\$28.54	29.40	30.28	31.19
Meter Clerk (30 mos)	\$25.67	26.44	27.23	28.05
Meter Clerk (24 mos)	\$23.56	24.27	25.00	25.75
Meter Clerk (18 mos)	\$20.53	21.15	21.78	22.43
Meter Clerk (12 mos)	\$19.12	19.69	20.28	20.89
Meter Clerk (6 mos)	\$17.80	18.33	18.88	19.45
General Clerk (24 mos)	\$23.96	24.68	25.42	26.18
General Clerk (18 mos)	\$20.53	21.15	21.78	22.43
General Clerk (12 mos)	\$19.12	19.69	20.28	20.89
General Clerk (6 mos)	\$17.80	18.33	18.88	19.45
Clerk (12 mos)	\$19.12	19.69	20.28	20.89
Clerk (6 mos)	\$17.80	18.33	18.88	19.45

Customer Care Center Representative	2021	2022	2023	2024
Customer Care Center Representative (MOD 3)	\$30.74	31.66	32.61	33.59
Customer Care Center Representative (MOD 2)	\$26.86	27.67	28.50	29.36
Customer Care Center Representative (MOD 1)	\$21.54	22.19	22.86	23.55

SECTION 2. Progression Pay Provision for New Employees and Employees in Learner Classifications and Provisions for Certain Transfers:

A. Lower Starting Rate for New Employees During First 6 Months.

During the first six (6) months of his/her employment in such status, a new employee selected to become a regular employee in any one of the above classified jobs may, at the Company's option, be paid up to 25% less than the classified rate for his/her job.

B. Progression Increases for New Employees and Any Other Employees When Advanced From Learner Classifications.

When a new employee or any employee in a learner classification marked "(a)" above is advanced to a higher classification, his/her progression shall be determined by the above schedule.

C. Mark-up on a Transfer to Another Classification in Another Department. When an employee having six (6) months or more of continuous service with the Company is transferred from one department to a job in another department, he/she shall, beginning with the date of transfer, receive the nearest higher step in the appropriate progression schedule as determined by the half-way point between the starting rate for the job and his/her rate for the job from which he/she is being transferred. If the half-way point is a step on the progression schedule, this shall be the rate at which he/she will transfer. In no case shall his/her new rate be greater than the established rate for the job to which he/she is transferred. He/she shall remain at his/her new rate until he/she has acquired the time and experience normally expected to reach this step. As qualified, he/she shall receive increases provided for in the progression schedule.

SHIFT WORKERS

SECTION 3. Shift workers are employees the majority of whose normal hours of work are to fit the requirements of the Company's business regularly scheduled outside the normal workday of the Company and generally on a rotating basis. In recognition of this, there will be added to the regular, straight-time rates of employees classified as shift workers a shift premium as follows:

- A. None for hours worked on the first or day shift scheduled to start between 4:01 am and 12:00 Noon, inclusive;
- B. 10% of the straight-time rate for all hours worked in the second or evening shift scheduled to start between 12:01 pm and 8:00 pm, inclusive;

- C. 15% of the straight-time rate for all hours worked on the third or graveyard shift scheduled to start between 8:01 pm and 4:00 am, inclusive.

These shift differentials shall apply only for time actually worked on regularly scheduled shift assignments in the particular department or service center and shall not apply to any benefits paid for time not worked including holiday pay for hours not worked, sickness and accident benefits, vacation pay, funeral leave, and jury or witness duty.

If shift workers are not notified at least thirty-six (36) hours ahead of a revised shift starting time, they shall receive one and one-half times pay for the first eight (8) hours of the shift.

Shift workers whose regular duties require them to work on Sunday shall receive for work on said day straight-time rates, plus an additional 25% of straight-time rates for such work as falls within their regular working hours.

Shift workers whose regular duties require them to work on Saturday shall receive for work on said day straight-time rates, plus an additional 15% of straight-time rates for such work as falls within their regular working hours.

Upon mutual agreement between them and the Company, employees who desire to trade shifts will be permitted to do so temporarily from time to time, provided that such interchange is completed within a payroll week so that it does not lead to or require the payment of overtime or other premium rates of pay.

SECTION 4. The Company and the Union have agreed that certain shift workers in the Line Department and Communication Center will work 12-hour shifts. The work schedule and other terms and conditions which apply to those workers are defined in certain side agreements signed by the Company and the Union.

SECTION 5. Subject to the pay rate limitations of Section 2, A, B, C above, an employee assigned to relief work on a regular schedule in more than one of the classifications in the above wage schedule shall receive the rate of pay equivalent to the composite weighted average of the rates of pay for the classifications in which he works.

SECTION 6. The Company has agreed to adopt a policy concerning pay for those employees who are called on to perform emergency service restoration work for other utilities other than those Maine utilities wholly or partly owned by the Company.

Therefore, it is understood that when employees of the Company are

called upon to perform work for such utilities their base hourly rate of pay will be equivalent to the base rates of pay of the Company in whose service area the work is performed.

In no event will the rate of pay be less than the employee's normal rate of pay.

Such rates will become effective when crews depart from their Company headquarters and, subject to usual understandings on hours worked and not worked, will apply until crews are returned to their Company headquarters. All other usual considerations such as premium pay, rest time, etc., will be applied in accordance with this Agreement. The Company reserves the right to determine the appropriate classifications, however, all Lineworkers must be a minimum of 2/C, with a minimum of one 1/C per truck.

Article X

SAFETY

SECTION 1. The Company will continue to make reasonable regulations designed to promote the safety and health of its employees during hours of employment. Representatives of the Company and the Union will meet from time to time at the request of either party to discuss such regulation.

The parties agree that they will work together to develop an environment and a culture that supports safe work practices. To accomplish this, the parties will have joint representation on both the Strategic Safety Board (SSB) and the Skilled Safety Panel (SSP) for the purpose of developing and addressing safety concerns. The SSB will be comprised of, at a minimum, a Union Representative and a company management representative. The SSB will continue to monitor and evaluate training and approach safety programs as a continuous improvement process.

Skilled safety panels (SSPs) will be jointly comprised of Management and Union subject matter experts, who will review issues put forth by local safety committees or the SSB. The various SSPs will issue recommendations based on their review to the SSB.

Selection of the committee members is the responsibility of each party.

When an employee has suffered an industrial accident, the Company will at the Union's request discuss the results of the Company's investigation of the accident with the Union representatives. When any new safety regulation is established, the Company shall send a copy to the Business Manager of the Union and it shall be subject to

the grievance procedure of this Agreement. A copy of the "Employee's First Report of Occupational Injury or Disease" as filed with the Workers' Compensation Commission will be given to the Union.

The Union agrees that its members shall comply with regulations made by the Company and will use the protective devices, wearing apparel and other equipment so provided in accordance with present practice of the Company for the protection of the employees from injury.

SECTION 2. It is understood that it is the Company's policy that an employee, working alone, shall request assistance if, in his/her judgment, the trouble is beyond his/her ability to repair safely and adequately alone.

SECTION 3. The Company will continue its present, general policy of replacing those standard, personal tools and equipment, as specified by the Company, which are supplied by employees in the several departments in the first instance and are used and worn out or lost in their work for the Company.

When replacements are requested, the old tools and equipment must be turned in or their loss satisfactorily explained. The Company will also provide, to the extent and in the manner provided by its present general policy, rain gear for certain employees when they are required to work outside in stormy weather.

Article XI

UNSUITABLE WEATHER CONDITIONS

SECTION 1. When the weather is unsuitable for outside work, regular employees in the Line Department and station repairs department shall, subject to emergency calls for outside work, work under shelter on such work as shall be assigned to them. Furthermore, it is not the intent of the Company to schedule outside work for other departments during extreme or hazardous weather conditions. The supervisor in each case shall determine if the weather is unsuitable for outside work, but wherever practicable he shall consult with his/her supervisor in making his/her decision.

Article XII

SENIORITY

SECTION 1. Selection by the Company of regular employees for promotion within the bargaining unit, or for demotion or furloughing because of a reduction in forces within the bargaining unit or because of the rights of any employee who has served with the armed forces of the United States and who is re-employed according to the provisions

of Article XVII hereof, shall, subject to these rights, be based upon the following factors:

- Length of Continuous Service in the Bargaining Unit
- Training
- Ability
- Efficiency
- Physical Fitness

SECTION 2. In promotion cases where there is an established line of progression, first consideration will be given to the employee having the greatest length of continuous service in that progression, on a local or departmental basis immediately below the one to be filled, other factors being equal.

SECTION 3. Where there is an increase in force after a layoff within any particular department in the bargaining unit, employees in the department who have been so laid off because of lack of work shall, if then available, be given preference over persons not formerly in the employ of the Company, and with respect to available former employees in a particular department, the selection among them shall be based upon the foregoing factors. The Union and the Company recognize that it may be necessary to make exceptions to the application of the foregoing seniority provisions in order to insure efficient operation of the Company's business. Any exception so made, however, shall, if questioned by the Union, be subject to the provisions of Articles XV and XVI hereof.

SECTION 4. An employee who is displaced shall have the right to return to his/her original classification in the same department should the original job be vacant or re-established. Appropriate credit will be given for the prior time in the classification. This right shall apply only to the first available opportunity and shall expire five (5) years from the date of the employee's displacement.

Article XIII

SUSPENSIONS AND DISCHARGES

SECTION 1. Except as provided in the last paragraph of Article XIV hereof, upon written request of the Union, made within seven (7) days from the date upon which a regular employee has been suspended or discharged, the Company shall grant a hearing to the regular employee involved and representatives of the Union. Upon receipt of such written request, the Company will inform the Union of the reason for suspension or discharge. The Company must state the length of such suspension within five (5) business days of the suspension. The

Director of Labor Relations or his/her designated alternate shall hold the suspension or discharge hearing within thirty (30) days from the date of the Union's written request for a hearing.

The hearing, at the election of the employee or the Union, will be conducted before the Director of Labor Relations or his/her designated alternate, and, if it is established that the employee has been dealt with without just cause, the employee shall be reinstated under such conditions and with such compensation for time lost as may be decided upon. However, the Director of Labor Relations may also modify penalties imposed by the Company.

SECTION 2. The Union may appeal the Director's decision to arbitration within fifteen (15) days after the date of the decision. If the decision is not appealed to arbitration within the aforementioned fifteen (15) days, the Director's decision will be final.

Time limits in this Article may be extended by mutual consent.

SECTION 3. Union business representatives may represent the employee at the suspension or discharge hearing without loss of basic pay.

Article XIV

NO STRIKES – NO LOCKOUTS

SECTION 1. During the life of this Agreement, the Union agrees that it will not authorize or approve any strike, stoppage or slowdown of work and the Company agrees that it will not engage in any lockout. During such period, each employee agrees that he will not engage in or induce others to engage in any strike, stoppage or slowdown of work. The Union further agrees that it will take every reasonable means which are within its power to induce employees engaged in any strike, stoppage or slowdown of work in violation of this Agreement to cease the same and to promptly resume their work, and that it will post a notice on all the bulletin boards of the Company within the bargaining unit for the notices to the employees, within 24 hours after receiving written notification from the Company of such violation, that the action of the employees was not authorized or approved by the Union and directing the employees to cease any further violation of this Agreement and to promptly resume their work. Except as provided in this paragraph, there shall be no responsibility on the part of the Union, its officers, representatives, or affiliates for any strike or other interruption of work.

SECTION 2. The Union agrees that should there be any strike, stoppage or slowdown of work in violation of this Agreement, the Company has the right to take disciplinary action, including discharge, against employees who engage therein.

Article XV

ADJUSTMENT OF GRIEVANCES

Should any dispute, controversy, grievance or difference arise as to the meaning, application or operation of any provision of this Agreement or of working conditions, the same shall be treated as a grievance and every reasonable effort shall be made to settle such grievance in the following manner:

STEP 1: The Union shall present the grievance to the employee's supervisor as designated by the Company or his/her alternate. The grievance will be processed and a decision rendered within three (3) working days of initial presentation by the Union to the employee's supervisor unless the time period is extended by mutual consent.

If a grievance is not presented within fifteen (15) working days of the event giving rise to the grievance, the grievance will be considered null and void.

STEP 2: The Union may next present in writing an appeal to the Department level. If the grievance is not appealed to this level within fifteen (15) working days of the Step 1 decision, the grievance will be considered null and void. The grievance shall be processed and a decision rendered within ten (10) working days of appeal by the Union unless the time period is extended by mutual consent.

If the Company's decision at Step 2 is not appealed to the Director of Labor Relations or his/her designated alternate, within fifteen (15) working days, the grievance will be considered withdrawn.

STEP 3: The Union may next present in writing an appeal for adjustment to the Director of Labor Relations or his/her designated alternate. The Director of Labor Relations will hold a hearing on the grievance where the Grievant will be represented by the Union. Grievances appealed to the Director of Labor Relations or his/her alternate will be processed and a decision rendered within twenty (20) working days of receipt of appeal unless the time period is extended by mutual consent.

If the Company's decision at Step 3 is not appealed to arbitration within fifteen (15) working days, the grievance may not be arbitrated.

Notification of appeal shall be in writing at Steps 2 and 3 and shall set

forth the act or occurrence grieved, the name or names of employees aggrieved where practical, the contract provision alleged to have been violated, if any, and the remedy requested. The specification of additional contract provisions alleged to have been violated may be made in subsequent appeals up to the third step of the grievance procedure.

Within five (5) calendar days of the date the answer is given at Step 2 and Step 3 of the grievance procedure, the Company will furnish to the Union a written statement confirming its position.

SECTION 2. Nothing herein shall prevent an employee or employees from presenting grievances to the Company and such grievances may be adjusted without the intervention of the Union as long as the adjustment is consistent with the terms of the collective bargaining agreement, provided that the Union has been given reasonable opportunity to be present at such adjustment.

If the Company does not respond within the prescribed time period, the grievance will automatically go to the next step in the grievance procedure. If any grievance remains unanswered by the Company at Step 3 in the prescribed time frame, the grievance will go to arbitration at the expense of the Company.

Time limits in the above Sections may be extended by mutual consent.

SECTION 3. Union business representatives may process grievances through Step 3 with management representatives during normal business hours without loss of basic pay. The schedule of such grievance meetings will be mutually agreed to by the Union and management representatives involved.

Article XVI

ARBITRATION

SECTION 1. Should any labor dispute, controversy, grievance or difference arise between the Company and the Union as to the meaning, application or operation of any provisions of this Agreement or of working conditions which cannot be mutually adjusted in the manner herein before provided, such dispute, controversy, grievance or difference shall be submitted, at the request of either party, to arbitration. Such request shall be made in writing claiming arbitration, stating the subject matter of the grievance, naming the arbitrator to represent the party claiming arbitration and requesting the other party to name the person selected as its arbitrator. Such other party shall promptly name its arbitrator and the two (2) arbitrators so selected shall promptly meet and select a third arbitrator, who shall be a disinterested person and shall act as Chairman. In the event that

said two (2) arbitrators shall be unable to agree upon a third arbitrator within three (3) days, the third arbitrator shall be appointed by the American Arbitration Association.

SECTION 2. The arbitrators shall be organized within fifteen (15) days after arbitration is claimed and shall give prompt hearing to the parties after reasonable opportunity to prepare the evidence, including any pertinent technical and engineering investigations. Decisions of the arbitrators shall be rendered within ten (10) days after the parties have been fully heard. Decisions shall be in writing and delivered to each of the parties. A decision by the majority of the arbitrators shall be final and binding upon the parties during the term of this Agreement and any extension thereof. Nothing herein shall prevent the Union and the Company from settling any grievance in respect to which arbitration has been claimed at any time up to final decision by the arbitrators, and in such event prompt notice of such settlement shall be given in writing to the arbitrators.

If, during the course of the hearing, an arbitrator appointed by one of the parties for any reason ceases to act, the arbitrator appointed by the other party shall resign and the remaining arbitrator appointed to act as a neutral shall continue with the hearing and determination of the controversy. There shall be no obligation to arbitrate a change in the terms of this Agreement and the arbitrators shall have no power to change the terms of this Agreement.

SECTION 3. Notwithstanding the foregoing, the parties may agree upon a single arbitrator who shall function in the same manner as the board of arbitrators and whose decision shall be final and binding upon the parties.

SECTION 4. Each of the parties shall pay the fees and expenses of the arbitrator selected by it and both parties shall bear and pay equally the fees and expenses of the third arbitrator and the general costs of arbitration. If a single arbitrator is agreed upon, both parties shall bear and pay equally his/her fees and expenses and the general costs of arbitration.

Article XVII

MILITARY SERVICE

SECTION 1. The Company will abide by the laws of the United States with respect to the re-employment of those of its employees who have left or will leave their employment with the Company to enter upon service with the armed forces of the United States. The period of absence from their duties with the Company of those re-employed

under this Article shall be computed as part of their total term of service with the Company (or its predecessors) in determining their seniority. The parties interpret said laws as applying with equal force to all members of said armed forces, however they may have become members thereof.

SECTION 2. Employees granted a leave of absence for two (2) weeks of required annual military duty will be paid the difference between their base rate of pay and their military pay for not more than one week (40 hours) of such two (2) weeks of military duty.

SECTION 3. Military leave will be adjusted for pay purposes on the basis of five (5) days of military pay vs. five (5) days of Company base pay. Military pay will continue to be defined as all pay and allowances received by the employee except specific allowances for travel and lodging which are disbursed by the employee for those services. Proof of eligibility will include providing the Company with a military pay voucher and receipts for disbursements in connection with travel or lodging allowances.

Article XVIII

SICKNESS AND ACCIDENT BENEFITS

Section 1 through 4 of this Article only apply to Employees entering the bargaining unit on or before April 30, 2014.

SECTION 1. Sickness and Accident Benefits are provided to employees so that they will have reasonable pay protection during illness or accident situations. It should be understood that Sickness and Accident Benefits are for bona fide sickness and accident situations only.

In the event an employee is unable to report for work because of sickness or accident, his/her supervisor should be notified immediately.

Satisfactory evidence of the right to receive S&A benefits, including a physician's statement or certificate, may be required by the Company on a case by case basis.

Sickness and Accident Benefits include full-pay Basic and Supplemental Benefits and a half-pay entitlement. Full-time regular employees will be entitled to the benefits described below.

As in other benefits, there shall be no duplication of payment.

SECTION 2. The accumulation of S&A benefit entitlements is based on time worked. Employees are eligible for accrual of benefits in any calendar month during which they were working, were on vacation or were on a leave of absence of less than a calendar month.

SECTION 3. Benefit Entitlements.

A. Basic Full-Pay Benefit

Length of Service	Gross Entitlement
6 months – 5 years	160 hours (4 weeks)
5 years – 10 years	240 hours (6 weeks)
10 years and over	320 hours (8 weeks)

Amounts of this benefit entitlement used during S&A leave may be re-established after return to active employment at the rate of 1/12 of the applicable gross entitlement for each calendar month worked, as defined, during which no S&A benefits were paid.

B. Supplemental Full-Pay Benefit

Additional full pay S&A benefits may be accrued for use should the basic benefit become exhausted. The supplemental entitlement, computed at the end of each calendar year, provides five additional days (40 hours) of full pay benefits reduced by the first forty (40) hours of S&A benefits paid during the year. Employees who have worked, as defined, less than twelve (12) of the months of the year will receive a pro-rata reduction in the forty (40) hours of entitlement before S&A paid benefits are deducted.

The Supplemental Benefit entitlements will accumulate from year to year and will only be reduced by payment of benefits following exhaustion of the Basic Full-Pay Benefit.

Upon becoming eligible for this benefit, employees will receive credit for the record established during their three (3) preceding calendar years of service with the Company.

C. Half-Pay Entitlement

In addition to full pay as provided above, each employee will be entitled to 174 hours (one month) of half-pay for each full year of continuous service with the Company. This benefit will be paid to employees on S&A leave after exhaustion of all full-pay benefits.

Half-pay entitlements received may be re-established after return to active employment at the rate of 1/12 of the unreduced accumulated entitlement for each calendar month worked, as defined, during which no S&A benefits were paid.

D. Industrial Accident Entitlement

If an employee is totally disabled as the result of an on-the-job

industrial injury covered by workers' compensation, then the employee, before becoming eligible for the S&A benefits provided by Sections A through C above, will first become entitled to special S&A benefits under an Industrial Accident Entitlement (IAE).

The IAE supplements the benefits received by the employee under workers' compensation, by paying the difference between the workers' compensation payments and the amount to which the employee would have been entitled under Section A above if disability has not been caused by an industrial injury. In addition, if the employee remains hospitalized at the expiration of the normal IAE coverage, he will also be eligible for up to an additional eight (8) weeks of extended IAE benefits.

After using up his/her IAE coverage, an employee who remains disabled will then begin using his regular S&A benefits provided by Sections A through C above. For purposes of Section C, each employee on industrial injury disability who has been continuously in the employ of the Company for six (6) months or longer shall be considered to have not less than fifteen (15) years of continuous service at the time of his/her industrial injury. An employee receiving S&A benefits as provided by this article shall be considered to maintain employee status until the exhaustion of all of the benefits provided by Sections A through D inclusive.

The amount of industrial benefit entitlement received may be re-established after return to active employment at the rate of one-half of the applicable gross entitlement for each calendar month worked, as defined, during which no S&A benefits were paid.

SECTION 4. Entitlement increases under A & C above resulting from service anniversaries will be applied effective on the first of the month following the anniversary provided that if the employee receives any S&A benefits during the period from the anniversary to the end of the month, inclusive, he also completes one full day of work in that period.

SECTION 5. Sick and Accident Benefits for Employees Entering the Bargaining Unit on or after May 1, 2014.

Sections 1-4 of this Article do not apply to full time regular employees entering the bargaining unit on or after May 1, 2014.

Employees entering the bargaining unit on or after May 1, 2014, will participate in the Union Sick, Short-term Disability (STD) and Long-term Disability (LTD) "Platform Plans" as will be described in the CMP Union Employee Benefits Handbook effective after May 1, 2014, with the following exceptions:

- A. After 30 calendar days of employment, employees will receive ten (10) days of sick leave to use for bona fide sickness and accident incidents. Every January employees will carryover any unused sick days and will receive up to five (5) days of sick leave but at no time will an employee have more than a total of ten (10) days of sick leave available for use in a calendar year.

SECTION 6. For All Employees

Effective May 1, 2014, sick, disability, and Family Medical Leave claims must be reported to the disability vendor and administered in accordance with the Sick, Short-term Disability (STD), and Long-term Disability (LTD) "Platform" Plans as will be described in the CMP Union Employees Benefits Handbook effective after May 1, 2014.

In the event an employee is unable to report for work because of sickness or accident, his/her supervisor should be notified immediately. If any employee uses sick leave benefits for three (3) or more consecutive days, he must report the incident to the disability vendor to be processed and approved.

If an employee's use of a sick leave or disability benefits is denied, the Company and the Union agree to meet to discuss the denial and begin the grievance process. Expedited arbitration will be used if the parties cannot resolve the grievance. In addition, simultaneously with the grievance process the employee must continue to follow the appeals process as outlined in the CMP Union Employees Benefits Handbook effective May 1, 2014.

Article XIX

FUNERAL LEAVE

SECTION 1. The Company's policy with respect to funeral leave from normal scheduled work (straight-time work) for its full-time regular employees is as follows:

- A. On request, such time as may be necessary up to three (3) consecutive working days with pay in cases of funerals of the employee's (1) relatives in his/her household; (2) parents (including fathers-in-law and mothers-in-law) or children outside his/her household and (3) brothers and sisters outside his/her household where extraordinary circumstances require such leave. At no time will this leave be extended beyond the first working day after the funeral.
- B. On request, such time as may be necessary up to one (1) day with pay in cases of funerals of the employee's close relatives (including

grandparents, grandparents of spouse, grandchildren, sister or brother of wife or husband, uncles and aunts and relatives listed in A above in cases where more than up to one day is not necessary). Up to one (1) day may also be granted for active pallbearers at the funeral of an employee or retiree. All one-day leaves must be confined to the day of the funeral.

SECTION 2. Funeral leave shall be without duplication of any other benefit. The amount of leave to be granted depends upon the requirements of each case and accordingly may vary from the minimum to the maximum allowable.

Article XX

JOB FORMS – POSTING

SECTION 1. The Company will provide forms on which employees may record their desires for transfers to other localities or other jobs. The forms should be photocopied. The original is to be sent to the individual and location indicated on the posting notice. The employee should retain the copy.

SECTION 2. When a regular position is created within the bargaining unit, or when a vacancy occurs therein which the Company decides to fill, the Company will (1) promptly send a copy of the notice to the Union, and (2) post notices thereof throughout the Company. If the job is not filled within forty-five (45) days from the removal date of the posting, such posting will be canceled. Employees selected to fill a job will, after such selection, be re-assigned to the new job within forty-five (45) days from the removal date of the posting, or will receive the applicable rate of the new job. Within sixty (60) days from the removal date of the posting, the Company will provide the Business Manager of the Union with the names, locations, departments and employment dates of individuals answering the notice and the individual selected for the position. The Company shall also advise the Union if the posting has been canceled.

SECTION 3. The Company will consider the application of employees for such position if they are presented in writing with a statement of the qualifications of the applicant within seven (7) working days after such notice was posted and need not consider employees within the Company who fail to apply. Considerations for answers to posting notices shall be in the following order:

It is understood that in all cases the only consideration shall be continuous bargaining unit seniority amongst the qualified applicants.

In the event a position is converted and there is no vacancy, it will be offered to the person in the local department with the most continuous bargaining unit seniority amongst the qualified employees.

The Company shall not be required to consider shift workers, Lineworkers in Jackman, Rumford, and Stratton, or Troubleshooters, Cable splicers, Customer Relations Center Representatives and 24 Hour Group Representatives for postings for other Company jobs within two (2) years of employment in their classification, but may do so.

The Company shall not be required to consider Line Workers (other than stated above), Substation Workers, Service Workers, Service Journey Workers, Lead Meter Tech, Meter Tech A, Meter Tech B for postings for other Company jobs within 18 months of employment in their classification, but may do so at their discretion.

Employees as of 5/1/21 except those under the 2 year hold above, will be eligible to move but will then be subject to the 18-month hold from that point forward. The 18-month hold will not apply to employees posting into a Lead job in the same classification.

Lead Customer Communication Dispatcher, Customer Communication Dispatcher, and Helper (a): The Company shall not be required to consider workers in previously mentioned positions (Communication Center) for posting for other Company jobs for 18 months after the employee becomes fully qualified in their classification, but may do so. However, an employee may post out within the first 6 months of starting the position.

SECTION 4. The Company shall not be required to consider the traveling line crew members for postings for company jobs if such posting would result in a make-up of less than fifty (50) percent first class line workers in the traveling line crew.

The Company agrees that any future expansion of new positions in the traveling line crew will be filled at a rate of no less than fifty (50) percent first class.

The Company shall not be required to consider the traveling line crew members for postings for company jobs if such posting would result in a make-up of less than 9 First Class Line Workers.

In the event the Traveling Line Crew contains less than 18 employees, and the company does not post the opening(s) within 45 days and/or fill the position(s) within 90 days, the minimum number of First Class Line Workers will be reduced by one for every two vacancies.

SECTION 5. Posting shall not apply to transfers made in accordance with the Article XXI on "Jobs for Disabled Employees, Retrogression and The Elimination of Jobs" or to any supervisory position and the term "vacancy" means an opening in a classification which is not filled by promotion of an employee in progression to such classification. Subject to the grievance provisions of this Agreement, the Company shall have the right to determine the qualifications for the classification and the qualifications of the applicants may be determined by an examination to be prepared by the Company. Representatives of the Union may be present while such examination is being taken. An employee who fails a progression examination shall be re-tested approximately three (3) months from the time he fails the examination, provided that there is satisfactory evidence that the employee has better prepared himself to take the second examination.

SECTION 6. An employee selected to fill a vacancy in a job classification beyond an established line of progression will be temporarily upgraded to that assignment for a period not to exceed three (3) months. If the employee fails the examination for that job classification, he will immediately return to his/her former assignment and will not be re-tested and the next senior employee will be considered for the vacancy. The employee who had been upgraded and failed the examination will not be eligible for that assignment for three (3) months and will not be upgraded a second time.

SECTION 7. The Company may (1) assign anyone to fill a vacancy or new position temporarily pending the posting of notices and the consideration of applications, and (2) assign anyone to perform temporary work or to replace an absent employee without regard to the posting provision.

SECTION 8. Fathers, sons, mothers, daughters, brothers, sisters, husbands and wives of relatives employed by the Company will not be eligible for transfer, promotions, or job posting to jobs in a department in the same district, or to jobs in the same plant where a father, son, mother, daughter, brother, sister, husband or wife is already assigned. The preceding sentence shall not apply to those continuing relationship situations which existed in a department or plant immediately prior to May 1, 1980, or to casual-temporary and part-time employees, or to those employees who are transferred because of (1) advanced age or other natural causes, or (2) an industrial accident with the Company, or (3) the employee's job having been eliminated.

Article XXI

JOB FOR DISABLED EMPLOYEES, RETROGRESSION, THE ELIMINATION OF JOBS, AND LAYOFFS

SECTION 1. If a regular full-time employee below retirement age becomes unable to perform fully the duties of his/her job due to (1) advanced age or other natural causes, or (2) an industrial accident with the Company, or (3) his/her job having been eliminated, it is the policy of the Company to transfer him to another classification if in the Company's judgment there is an opening existing in such classification and he can do the work therein safely and efficiently. Where the conditions for such a transfer do not apply the Company will endeavor to apply other benefit plans for which the employee may be eligible, such as sick leave or early retirement, or a combination of both. If the employee's job has been eliminated, and he does not qualify for sick leave and early retirement combined, he will be paid severance pay as provided below.

When a transfer for such causes is made for an employee who has had ten (10) or more years of continuous service with the Company, his/her rate of pay will be gradually reduced to the rate of his/her new classification in five (5) equal steps, one at each six-month interval until the rate for the new classification is reached, except that:

- A. If such transfer for such employee is the direct result of an industrial accident with the Company, his/her ultimate rate on the steps shall be a point midway between the rate of his/her previous classification and that of his/her new classification; provided, however, if he has twenty (20) or more years of service with the Company, there shall be no retrogression in his/her rate of pay on account of such transfer, and
- B. If such transfer for such employee is not the direct result of an industrial accident and if he has not been offered a job with as high or higher hourly rate than he previously had: If he has twenty (20) or more years of continuous service with the Company, there shall be no retrogression in his/her rate of pay on account of such transfer.

Any general increase in wages to such employees shall be the same as those for the classification to which they are transferred.

SECTION 2. In applying wage steps on retrogressions, the first step will become effective on the date of transfer and the last step will be whatever amount is necessary to reach the rate for the new classification.

SECTION 3. An employee transferred under this policy will be given the title of the new job classification with the word "special" in the title .

SECTION 4. Where severance pay is applicable, a regular employee will be entitled to receive one week's pay for each year of continuous service with the Company. It is understood that if an employee receives severance pay for the period of time for which he may be entitled, such time will not be considered additional length of service with the Company.

SECTION 5. It is understood that in the administration of the policy that if the employee has been offered another job within the service center and he does not accept it, he will not be eligible for severance pay. Also, if an employee receives severance pay and is re-employed with the Company under conditions whereby his/her length of service is restored under Company policy, he shall be expected to make full restitution to the Company for the severance amount paid to him.

SECTION 6. In the event of layoffs, employees laid off will be the least senior by continuous bargaining unit seniority in the classification and department affected. For the purposes of this Section, department will be considered Company-wide.

SECTION 7. Laid off employees who are rehired by the Company will be credited with the amount of bargaining unit seniority and Company length of service they had at the time of layoff.

ARTICLE XXII

MEALS

SECTION 1. When employees are called for overtime work at night, or on Saturdays, Sundays, holidays, or other days off, the Company shall provide meals as specified in the following paragraphs.

SECTION 2. Non-Shift Workers.

A. Breakfast

Where work is performed on an overtime basis thirty (30) minutes or more before normal start time on any normal scheduled workday and on Saturdays, Sundays, holidays, or other days off, the Company will provide the employee's breakfast.

Where overtime work is scheduled to start at the employee's regular reporting time, the employee will provide his/her own breakfast if he has been notified of the scheduled overtime work by close of work on the previous day.

When overtime work starts more than one and one-half (1½) hours before the regular reporting time on a normal scheduled workday, the Company will provide the employee's breakfast and dinner.

If, however, the employee is returned to headquarters one and one-half (1½) hours before his/her regular reporting time, the employee will be expected to provide his/her breakfast and his/her dinner.

B. Dinner (Mid-day meal)

The Company will provide dinner to meter readers who do not use vehicles in their jobs and who cannot return to headquarters.

C. Supper (Evening meal)

If the employee works more than one (1) hour beyond his/her normal quitting time, the Company will provide his/her supper.

SECTION 3. Meals on Call-Out. When overtime is worked on a call-out basis, meals will be provided by the Company when the call-out starts during the established meal periods as listed below, or the work continues into the established meal periods. If a meal allowance is paid in either of the above situations, the next meal entitlement will be earned four (4) hours from the end of the established meal periods.

A. Breakfast

The breakfast meal period is that period which starts one and one-half (1½) hours before an employee's regular reporting time and continues up to his/her regular reporting time.

B. Dinner

The dinner meal period is the regular noon hour during which an employee customarily eats his/her dinner on a regular workday. This period is established as a one (1) hour period to determine meal entitlements.

C. Supper

The supper period is that one (1) hour period which starts one (1) hour after an employee's regular quitting time and continues for one (1) hour.

SECTION 4. The provision that the Company will provide meals at four (4) hour intervals on an overtime basis, and subject to reasonable tolerances, means that upon the completion of a meal, the next meal will be provided four (4) hours from that time. When it is impossible to secure a meal, however, the entitlement to a meal allowance will be earned every four (4) hours.

In order to qualify for two (2) meals or a combination of a meal and an allowance, or two (2) allowances, an employee must work for a period greater than four (4) hours.

SECTION 5. The regular reporting times or quitting times will be the same for Saturdays, Sundays, holidays, or other days off as the reporting time or quitting time for a normal scheduled workday and the same meal periods will be observed unless changes are mutually agreed upon by the Company and the Union.

SECTION 6. Shift Workers. Whenever an employee is called to fill a shift assignment less than one and one-half (1½) hours prior to the time he is asked to report, he will be entitled to a meal provided by the Company.

A shift worker held over from his/her normal shift will be entitled to a meal provided by the Company if he works into the next shift more than one (1) hour.

A shift worker held over on a full double shift will be entitled to two (2) meals provided by the Company.

A shift worker called in to work an unscheduled shift will be entitled to a meal provided by the Company.

A shift worker working a scheduled overtime day will not be entitled to a meal.

SECTION 7. General. Meals, except in emergency and subject to reasonable tolerances, will be provided at four (4) hour intervals and, in general, are not to be eaten on Company time. However, in special situations where the Company does not allow a set time of at least one-half hour for meals, or requests that the employee secure a meal as quickly as possible, there will be no break in time.

Meals will be provided within the hours of work for employees starting on an overtime basis outside of regular scheduled hours and continuing for four hours or more.

The providing of a meal by the Company in accordance with the article above means that:

- A. The employee will be provided a meal; or
- B. The employee will be paid a meal allowance of \$ 10.00

SECTION 8. When an employee performing work for the Company is required to remain away from home overnight, the employee may be paid the aggregate amount of the meals to which he is entitled, or any portion thereof, on a daily basis; provided however, that in no case will this entitlement be carried over from one day to the next.

SECTION 9. All meal allowances are considered taxable income by the Internal Revenue Service.

ARTICLE XXIII

LEAVE OF ABSENCE

SECTION 1. When, in the opinion of the Company, they can be granted without unreasonable interference with the conduct of the Company's business, leaves of absence without pay, for the purpose of transacting Union business, shall be granted for reasonable periods of time to Union representatives at their request.

SECTION 2. If an employee of the Company shall be permanently employed by the Union in an official capacity, he shall upon being relieved of his/her position with the Union, if within a period not exceeding one year from the date he leaves the Company, be entitled to be reinstated in the position he held with the Company at the time of his/her leaving and at the rate of pay being paid for the position at the time of his/her reinstatement. An employee who is reinstated under the foregoing conditions shall not be entitled to pay from the Company during his/her absence, but shall not lose his/her seniority which shall accrue during his/her absence.

ARTICLE XXIV

BENEFITS

SECTION 1. The Company agrees that it will not of its own volition, without the consent of the Union, make any changes during the life of this Agreement in the following policies which would decrease the benefits for employees in the bargaining unit provided therein:

Jury or Witness Duty by Employees

Pension Plans

The Company may make modifications to The Retirement Income Plan for Union Employees of Central Maine Power Company and The Retirement Income Plan for Non-Union Employees of Central Maine Power Company (collectively, the "Pension Plans"), and the Central Maine Power Company 401(k) Union Plan and the Central Maine Power Company 401(k) Non-Union Plan (collectively, the "401(k) Plans") and any successor or successors to the Pension Plans or 401(k) Plans, as may be necessary to comply with applicable laws, or to obtain the approval of the U.S. Treasury Department,

- Employees hired, or re-hired on or after January 1, 2002, and prior to September 1, 2009, will have their Cash Balance Formula frozen and will no longer be eligible for the Cash Balance Annual Pay Credits. An employee's Cash Balance Formula will continue to receive the applicable Annual Interest Credits on the balance of their account.

- Employees hired or rehired on or after January 1, 2002, and prior to September 1, 2009, will be automatically enrolled in the Union Savings and Investment Plan, if not already enrolled, and will receive automatic contributions equal to the amount the Cash Balance Annual Pay Credits would have been, with the table extended as shown on the attached chart.
- The Company will honor the previous agreements reached in 2000, 2004, 2009 and 2014 with regard to pension benefits. If any issues arise over the application of these previous agreements, including the issue of the applicable annual interest credit for the cash balance plan, both parties reserve all rights.
- The Company will not offer a pension benefit pension to any employee hired or rehired on or after September 1, 2009.

Parental Leave of Absence

Educational Aid Program

401(k) Plans

- Once eligible, for employees hired or rehired on or after September 1, 2009, the Company will match 150% of the first 6% of eligible compensation.
- Employees hired on or after May 1, 2000, and before September 1, 2009 the Company makes a matching contribution of 100% of every dollar saved, up to the first 4% of eligible compensation.
- Employees hired before May 1, 2000, the Company makes a matching contribution of 60% of every dollar saved, up to the first 5% of eligible compensation contributed and 50% for the next 2% of eligible compensation that is contributed.
- Effective January 1, 2015, base pay and overtime pay are considered eligible compensation for employee 401(k) contributions. The Company's matching contribution will continue to be calculated using base pay only.
- Effective August 2, 2021, the Company agrees to amend the 401(k) Plan as follows:
 - A. Merge union employees (i.e. Dispatchers, Tech/Admin, Microwave Fiber, and Customer Service) who participate in the Central Maine Power Company Employee Savings and Investment Plan for Non-Union Employees into this 401(k) Plan.
 - B. Change eligibility to "as soon as administratively possible."

- C. Add an auto enrollment feature that automatically enrolls new and rehired employees:
 - a. 6% deferral rate in age based appropriate target date fund
 - b. 30-day opt out period (can still opt out or change deferral % any time thereafter)
 - c. 90-day “unwind period – can recover money put in 401(k) Plan, with earnings (requires one-time retro auto enrollment for employees not currently participating)
- D. Add Roth deferral feature and in-plan Roth conversion option that allows participants to convert some or all of their 401(k) contributions to Roth 401(k).
- E. Increase the per pay period maximum allowance deferral % from 50% to 75%.
- F. Reduce the minimum required deferral % from 2% to 1%.
- G. Add a rollover withdrawal feature to allow participants, while still actively employed, to withdraw any money they rolled into the 401(k) Plan.
 - a. Increase the amount of allowable annual withdrawals from one to two.
- H. Implement a “paperless” loan process.
- I. The \$300 fee for the review of Qualified Domestic Relations Orders (QDROs) charged by QDRO Consultants, the 401(k) plan’s service provider, will be deducted from the 401(k) account of the affected participant.
- J. Rename the 401(k) Plan the “Central Maine Power Company 401(k) Union Plan.”

Surviving Spouse Benefit

SECTION 2. The Company and the Union agree to the following benefit program for employees effective January 1, 2005, in which they can choose specific benefits and levels of benefits to meet their individual or family needs.

- Medical Plans – PPO, Open Access HMO, and Basic Medical
- Long Term Disability Insurance (LTD)
- Life Insurance: Employee, Spouse, Child(ren)
- Medical and Life Insurance Continuation During Disability
- Dental Insurance
- Accidental Death and Dismemberment Insurance
- Pre-Tax Reimbursement Spending Accounts:

Health Care Account: For out-of-pocket medical, dental, and vision care expenses including deductibles and copayments.

Dependent Care Account: For child and other dependent care needed to allow you and your spouse to work.

A complete description of benefit plans can be found in the Benefits Handbook.

MEDICAL AND PRESCRIPTION DRUG PROGRAM FOR ACTIVE EMPLOYEES

The Company will utilize the following contribution methodology for the Union medical plan.

	Company Contribution	Employee Contribution
PPO	80% of monthly cost	20% of monthly cost
Basic Plan	80% of monthly cost	20% of monthly cost
Open Access HMO	80% of monthly cost for the PPO	Remainder of monthly cost for HMO

The maximum increase for the total premium rates which are used for determining employee contribution rates are 12%

For historical information relating to rates, please see the previous contract books.

No changes will be made to the plan designs offered to bargaining unit employees during the term of the contract other than:

- a. Changes required by law; and
- b. Changes to prevent cost-shifting to the Company or to the employees as a result of changes required by law.

For historical information relating to plan implementation, please see the previous contracts

An additional plan may be offered to these bargaining unit employees if necessary for the Company to avoid penalties under the Health Care Reform “affordability” rules.

A smoker surcharge of \$50.00 per month per employee will be added to the employee medical contribution rate if any persons covered by the employee’s plan have smoked cigarettes, cigars or pipes or have used tobacco products in the six months prior to their election of medical coverage for 2015. All surcharge proceeds shall credit the overall cost of the medical plans when calculating rates.

Effective January 1, 2018, and for the term of the contract, the retail pharmacy minimum and maximum copayments and the mail order copayments under the Excellus Open Access HMO and Excellus PPO Prescription Drug Plan are as specified below:

Company Contribution		Mail Order Retail Pharmacy	
(Generally a 90-day supply) you pay the flat dollar copayments lists below		(Generally a 30-day supply) you pay 20% of the cost of the drug, subject to the minimum and maximum copayments listed below	
Type of Drug	Copayment*	Minimum Copayment	Maximum Copayment
Generic	\$18	\$9	\$27
Preferred Brand- name	\$60	\$20	\$40
Non-preferred Brand-name	\$98	\$49	\$72

**Please note that if the actual total cost of your prescription is less than the minimum copayment for that tier, you will pay the actual total cost of your prescription.*

Non-preferred brand drugs will have a generic or preferred brand equivalent. If there is no generic or preferred brand equivalent, the prescription will be filled subject to the preferred brand copayment schedule.

The Basic Medical Plan includes prescription drugs, which pays 70% of the retail cost subject to medical deductible and OOP maximum.

Refer to your Benefits Handbook for further details.

Dependent Coverage Definition: The definition of “dependent” used in the Benefits Handbook in conjunction with the medical plan, dental plan, and children’s life insurance plan will be children who reach their 19th birthday are no longer covered unless they are a full-time student in which case they will no longer be covered when they reach their 23rd birthday.

Spousal Coverage Rule: The Spousal Coverage Rule will be in effect for all employees.

Spousal Coverage Rule – If your spouse works full-time (as defined by his or her employer) for a company that offers medical and/or dental coverage and the company shares in the cost of these

coverages, your spouse must enroll in his or her employers plan first and that plan will be primary for your spouse. If you want, you can then enroll your spouse in the Company’s plans and the two plans will coordinate benefits.

The Labor Management Committee will meet quarterly to review claims experience and discuss benefit issues. The Committee shall number ten (10) persons, five (5) appointed by the Union and five (5) appointed by the Company. Two (2) Union members of this Committee will serve as a liaison when the Company reviews proposals for medical services from potential vendors.

Employees who retired on or before January 1, 1990 will maintain pre-May 1, 1989 retiree life insurance and medical programs including “licensed” nursing home coverage.

“Grandfather” Provision. Employees who were eligible to retire with benefits on or before January 1, 1990 will maintain the \$100 deductible medical plan, with the “skilled” nursing home coverage, at no cost and will have no change in the pre-May 1, 1989 retiree life insurance program.

Transition. Employees whose age plus service as of January 1, 1990 equals “70” or more will be given credits to “buy up” to a better medical plan.

The Company will cap its contribution to the Post-Retirement Medical Plans for employees retiring on or after July 1, 2013. The cap for these rates will be the Company’s contribution rate in effect from July 1, 2012 through April 30, 2025

At any time during retirement, the retiree may waive participation in the Company’s Post-Retirement Medical Plans and will receive 75% of the Company’s contribution amount for reimbursement of pre-Medicare (less than 65) eligible health expenses and 50% of the Company’s contribution amount for reimbursement of Medicare (65 +) eligible health expenses. The reimbursement will be administered through a third party using a retiree reimbursement account (RRA).

The RRA will be used to reimburse eligible health care expenses as defined by the IRS. These expenses will include health premium amounts as well as out of pocket expenses not covered by the health plan or health care expenses if the retiree is not covered by a plan. Unused RRA balances at the end of the calendar year will roll over to the next calendar year.

If the retiree waives coverage from the Company Plan they will not be able to opt back into the Company Post-Retirement Medical Plans at any point in the future.

Employees who retire on or after July 1, 2005 and prior to July 1, 2013 will contribute the following amounts per participant:

July 1, 2021 \$98.43 per month per participant
July 1, 2022 \$103.35 per month per participant
July 1 2023 \$108.52 per month per participant
July 1 2024 \$113.94 per month per participant

For information on historical rates, please see previous contracts

Employees who retire on or after July 1, 2005 and prior to July 1, 2013 who become Medicare eligible (post 65) will contribute the following amounts for medical coverage beginning:

July 1, 2009 Employee \$ 50.00 per month
July 1, 2009 Spouse \$ 25.00 per month

** Eligible dependents other than employee and spouse will not contribute.*

The Company will not offer a Post-Retirement Medical Plan to new employees hired on or after September 1, 2009.

SECTION 3. The Company and the Union agree that the Union will be eligible for an annual bonus which will continue for the term of this Agreement with a maximum payout of a 3% payout each plan year.

The annual bonus payout for 2021 will be paid in 2022 at a guaranteed 3% regardless of achievement of applicable results.

The annual bonus payout for 2022 will be paid in 2023 at a guaranteed 2% regardless of achievement of applicable results and assuming achievement of applicable results will have the remaining 1% as an opportunity.

The annual bonus payout for 2023 will be paid in 2024 at guaranteed a 1% regardless of achievement of applicable results and assuming achievement of applicable results, will have the remaining 2% as an opportunity.

The annual bonus payout for 2024 will be paid in 2025 at guaranteed a 1% regardless of achievement of applicable results and assuming achievement of applicable results, will have the remaining 2% as an opportunity.

Details on eligibility, metrics, and plan rules can be found in the 2021 CMP Union Annual Bonus Plan document.

ARTICLE XXV

UPGRADES

SECTION 1. Upgrade to Higher Classification. Subject to the pay rate limitations of Article IX, Section 2, A, B, C, when an employee, who is fully qualified by training, ability, efficiency and physical fitness to perform work in a higher classification in the bargaining unit, is temporarily assigned by his/her authorized supervisor to perform such work and actually performs it for a period of eight (8) successive working hours or more, he shall receive the rate of pay of such higher classification. In the application of this provision, it is understood and agreed that there is a difference between an employee being assigned to duty generally in his/her regular classification, and his/her being assigned to duty specifically in a higher classification, and that to be eligible for the higher rate of pay after 8 successive working hours on a temporary assignment, the employee must be assigned to the higher classification by his/her authorized supervisor.

SECTION 2. When an employee in progression to an operating assignment fills in for an absent higher rated employee, the employee will receive the next higher step in his/her progression. If the employee is at the full rate of pay for his/her job assignment, he will receive the full rate of pay of the employee he is replacing.

SECTION 3. An employee temporarily assigned by the Company to work below his/her rating shall receive the rate of pay for his/her regular assignment until re-assigned to his/her regular job. This benefit shall not apply where the assignment is made at the employee's request.

SECTION 4. Supervisory Upgrade. The Company's policy with respect to temporary fill-ins for four (4) or more continuous hours, in the Line and Substations Operations Departments, for other than training purposes, when the supervisor directly in charge of a crew in the field is absent from the crew for that length of time and no other supervision is provided, will be as follows:

- A. For 4 or more but less than 8 continuous hours. A rated employee in the Line, Stations Operations, and Garage Departments will be assigned to fill in and be paid the appropriate Working Head rate of \$1.50 per hour for all hours so worked provided the employee supervises at least two (2) employees. Substation Operations and NASC Services Department employees in the position of Lead Carrier Technician, Lead Power Technician, and Lead Shop Technician I will be expected to supervise up to three (3) persons without an upgrade in pay.

The Revenue/Service Department will have a four (4) hour upgrade and this will be paid at a rate of \$1.50 per hour.

- B. For 8 or more continuous hours. A rated employee will be assigned to fill in and will be paid the temporary supervisors rate if the crew remains large enough to support the supervisor's rating (that is to say, if it continues to have at least four (4) employees supervised). If not, the employee will be paid as provided for in the preceding paragraph.

It is understood that this policy is a special one to fit this special situation of fill-in for a supervisor directing the work of a crew in the field when no other supervision is provided. It is not intended to work a change in the general requirement that an employee of first class rating or higher be qualified and required to direct employees of lower rating.

It is further understood that the clause "when no other supervision is provided" is intended to cover the situation where, for genuine operating reasons, crews are merged to perform work more efficiently and one supervisor is sufficient. It is not intended to provide in any way a method to circumvent or nullify the intent of the fill-in policy which would apply under most situations.

SECTION 5. The temporary meter supervisor rate will be given in those Service Centers that do not have a permanent meter supervisor. This upgrade will be paid to a qualified meter employee on a rotating basis when both the Business Manager and Operations Manager are absent for eight (8) or more continuous hours.

SECTION 6. There will be a temporary supervisors rate for Service Center Stores and NASC Services Warehouse/Shops.

SECTION 7. The temporary supervisors rate for Section 4, 5 and 6 above for eight (8) or more continuous hours is \$2.00 per hour.

SECTION 8. A temporary upgrade will be given when the Operations Manager, the Business Manager and the Service Administrator in the Service Center are absent for eight (8) or more continuous hours. A qualified employee will be assigned to fill in on a rotating basis and will be paid the upgrade rate of \$2.00 per hour. A four (4) hour temporary supervisor upgrade will be paid to clerical at a rate of \$1.50 per hour.

A temporary upgrade will be given when the Customer Relations Supervisor in the Customer Relations Center is absent for one (1) or more hours. A qualified employee will be assigned to fill in on a rotating basis and will be paid the upgrade rate of \$2.00 per hour.

ARTICLE XXVI

CUSTOMER CARE CENTER AND SERVICE CENTER CLERICAL

The Customer Care Center employees who have completed six months of continuous service will be eligible for eight (8) hours per year of personal time off, to be taken in increments of no less than one hour at a time for personal business. The Department Supervisor or WorkForce Management group must approve this time.

The Customer Care Center employees may take (48) forty-eight hours of vacation time per year and split this up into increments of no less than one hour at a time. The vacation time may be used after the personal time has been used. The Department Supervisor must approve this time.

In the event the Company seeks to transfer or relocate Customer Care Center employees to a different location, the Company will:

Bargain in good faith with the Union prior to the final decision to transfer or relocate.

Bargain in good faith with the Union over the effects of such transfer or relocation.

WORKING HOURS

Augusta Customer Care Center employees may be assigned eight (8) hour workdays which fall between 6:00 am to 6:00 pm, and by be offered a (4) four-day, (10) ten hours per day schedule on a voluntary basis. The hours worked will be in the 5:00 am to 7:00 pm period, Monday through Friday.

Departmental Seniority will be used for shift selection, with Company seniority being used if departmental seniority is the same

Customer Care Center 24 Hour Group:

The shift schedule will be a 3-2-2 rotation.

Each shift will be a 12-hour shift.

A noon break of one-half (½) hour will be scheduled normally between 12 noon and 1:00 p.m. with the exception of Customer Care Center employees working 12-hour shifts.

To meet the operating requirements of the Company, lunch hours may be scheduled at intervals between the hours of 11:00 am and 2:00 pm, but, when reasonably possible, any changes in the established schedule shall be arranged prior to the close of work on the previous day. Employees whose noon hours are rescheduled with less than the above-mentioned notice shall be paid one and one-half (½) times their

regular rate for working during their established noon hour and will be granted an alternate half (½) hour for lunch without pay.

MISCELLANEOUS PROVISIONS

SECTION 1. A Customer Care Center Representative who is called in or required to stay over, due to a storm, will, at the Company's discretion, be provided meals and lodging if he cannot return to his/her original reporting location.

SECTION 2. The Company shall not be required to consider workers in the Customer Care Center Representative classification for postings for other Company jobs within two (2) years of employment in their classification, but may do so.

SECTION 3. As needed, non-union employees will continue to be assigned to take customer calls, perform back office tasks and other miscellaneous duties as assigned. The Company will provide the Union notification, with the specific reasons why, if and when this occurs.

SECTION 4. Article VIII – Holidays applies to the Customer Care Center with the understanding that Management retains the right to have the Call Center open and fully staffed as needed on the following holidays: President's Day, Patriot's Day, Columbus Day, Veteran's Day, and the Day after Thanksgiving. The Customer Care Center will continue to offer the deferred holiday option for the holidays listed above.

The Customer Care Center will be open on a minimum of two (2) of the holidays listed above unless determined otherwise by the Company. The Company reserves the right to open and staff the Call Center for the other three (3) holidays listed above and if the level of staffing deemed necessary by the Company is not reached by seeking volunteers then employees would be required to report to work and the Company will use the standard rotating overtime list.

If the Company determines it is necessary to open the Customer Care Center on Veteran's Day and/or the Day after Thanksgiving, the Company will pay an additional a \$100 for each holiday to employees who work.

SECTION 5. Article XVIII – Sickness and Accident Benefits does not apply to the Augusta CRC employees. The following language applies to the Augusta CRC employees:

Effective January 1, 2014 employees will remain in the non-union plan unless a different agreement is reached in future contract negotiations. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan, except that employees

will be allowed to carryover a maximum of five (5) days with no more than a total of ten (10) days of sick leave per calendar year.

SECTION 6. Article XXIV – Benefits applies with the following exceptions:

For purposes of retirement income plans/savings and investment plans and post retirement medical benefits the Augusta CRC employees will remain in the non-union plan unless a different agreement is reached in future contract negotiations. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan.

The non-union short-term and long-term disability plans and current administration practices will continue to apply to the employees unless a different agreement is reached in future contract negotiations at the expiration of the successor Agreement to the current Production Unit contract. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan.

ARTICLE XXVII

UNION SECURITY

SECTION 1. The following provisions will apply to the employees in classifications covered by this Agreement:

- A. Employees who are regular employees and members of the Union or who may later become members, shall remain members in good standing as a condition of their employment while working in such classifications and while this Agreement remains in effect.
- B. Employees who are temporary and on probation shall apply for membership in the Union immediately upon hire as a regular employee and they remain members in good standing as a condition of their employment while working in such classifications and while this Agreement remains in effect. Provided that they shall have the right of withdrawal one (1) year after they become regular by notifying the Union by registered mail, return receipt requested, and postmarked within the seven (7) day period immediately preceding the date when they have served one (1) year as regular employees. Before such withdrawal becomes effective, it is understood that on request the Business Manager of the Union and the Director of Labor Relations of the Company will review the reason for the withdrawal, but this shall not prevent the withdrawal from becoming effective if the employee so desires. As soon as such temporary employees reach regular employee status, the

Company will forthwith notify the Union giving it the date of such change of status.

- C. Any employee attaining regular employee status who is transferred or demoted on other than a temporary assignment basis to such a classification (covered by this Agreement), shall apply for membership in the Union immediately after the effective date of such transfer or demotion (unless he had previously been in the bargaining unit and had exercised his/her right of withdrawal specified above) and remain a member in good standing as a condition of employment while working in such a classification and while this Agreement remains in effect. Provided that he shall have the right of withdrawal specified above to be exercised within the seven (7) day period immediately preceding the date when he shall have served one (1) year in such classification.
- D. Any employee who has been subject to the above Union membership requirement who is subsequently transferred or promoted, on other than a temporary assignment basis, out of the bargaining unit shall have the right of withdrawing from Union membership in accordance with the constitutional requirement that such withdrawal shall not prevent such employee from renewing Union membership when required herein as a condition of employment. If the Union refuses to accept as a member or refuses to continue the membership of any employee for any reason other than for failure to pay or tender payment of uniformly required initiation fees and periodic dues, the employee shall be exempt from the Union membership provisions of this Article.
- E. The term "member in good standing" means a member whose periodic dues, uniformly required of other members in the unit, are paid or tendered. The term "regular employee" means an employee hired to fill a regular job who has been employed by the Company continuously for a period of 6 months. The term "temporary employee" means an employee hired to fill a regular job who has not been employed by the Company continuously for a period of six (6) months.
- F. The Company agrees to check off and remit monthly to the Financial Secretary of the Union from the pay of each employee who is a member of the Union and who has so authorized the Company, in writing, by the first day of a month, the current regular weekly union dues or such amount as may from time to time be certified to the Company as being the current dues voted by the members of Local Union No. 1837, not including initiation fees, fines, or

special assessments. Such written authorization may be revoked by the employee at any time by written notice to the Company to be effective on the first day of the following month. If an employee, by a change of work assignment, is permanently transferred to an operation outside the bargaining unit, such authorization shall be considered revoked effective the first day of the month following such transfer.

SECTION 2. In the event of a transfer of a Union member from one division to another the Company may continue the authorized dues deduction as established and transfer the employee from one division listing to another. Necessary cancellations or authorizations for different amounts of deduction will be the responsibility of the individual and Local No. 1837.

SECTION 3. The Union shall indemnify the Company and shall hold it harmless against any loss or claims for damages resulting from the payment to the Union of any sums deducted, and in the event any action or claim is commenced against the Company to recover from it any sums thus deducted, the Union shall intervene and defend such action or claim.

SECTION 4. It is understood that the provisions of this Article shall not apply to:

Any supervisor or to anyone exempted from the provisions of this Agreement, including students on vacation work and engineering assistants who may be temporarily assigned to various departments of the Company.

ARTICLE XXVIII

BULLETIN BOARDS

Section 1. The Company will permit the use of bulletin boards for posting officially signed Union bulletins, it being understood that all bulletins other than routine notices for meetings shall be approved by the Department Manager before being posted.

ARTICLE XXIX

MISCELLANEOUS PROVISIONS

SECTION 1. Employees will not engage in any activities outside of their working hours for the Company which adversely affect the Company's business or the efficient performance of their duties with the Company. The Company, in turn, will not restrict those activities of employees outside of their working hours for the Company which

do not adversely affect the Company's business or the efficient performance of their duties with the Company.

SECTION 2. The Company shall meet with the Union from time to time at the request of either party at which time it shall provide the Union with copies of all D-2 reports it has filed and other relevant information which the Union shall reasonably request.

SECTION 3. It is not the Company's intent to allow supervisors not covered by the Agreement to perform work that employees subject to the Agreement are normally required to perform. This is not intended to apply to incidental assignments or emergencies or to change past practice where supervisors have normally performed more than incidental or casual assignments.

SECTION 4. Neither the Company nor the Union, through their officers, members, representatives, agents or committees, shall engage in any subterfuge for the purpose of defeating, evading or expanding the terms of intent of this Agreement.

SECTION 5. It is the intent of the Company to inform the Union of projects or work that may be assigned to an outside contractor. It is further intended that contractors shall conform to the Company's safety and working rules. The Company shall not use outside contractors to perform work regularly done by its regular employees if so doing would result in any regular employee being displaced from his/her job, discharged, or terminated.

SECTION 6. The Company agrees to notify the Union during the term of this Agreement with respect to the creation of any new bargaining unit job and any significant changes in existing classifications within the bargaining unit. Upon request by the Union, the Company will negotiate a wage rate for any such new job or changed job classification.

SECTION 7. It is agreed that certain supplementary letters of intent and interpretation have been written and delivered in the past and will be in the future, as well as side agreements, and all such letters and side agreements are to be considered as incorporated into this Agreement, and made a part thereof as if fully set forth.

ARTICLE XXX

NOTICES

Section 1. Any written request or notice from one to the other party provided for in Articles XIII, XIV, XVI, and XXXII hereof shall

be conclusively deemed for all purposes hereunder to have been effectively given if sent by registered mail, postage prepaid, addressed in the case of the Union to:

Business Manager/Assistant Business Manager
Local Union No. 1837, IBEW
16 Old Winthrop Road, Suite 1
Manchester, Maine 04351

and in the case of the Company to:

Director of Employee and Labor Relations
AVANGRID
180 Marsh Hill Road
Orange, CT, 06477

ARTICLE XXXI

SEPARABILITY PROVISION

SECTION 1. In the event that any provision of this Agreement shall conflict with any Federal or State law or regulation now or hereafter enacted or issued, such provision shall not remain operative or binding upon the parties hereto, but the remaining portions of this Agreement shall remain in full force and effect.

ARTICLE XXXII

TERM OF AGREEMENT

This Agreement in several counterparts, each of which shall be considered to be an original, when signed by the Company and the Local Union, or their authorized representatives, and approved by the International Office of the Union, takes effect as of May 1, 2021, and continues in effect for four (4) years to April 30, 2025, and thereafter from year to year, unless either party shall give the other at least sixty (60) days prior to April 30, 2025, or an anniversary of the latter date, written notice stating: (a) its desire that a change be made in the Agreement for the succeeding year, and (b) the general nature of such change or changes.

All previous agreements between the parties in comprehensive form similar to the form of this Agreement are hereby superseded and canceled.

This Agreement shall be binding upon the parties and their respective successors and assigns.

IN WITNESS WHEREOF, Central Maine Power Company has caused these presents to be signed in its name and on its behalf by its President and Labor Relations Director; and Local Union No. 1837 of the International Brotherhood of Electrical Workers has caused these presents to be signed in its name and on its behalf by its duly authorized officers, on this 1st day of May, 2021.

LOCAL UNION NO. 1837

By Tony Sapienza

Tony Sapienza
IBEW Business Manager

By Michelle Crocker

Michelle Crocker
President

CENTRAL MAINE POWER COMPANY

By Joseph Purington

Joseph Purington
CMP President

By Sharon Cogan

Sharon Cogan
Director, Labor Relations

SUPPLEMENT TO AGREEMENT

CASUAL TEMPORARY / AND PART-TIME EMPLOYEES

This Supplement to Agreement by and between CENTRAL MAINE POWER COMPANY and LOCAL UNION NO. 1837, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, is applicable to **casual temporary and part-time employees** performing represented work at any represented Company location.

Article I, II, V, VI, VII, VIII, XII, XVII, XVIII, XIX, XX, XXI, XXII, XXIV, XXV, XXVII, XXVIII, XXIX, and XXXI of the main Agreement are not applicable to casual temporary and part-time employees. All other Articles are applicable and Hours of Work, Wages and other issues shall be set forth in this Supplement.

EMPLOYEES EXCEPTED

Confidential employees and secretaries in offices of the Managers, Directors, and Supervisors, and student casual temporary part-timers are not covered by this Agreement. For their first six (6) months casual temporary employees are not covered by this Agreement.

NEW EMPLOYEES

New employees shall remain on the basis of temporary employment until notified by the Company that their employment is considered regular. This period of temporary employment shall not exceed six (6) months from the date of hire. However, all new hires in Union classified positions will become union members immediately upon hire. The Union may not represent new employees in termination matters until their six month probationary period is completed.

PART-TIME EMPLOYEES

The Union represents part-time employees that do bargaining unit work in Company locations currently covered by the contract and its addendums.

The following are definitions of employees who will be represented by the Union:

1. "Casual Temporary" employees who have completed six (6) months of work at forty (40) hours a week or more.
2. "Regular Part-Time" employees who work less than forty (40) hours a week, or who fill in for vacations.

It is expressly agreed that the Company has the right to hire and lay off part-time employees according to the Company's operational needs without a discharge hearing. Any laid off part-time worker represented

at the time of layoff will continue to be represented by the Union when rehired.

The casual temporary/part-time Union workforce will be capped at 55 positions.

BENEFITS

Part-time and casual temporary Union employees will receive the same benefit package as Non-Union part-time workers receive.

WAGES

The hourly rate of pay for each part-time employee will conform to the negotiated wage rates under the general contract and its addendums for full-time employees. The part-time employee's job classification will be assigned locally. The Progression Schedules negotiated under the general contract and its addendums will be followed.

The rate of pay for new part-time employees during the first 6 months of employment may be up to twenty-five percent (25%) less than the sixth-month rate for that classification.

WORK HOURS

The number of days worked in a week will be assigned locally at management's discretion according to local needs. Work hours will be assigned locally to meet local operating conditions, but will generally fall within the bounds of the local work hours outlined in the general contract and its addendums.

POSTINGS

The Company will consider the application of represented part-time employees for posted regular full-time positions before hiring outside the Company if the position is not filled by another full-time regular Union employee. Consideration for answering posting notices shall be as follows:

FOR SERVICE CENTER POSITIONS:

First – Within the department posting the position

Second – All other Service Center departments within the posting Service Center

A part-time Union employee who is awarded a full-time position will receive credit for their part-time service towards bargaining unit seniority and benefit entitlements including vacation time.

LAY-OFFS

A part-time employee can be laid off for lack of work as determined by local management without benefit of grievance, arbitration and

suspension/discharge provisions of this contract.

An employee will be considered laid off if he is without Company employment for four (4) consecutive weeks. A one day call-in to fill in, at the supervisor's request, will not be considered to break the layoff.

Laid off employees will be called first to fill part-time work assignments in their job classification at their work location. If they turn down the first recall assignment offered (more than a short duration fill-in assignment), they give up their recall rights. The Company will maintain a lay-off list at each work station.

UNION SECURITY

SECTION 1. All new part-time employees in Union classified positions covered by this Supplement will become union members immediately upon hire. Employees shall have the right of withdrawal after one (1) year of employment under the terms set forth in Article XXVII, Section 1,B of the Agreement to which this Supplement is attached.

SECTION 2. The Company agrees to check off and remit monthly to the Financial Secretary of the Union from the pay of each employee who is a member of the Union and who has so authorized the Company, in writing, by the first day of a month, the current regular weekly Union dues or such amount as may from time to time be certified to the Company as being the current dues voted by the members of Local Union No. 1837, not including initiation fees, fines, or special assessments. Such written authorization may be revoked by the employee at any time by written notice to the Company to be effective on the first day of the following month. If an employee, by a change of work assignment, is permanently transferred to an operation outside the bargaining unit, such authorization shall be considered revoked effective the first day of the month following such transfer.

SECTION 3. The Union shall indemnify the Company and shall hold it harmless against any loss or claims for damages resulting from the payment to the Union or any sums deducted, and in the event any action or claim is commenced against the Company to recover from it any sums thus deducted, the Union shall intervene and defend such action or claim.

SECTION 4. Employees covered by this Supplement shall not be required to pay dues during months in which they are not employed by the Company.

MISCELLANEOUS PROVISIONS

SECTION 1. Neither the Company nor the Union, through their officers,

members, representatives, agents or committees, shall engage in any subterfuge for the purpose of defeating, evading or expanding the terms or intent of this Agreement.

SECTION 2. The Company agrees to notify the Union during the term of this Agreement with respect to the creation of any new bargaining unit job and any significant changes in existing classifications within the bargaining unit. Upon request by the Union, the Company will negotiate a wage rate for any such new job or changed job classification.

SECTION 3. It is agreed that certain supplementary letters of intent and interpretation have been written and delivered in the past and will be in the future, and all such letters are to be considered as incorporated into this Agreement, and made a part thereof as if fully set forth.

SECTION 4. In the event that any provision of this Agreement shall conflict with any Federal or State law or regulation now or hereafter enacted or issued, such provision shall not remain operative or binding upon the parties hereto but the remaining portions of this Agreement shall remain in full force and effect.

SECTION 5. It is understood that an employee on a call-out is covered by workers' compensation insurance while traveling directly to headquarters or the job site to take care of an emergency.

SUPPLEMENT TO AGREEMENT

AREA AND SYSTEM OPERATORS

This Supplement to the Agreement by and between CENTRAL MAINE POWER COMPANY AND LOCAL UNION NO. 1837, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, and is applicable to **Area and System Operators** performing represented work in the System Operations Department.

Articles I, V, VI, VIII, IX, X (Sections 2 & 3), XI, XX (Sections 4 & 6), XXII, XXIV (Section 1 – Retirement Income Plan), XXV, XXVI, and XXIX (Section 7) of the main Agreement are not applicable to the Area and System Operators. All other Articles are applicable and Hours of Work, Wages and other issues shall be set forth in this Agreement.

RECOGNITION

The Company recognizes the Union as exclusive representative in the Company for Area Operators and System Operators.

BARGAINING UNIT SENIORITY

Bargaining Unit Seniority for existing members of the bargaining unit

will be effective on September 7, 2005. The tie breaker will be length of service with the Company. Length of service dates for existing members of the bargaining unit will be listed in a document jointly maintained by the Company and Local Union No. 1837.

HOLIDAY POLICY

The Holiday Policy provides that it applies to the eleven (11) holidays observed by all other CMP employees. The observed holidays are determined and designated in the same manner for all CMP employees.

After becoming a regular employee, the Floating Holiday for each employee may be taken on a mutually agreed upon day if the employee makes the request thirty (30) days in advance and there is no interference in the Company's operation. The Floating Holiday may be carried over until April 30 of the next calendar year. The Floating Holiday will be reported on time sheets and employees' paycheck stubs as an additional day's vacation.

On January 1 of each year Area and System Operators shiftwork personnel will be credited with one hundred thirty-two (132) hours of holiday time. These hours are to be used as compensation for the eleven (11) holidays observed by all other CMP employees. Due to the nature of the shiftwork, Area and System Operators are not always able to observe holidays in the normal manner and use of these hours will require following established guidelines.

Note: Holiday hours are independent of rescheduled time and will be tracked. Holidays may be banked with Company approval. In no event may banked Holiday hours be carried more than four months from the date of the Holiday. In all cases deduct twelve (12) hours from the balance when taking time off or when taking the pay.

RESCHEDULED TIME

Rescheduled time will be granted for the hours actually worked for the following:

1. Shift coverage on a scheduled day off.
2. Shift coverage in excess of forty (40) hours on Spare or Training week for System Operator.
3. Shift coverage in excess of thirty-two (32) hours on Spare Week or forty (40) hours on Training Week for Area Operator.

Rescheduled time for required meetings or travel time for out of state travel on a scheduled day off will be granted at a rate of one and one-half (1½) times the actual hours worked.

Rescheduled hours may be carried for a maximum of four (4) months and may be extended beyond four (4) months with Company approval. In no event will rescheduled hours be extended past April 30 of the following year.

When an Operator is on shift, rescheduled time cannot be taken if the person covering the shift will generate rescheduled time. Vacation and Holiday hours take precedence over rescheduled hours.

WORK HOURS

Area Operators will be required to work a 12-hour rotating shift. Area Operators will maintain their existing shift schedule known as the 4-3-3-4 schedule. This is a six (6) week rotating schedule.

System Operators will be required to work a 12-hour rotating shift. System Operators will maintain their existing shift schedule known as the 4-3-3-4 schedule. This is an eight (8) week rotating schedule.

The parties agree that the work hours above may be modified by mutual agreement if the Company determines in the future a need for an alternate work schedule. In order to make a schedule change the Company must first negotiate the proposed change with the Union outlining the business justification for the change.

Any changes in work schedules, shifts or working hours outlined in this Agreement will be made for a period which is not to be less than one (1) week in length.

The Company shall give the Union a minimum of one (1) week notice of any such change in work schedule, shift or working hours. The Company will attempt to make changes so as to start at the beginning of a normal pay period and stop at the end of a normal pay period.

MISCELLANEOUS ASSIGNMENTS

When a System Operations employee is assigned to a field location during an emergency situation, these employees will fall under the Company policies and contractual agreements that govern that area.

System Operations employees assigned to work or train away from their home location will continue to be reimbursed for meals and expenses according to current practice.

UPGRADES

The Company will upgrade an Area or System Operator to fill in for a supervisor temporarily absent for four (4) or more hours whenever another person is not assigned to cover the supervisor's normal hours. When an upgrade is given, it will be to the person filling the switching desk.

An employee upgraded under this provision will be paid \$16.00 on each day that he/she is upgraded.

POSTING PROCESS

Area Operators who post to a System Operator position will be provided the first available classroom NERC Certification Training and must take the exam at the completion of the classroom training. If the person fails their NERC Certification Exam, they must retake and pass the Exam within ninety (90) days after their first attempt. The Area Operators will be allowed to pre-qualify for NERC certification on a voluntary basis.

No System Operators will be assigned to their own shift until they become NERC Certified.

All employees who post into the Area or System Operator positions during this Contract Agreement must have at least a two year degree in Electrical Technology or a related field or have passed the CMP ETQ Exam. Employees accepting a System Operator position will be provided classroom NERC Certification Training. All employees must be qualified to be assigned to his or her own shift within six (6) months of starting the position.

System Operators will be required to take their NERC recertification exam ninety (90) days prior to its expiration. They will be allowed to take their recertification exam up to one year prior to expiration with supervisory approval based on business scheduling needs of the department, and must pass the exam prior to expiration of their certificate. If they are unable to pass the exam, the Company and the Union will make every effort to find a qualified Area Operator to swap positions on a volunteer basis by seniority. If no arrangements can be made, it is the policy of the Company to transfer the individual to another classification if in the Company's judgment there is an opening existing in such classification and he or she can do the work therein safely and efficiently.

Current employees who transfer in to the Area and System Operator positions who are unable to demonstrate an ability to perform the job after six (6) months will be given sixty (60) days to post into another position.

A person accepting an Area or System Operator position from outside the Department will be paid at 75% of the full position rate, or their rate, whichever is higher. When the individual is assigned their own shift, they will be paid at 85% of the full position rate, or their rate, whichever is higher and, after twelve (12) months on shift, the person

will be paid at the full position rate. A fully qualified Area Operator accepting a System Operator position will go to 50% of the difference between the rates and after one year in the position will go to the full position rate. In no event will the rate of pay exceed the full position rate of pay.

A posting for a System Operator will be offered to the Senior Area Operator based on bargaining unit seniority. A posting for an Area Operator will be offered to the Senior System Operator based on bargaining unit seniority. Current Area and System Operators will be grandfathered for this one-time first refusal based on bargaining unit seniority.

The Company will work with the Union to identify upcoming System Operator vacancies that are reasonably expected to occur within a future window of six (6) months to a year. The parties will work together to solicit interested qualified applicants for these potential vacancies, and they will jointly evaluate the qualifications and mutually agree on the list of qualified candidates who express an interest in the vacant position. Once this process is completed, the Company will offer the mutually agreed upon qualified candidate the opportunity to obtain advance training and take the NERC Certification Exam. This process will not circumvent any posting process agreed to by the parties.

The Union will appoint one Area Operator representative and one System Operator representative to provide input into the Operator training programs. The role of these representatives will be to review and comment on the Company's Operator training program content.

BENEFITS

The Company and the Union agree to the following benefit programs for the Area and System Operators effective January 1, 2006. Area and System Operators will receive benefits under the Active Union Employee Health and Welfare Plans beginning January 1, 2006 and continuing for the length of this Contract as provided for in Article XXIV of the main Agreement. All Retirement benefits for the Area and System Operators will be as provided for under the Non-Union Retirement Plans.

WAGES

The bi-weekly salaried wage rates are as follows, effective May 1 of each year:

	2021	2022	2023	2024
Area Operator	\$4,050.64	\$4,172.16	\$4,297.32	\$4,426.24
System Operator	\$4,553.06	\$4,689.65	\$4,830.34	\$4,975.25

Area Operator / System Operator Pay rules				
Area Operator	2021	2022	2023	2024
Rate* (must be on shift for 12 mos)	\$4,050.64	\$4,172.16	\$4,297.32	\$4,426.24
85% (on shift) (for 12 mos)	\$3,443.04	\$3,546.34	\$3,652.72	\$3,762.30
75% (entry - 6 mos)	\$3,037.98	\$3,129.12	\$3,222.99	\$3,319.68
Area to System Operator	2021	2022	2023	2024
Full Rate	\$4,553.06	\$4,689.65	\$4,830.34	\$4,975.25
Transfer Rate	\$4,301.85	\$4,430.91	\$4,563.83	\$4,700.75

SUPPLEMENT TO AGREEMENT

TECHNICIAN – MICROWAVE FIBER

The 2009 – 2014 Production Unit Collective Bargaining Agreement between IBEW Local 1837 and Central Maine Power Company applies as specified below to the Technician – Microwave/Fiber (“Technicians”) classification who were certified on May 7, 2013 as a part of the existing unit currently represented by the Union

The Production Unit 2009-2014 collective bargaining agreement applies to the Technicians unless specified otherwise as outlined in this Agreement.

- Article I – Recognition** applies in its entirety with the addition of the Technician -Microwave/Fiber classification to the list.
- Article V – Working Hours** applies in its entirety with the following exceptions:

SECTION 1: The following additional paragraph applies:

Technicians – Microwave/Fiber:

7:30 am to 4:00 pm with a one-half (½)hour noon period. Start and end times may be adjusted based on departmental needs to complete project work. The Company will continue to communicate project worked planned so that employees have

notice when schedules may be changing.

SECTION 2: The following additional paragraph applies:

Technicians – Microwave / Fiber:

All Technicians – Microwave/Fiber may be assigned 10-hour days per week in the Monday to Friday time period. The hours worked will be in the 6:00 am to 7:00 pm window of time.

Technicians who have their schedule changed in accordance with Section 1 listed above shall not ordinarily be required to layoff from normal work because of a schedule change and should layoff be required there will be no loss of normal straight time lay due to such layoff.

3. Article VI – Overtime and Standby applies with the following addition:

The Company retains the right to assign standby duty to Technicians is needed and will apply the standby provision in section 4 of this Article to the Technicians.

Article VII – Vacations applies in its entirety

5. Article IX – Wages applies in its entirety

6. Article XII – Seniority will apply in its entirety with the following exception:

Bargaining Unit Seniority for existing members of the bargaining unit will be effective on the date of ratification of this Agreement. The tie breaker will be length of service with the Company,

7. Article XVIII – Sickness and Accident Benefits does not apply. The following language applies to the Technicians:

Effective January 1, 2014 employees will remain in the non-union plan unless a different agreement is reached in future contract negotiations at the expiration of the successor Agreement to the current Production Unit contract. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan, except that employees will be allowed to carryover a maximum of five (5) days with no more than a total of ten (10) days of sick leave per calendar year.

8. Article XXIV – benefit applies with the following exception:

For the purposes of retirement income plans/savings and investment plans and post retirement medical benefits the Employees will remain in the non-union plan unless a different agreement is reached in future contract negotiations at the

expiration of the successor Agreement to the current Production Unit contract. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan.

Effective 1/1/2015 for purposes of medical, dental, vision and prescription drug programs the employees will be included in only the plans available to the Production Unit in Article XXIV.

The non-union short-term and long-term disability plans and current administration practices will continue to apply to the employees unless a different agreement is reached in future contract negotiations at the expiration of the successor Agreement to the current -Production Unit contract. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan.

The term of this Agreement is from the date of ratification of this Agreement unless specified otherwise in this Agreement.

For Local Union 1837, IBEW:

By: William J. Dunn Dated: 2/21/2014
William Dunn, *IBEW Business Manager*

CENTRAL MAINE POWER COMPANY

By: Jeffrey Shapiro Dated: 3/26/14
Jeffrey Shapiro, *Director, Labor Relations*

SUPPLEMENT TO AGREEMENT

AUGUSTA CALL CENTER

The 2009 – 2014 Production Unit Collective Bargaining Agreement between IBEW Local 1837 and Central Maine Power Company applies as specified below to the Augusta Customer Relations Center employees who were certified on June 18, 2013 as a part of the existing unit currently represented by the Union.

The following Articles in the existing Production Unit collective bargaining agreement apply:

No.	Article	No	Article
II	New Employees	III	Co-operation
IV	Discrimination	VI	Overtime
X	Safety	XI	Unsuitable Weather Conditions
XIII	Suspensions and Discharges	XIV	No Strikes – No Lockouts
XV	Adjustment of Grievances	XVI	Arbitration
XVII	Military Service	XIX	Funeral Leave
XX	Job Forms – Posting	XXI	Jobs for disables Employees, Retrogression, The Elimination of Jobs and Layoffs
XXII	Meals	XXIII	Leave of Absence
XXV	Upgrades	XXVII	Union Security
XXVIII	Bulletin Boards	XXIX	Miscellaneous Provisions
XXX	Notices	XXXI	Separability Provisions

Casual Temporary and Part Time Employees Supplement

The following Articles in the existing Production Unit 2009-2014 collective bargaining agreement apply to the Employees and are amended as follows:

- Article I** – Recognition applies in as entirety with the addition of the classifications certified by the NLRB: Augusta Customer Relations Center Representatives, and Customer Relations Center Administrative Specialist.
- Article V** – Working Hours applies with the following clarifications:
All language in Article V that applies to the Customer Relations Center applies with the following addition:

Augusta Call Center:

May be assigned eight (8) hour workdays which fall between 6:00 am to 6:00 pm window of time

Departmental seniority will be used for shift selection with Company seniority being used if departmental seniority is the same.

- Article VII** – Vacations applies.
- Article VIII** – Holidays.

This applies with the understanding that Management retains the right to have the Call Center open and fully staffed as needed on

the following holidays: President’s Day, Patriot’s Day, Columbus Day, Veteran’s Day, and the Day after Thanksgiving;

The Augusta Call Center will continue to offer the deferred holiday option for the holidays listed above

The Augusta Call Center will be open on a minimum of two (2) of the holidays listed above unless determined otherwise by the Company. The Company reserves the right to open and staff the Call Center for the other three (3) holidays listed above and if the level of staffing deemed necessary by the Company is not reached by seeking volunteers then employees would be required to report to work and the Company will use the standard rotating overtime list.

If the Company determines it is necessary to open the Call Center on Veteran’s Day and/or the Day after Thanksgiving, the Company will offer the current incentive used, a \$100 reward card for each holiday to employees who work.

5. Article IX – Wages

This Article will apply. Except for the following addition:

Customer Representatives will be transitioned to the following wage schedule at the beginning of the first payroll period following the ratification of this Agreement. If at the time of ratification an employee in the Augusta Call Center is above the new wage schedule listed below, he/she will remain frozen at their current rate of pay until the wage schedule below reaches their current rate of Pay.

Schedule 2	Customer Relations Center Representative 2013
Module 1	\$14.56
Module 2	\$15.66
Module 3	\$18.79
Module 4	\$21.60
Module 5	23.80

Final Collection: Customer Representatives working in the Final Collection area as of the ratification of this Agreement will be grandfathered for the purposes of the following: the current employees will be eligible for a twenty-five (25)cent differential above the module 5 rate if they are fully qualified through module 5 training. This is limited to the current employees performing these duties only.

ELP: As of the ratification of this Agreement employee currently performing ELP duties will be frozen at her current rate of pay until the

module 5 rate equals or surpasses her current rate of pay at which time she will be paid the module 5 rate listed above. This is limited to the current employee performing these duties only.

The Administrative Specialist position will transitioned to the General Clerk rate of Pay outlined in the Production Unit wage schedule 24

Employees will participate in the incentive plan available to the Production Unit.

6. Article XII – Seniority will apply in its entirety with the following exception:

Bargaining Unit Seniority for existing members of the bargaining unit will be effective on the date of ratification of this Agreement. The tie breaker will be length of service with the Company

7. Article XVIII – Sickness and Accident Benefits does not apply. The following language applies to the Employees:

Effective January 1, 2014 employees will remain in the non-union plan unless a different agreement is reached in future contract negotiations at the expiration of the successor Agreement to the current Production Unit contract. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan, except that employees will be allowed to carryover a maximum of five (5) days with no more than a total of ten (10) days of sick leave per calendar year. Employees that had unused days at the end of 2013 will be able to carry over up to five (5) days from 2013.

8. Article XXIV – Benefits applies with the following exceptions:

For purposes of retirement income plans/saving, and investment Plans and post retirement medical benefits the Employees will remain in the non-union plan unless a different agreement is reached in future contract negotiations at the expiration of the successor Agreement to the current Production Unit contract Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan.

Effective 1/1/2015 for purposes of medical, dental, vision and prescription drug programs the employees will be included in only the plans available to the Production Unit in Article XXIV. The non-union short term and long term disability plans and current administration practices will continue to apply to the employees unless a different agreement is reached in future contract negotiations at the expiration of the successor Agreement to the

current Production Unit contract. Any adjustments to the plans will be applicable to the Employees in accordance with the current non-union plan

9. Article XXVI – Customer Relations Center and Service Center Clerical will apply with the following adjustments:

- a. References to “Portland” will change to “Portland and Augusta”
- b. Section 1 of the Miscellaneous provision does not apply. Section 2 and 3 of the Miscellaneous provision applies
- c. Section 4 of the Miscellaneous provision applies but does not include periods of temporary employment in a new classification
- d. A new provision will be added as follows:

MISCELLANEOUS PROVISIONS APPLICABLE ONLY TO AUGUSTA

SECTION 1. As needed, non-union employees will continue to be assigned to take customer calls, perform back office tasks and other miscellaneous duties as assigned. The Company will provide the Union notifications, with the specific reasons why, if and when this occurs

SECTION 2. The current Customer Representative assigned to the tasks of Final Collection, Traffic and the Electricity Lifeline Program (ELP) will remain in place unless performance of business needs change for the term of this Agreement. In the future Traffic Analyst positions posted by the Company will follow the posting process outlined in Article XX (Job Forms – Posting)

The term of this Agreement is from the date of ratification of this Agreement until April 30, 2014 unless specified otherwise in this Agreement.

For Local Union 1837, IBEW:

By: William J. Dunn Dated: 2/7/2014
William Dunn, IBEW Business Manager

CENTRAL MAINE POWER COMPANY

By: Jeffrey Shapiro Dated: 3/26/14
Jeffrey Shapiro, Director, Labor Relations

SUPPLEMENT TO AGREEMENT

ADMINISTRATIVE & TECHNICAL SUPPORT

The following Articles in the 2018-2021 Production Unit Collective Bargaining Agreement apply to the Administrative & Technical Support employees:

No.	Article	No.	Article
III	Cooperation	IV	Discrimination
XI	Unsuitable Weather Conditions	XIV	No Strikes – No Lockouts
XXIII	Leave of Absence	XXVII	Union Security
XXVIII	Bulletin Boards	XXX	Notices
XXXI	Separability Provision	XXXII	Term of Agreement

The following Articles in the 2021 – 2025 Production Unit Collective Bargaining Agreement apply to the Administrative & Technical Support employees and are amended as follows:

1. Article I – Recognition applies with the following clarifications:

SECTION 1: The following additional paragraph applies:

The Company recognizes the Union as exclusive representative for all full-time and regular part-time employees in the following Administrative & Technical Support classifications:

Distribution Technical I, Distribution Technician II, Distribution Technician II/Special, Distribution Designer, Distribution Engineer, Lead Distribution Engineer, Standards Engineer, ESS I, ESS II, CADD Technician, Maintenance Data Coordinator, Technical Systems Administrator, AMI System Administrator, Meter Technician I, Meter Technician II, Metering Designer, Meter Engineer, Meter Trainer, Office Worker, ECC Hardware Technician, ECC Designer/Programmer, ECC Engineer, Reprographics Technician, Document Administrator, Cartographer I, Cartographer II, GIS Analyst, GIS Technician, and GIS Administrator.

SECTION 2: Applies with the following exception:

Supplement to Agreement – Part-Time and Casual Temporary Employees does not apply to the Administrative & Technical Support employees.

SECTION 3: Does not apply.

2. Article X – Safety applies with the following exception:

SECTION 3: Does not apply and is replaced with the following paragraph: The Company will continue its present, general policy of providing standard tools and equipment, as specified by the Company.

The Company will also provide, to the extent and in the manner provided by its present general policy, rain gear for certain employees when they are required to work outside in stormy weather.

Articles II, V, VI, VII, VIII, IX, XII, XIII, XIV, XV, XVI, XVII, XVIII, XIX, XX, XXI, XXII, XXIV, XXV, XXVI, and XXIX of the Production Unit Collective Bargaining Agreement, and the Casual Temporary and Part-Time Supplement to Agreement, are not applicable to the Administrative & Technical Support employees.

The following provisions in the Administrative & Technical Support Collective Bargaining Agreement which was in effect from July 1, 2013, to June 30, 2017, shall continue to apply to the Administrative & Technical Support employees and are amended as follows:

WORKING HOURS

SECTION 1. The regular workweek for all employees is forty hours in the Monday through Friday time frame, and a regular workday may be up to ten hours in duration.

Workdays for Day Workers shall begin between the hours of 6:00 am and 8:00 am. Workdays for Schedule Workers shall begin between 4:00 am and 6:00 am.

SECTION 2. The Company maintains the flexibility and right to modify schedules within the above parameters when necessary due to business needs. Changes in regular schedules shall be no shorter than two weeks in duration and shall be announced at least two weeks in advance. The Union shall be notified of the change no later than the notification of the affected employee(s).

Schedules outside the parameters established in Section 1 may be established by mutual agreement between the Company and the Union.

Shorter term changes in schedules within the above parameters may be made by mutual agreement of the employee and their immediate supervisor.

Employees in classifications filled by both Day and Schedule Workers may be required to fill in for each other to cover sickness, vacations, or other short-term absences. In these cases reasonable notice will be given whenever possible.

SECTION 3. All work schedules for current employees at the time of this agreement will be maintained unless or until modified per Section 2. The Company will establish work schedules for new employees within the parameters outlined in Section 1.

OVERTIME

For Hourly Employees:

The Company will pay non-exempt hourly workers one and one-half (1½) times their normal rate of pay for hours worked over forty in one week. Paid time off shall count as hours worked.

For Hourly and Salaried Employees:

Effective from the ratification date of this Agreement the following continuous work hours policy will be in effect when Management declares a system emergency:

- a. On the first day of system emergency, the maximum number of continuous hours worked will be twenty-four (24), followed by a minimum of seven (7) hours rest.
- b. The second and all subsequent days of the system emergency will follow the 17/7 rotation.

If a system emergency lasts no longer than the initial twenty-four (24) hours worked, all hours worked outside of an employee's regularly scheduled work hours will be at 1.5 times the employee's normal hourly rate of pay except for hours worked over sixteen (16) consecutive hours will be paid at 2.0 times the employee's normal hourly rate of pay for the rest of the hours worked. If the emergency lasts longer and employees are put on a 17 and 7 work and rest cycle, all hours from the beginning of the emergency will be paid at one and one-half times the normal hourly rate of pay.

The system emergency pay provisions (1.5 times normal hourly rate of pay for all work and rest hours) end with the last hour worked if it is followed by a mandatory eight (8) hours rest period. For all hours worked on Sunday's employees will receive double time pay. For hours worked on a holiday employee will receive holiday pay and pay at two and one-half (2½) times their hourly rate of pay for all hours worked outside of the employee's regularly scheduled work hours.

Employees who have worked overtime shall not ordinarily be required to lay off from normal work because of such overtime and should layoff be required there will be no loss of normal straight time pay due to such layoff.

VACATIONS

Vacation Time

The amount of vacation time received depends upon length of service. During the first calendar year, provided the employee completes six months of continuous service by December 31, they will be eligible for one week of vacation in that year, paid at the equivalent of 40 hours of base pay. In subsequent years, the vacation will be based on years of service:

Years of Service	Vacation Time
1-4	10 days (80 hours)
5-11	15 days (120 hours)
12-19	20 days (160 hours)
20-24	25 days (200 hours)

Vacation preferences will be given to the employees who have the greatest length of Company service for the first two weeks of entitlement with similar continuous considerations given to length of service for selection of the third, fourth or fifth weeks where employees have such entitlement.

When requesting vacations, employees shall indicate their weeks in order of preference. For vacations between January 1 and April 30, requests submitted by November 1 of the previous year will be granted on the basis of seniority and for vacations between May 1 and December 31, requests submitted by March 1 will be granted on the basis of seniority. Vacations requested after these dates will be granted on a first-come-first-served basis, with weeks one and two being selected in and among all employees in the group, and weeks 3, 4, and 5 in and among the employees in the group eligible for those weeks.

The supervisor may need to adjust or assign vacation times to accommodate the department's work schedules.

Purchasing Extra Vacation Days

Employees will also have the option of buying up to five additional days of vacation. If the employee chooses to purchase additional days, he/she should be aware of the following requirements: The employee must use their standard vacation time (including days carried over from a prior year) before using any purchased vacation days (as required by the IRS). Unused purchased vacations days cannot be carried over. Any days purchased and not used will be lost.

Partial Days

With supervisory approval, employees can split vacation time into increments as little as one-half hour. This will allow employees to make the best use of their vacation time.

Illness/Injury During Vacation

If an employee becomes ill or injured while on vacation, he/she will be required to continue to report y their time as prior year or current year vacation during the week the illness or injury is incurred. Subsequent weeks of scheduled vacation may be coded as sick time. Example: An employee has supervisory approval to take two weeks of vacation: 1/5 – 1/9 and 1/12 – 1/16. On 1/7, the employee breaks his leg. The week of 1/5-1/9 must be coded as vacation. The week of 1/12-1/16 may be coded as “sick” if the injury requires the employee to be out of work for this additional week.

Canceled Vacations

If, for any reason the Company cancels the employee’s scheduled vacation for business operation’s needs, the Company will offer a later vacation schedule and, in addition, if the employee made deposits or paid money for your vacation plans which are not recoverable, the Company will reimburse the employee for the actual out-of-pocket costs.

Carry Over

Effective for vacation accruals starting after January 1, 2014: Employees can carry over a maximum of eighty (80) hours of any earned vacation time remaining at the end of the year to the following calendar year as long as that time is used before April 30. Any prior year’s vacation time that is not used by April 30 will be forfeited.

If You Leave or Retire

If an employee retires with full pension benefits, (i.e. ages 62-65) he/she may receive, as pay, the full vacation time they are entitled to for that year, less any vacation time they have used, provided the employee works during that year and the effective date of retirement is either: The first day of the month after the employee’s birthday; or on or after April 1 of that calendar year. In this case, the employee may take up to one week of vacation before April 1 and still receive their full vacation as pay at retirement.

If the employee leaves or retires without full pension benefits from CMP (i.e., retire early), he/she may receive as pay any earned but unused vacation time. If the employee leaves or retires early before June 1, vacation time accrues at a rate equal to one-sixth of his/her

yearly entitlement for every month worked during that calendar year. After June 1, earned but unused vacation pay will be based on the vacation schedule on this page.

With the exception of individuals who retire with full pension benefits, terminating employees may not use vacation time to postpone their termination date.

Personal Time Off

Employees will be eligible for eight (8) hours per year of personal time off, to be taken in increments as little as one-half hour at a time for personal business.

HOLIDAYS

- New Year’s Day
- Patriot’s Day
- Independence Day
- Columbus Day
- Thanksgiving Day
- Christmas Day
- President’s Day
- Memorial Day
- Labor Day
- Veteran’s Day
- Friday after Thanksgiving
- Floating Holiday

CMP celebrates 12 paid holidays. In addition to many of the customary holidays, such as New Year’s or Independence Day employees with six or more months of service receive one floating holiday each year.

Holiday Time Off and Pay Procedures

Holidays that fall on a Sunday will be observed on Monday; those that fall on a Saturday will be observed on the preceding Friday.

When a holiday falls during an employee’s vacation, he/she will receive an additional day off with straight time pay. The employee may take this day at the end of their vacation or any time thereafter, up to April 30 of the following year.

If holiday falls during an hourly employee’s regularly scheduled work day and that employee has to work, he/she will be paid holiday pay plus one and one-half times their hourly rate (time and one-half). If the employee has to work on a holiday outside his/her regularly scheduled hours, he/she will receive two and one-half times your hourly rate.

WAGES AND RATE SCHEDULE

GENERAL WAGE INCREASE

- May 1, 2021 a 2% Market Adjustment and a 3% General Wage Increase
- A 3% General Wage Increase for each of the following years, effective May 1.

The Company and the Union agree that the Union will be eligible for an annual bonus **as per ARTICLE XXIV BENEFITS, Section 3** of the Production Unit Collective Bargaining Agreement,

Attachment A reflects the wage schedule for current employees and new hires during the contract term, except for current grandfathered employees with a non-standard wage, which are contained in a document jointly held by the Company and the Union.

Attachment A – 2021 Rate Schedule

MAY 1, 2021 – APRIL 30, 2022 – CONTRACT RATE 3%

2021 Top Rate		Start	12 mos	24 mos	36 mos	48 mos	60 mos
Distribution Technician I (hourly)	\$30.39	\$23.83	\$25.51	\$27.12	\$28.75	\$30.39	
Distribution Technician II	\$35.12	\$27.04	\$28.66	\$30.25	\$31.88	\$33.50	\$35.12
Distribution Designer (*)	\$3,681.44	\$2,688.78	\$2,887.34	\$3,085.85	\$3,284.38	\$3,482.93	\$3,681.44
Lead Distribution Engineer	\$4,262.76	\$4,262.76					
Distribution Engineer	\$3,875.23	\$2,925.86	\$3,124.41	\$3,314.25	\$3,504.15	\$3,694.00	\$3,875.23
Standards Engineer	\$4,316.89	\$3,108.37	\$3,319.29	\$3,476.38	\$3,722.74	\$3,924.45	\$4,316.89
Maintenance Data Coordinator	\$35.12	\$27.04	\$28.66	\$30.25	\$31.88	\$33.50	\$35.12
Technical Systems Administrator	\$3,875.23	\$2,925.86	\$3,124.41	\$3,314.25	\$3,504.15	\$3,694.00	\$3,875.23
ESS I	\$35.12	\$27.04	\$29.06	\$31.06	\$33.11	\$35.12	
ESS II	\$40.33	\$31.00	\$32.88	\$34.72	\$36.60	\$38.47	\$40.33
Meter Trainer	\$2,808.98	\$2,162.58	\$2,291.87	\$2,421.14	\$2,550.43	\$2,679.70	\$2,808.98
Meter Technician I	\$35.12	\$27.04	\$29.06	\$31.06	\$33.11	\$35.12	
AMI Systems Administrator (hourly)	\$45.47	\$34.06	\$36.35	\$38.62	\$40.90	\$43.18	\$45.47

Metering Designer (*)	\$3,681.44	\$2,688.78	\$2,887.34	\$3,085.85	\$3,284.38	\$3,482.93	\$3,681.44
Meter Technician II	\$40.33	\$31.00	\$32.88	\$34.72	\$36.60	\$38.47	\$40.33
Meter Engineer	\$3,875.23	\$2,925.86	\$3,124.41	\$3,314.25	\$3,504.15	\$3,694.00	\$3,875.23
Office Worker (hourly)	\$20.91	\$16.70	\$18.82	\$20.91			
ECC Hardware Technician	\$3,357.95	\$2,480.62	\$2,656.10	\$2,831.56	\$3,007.04	\$3,182.51	\$3,357.95
ECC Designer/Programmer (*)	\$3,813.70	\$2,688.78	\$2,913.78	\$3,138.75	\$3,363.74	\$3,588.71	\$3,813.70
ECC Engineer	\$4,007.45	\$2,925.86	\$3,150.84	\$3,367.16	\$3,583.48	\$3,799.80	\$4,007.45
Cartographer I (hourly)	\$26.40	\$20.73	\$22.16	\$23.58	\$25.00	\$26.40	
GIS Technician (hourly)	\$22.99	\$18.36	\$19.92	\$21.45	\$22.99		
Reprographics Technician (hourly)	\$25.41	\$20.81	\$22.34	\$23.87	\$25.41		
Document Administrator	\$26.54	\$20.82	\$22.24	\$23.68	\$25.11	\$26.54	
GIS Administrator	\$35.12	\$27.04	\$28.66	\$30.25	\$31.88	\$33.50	\$35.12
GIS Analyst	\$35.12	\$27.04	\$28.66	\$30.25	\$31.88	\$33.50	\$35.12
CADD Technician	\$35.12	\$27.04	\$28.66	\$30.25	\$31.88	\$33.50	\$35.12
Cartographer II	\$35.12	\$27.04	\$28.66	\$30.25	\$31.88	\$33.50	\$35.12

(*) Any Designer who obtains a PE license will be moved to the Engineer classification at the same step of the rate schedule.

When an existing Administration and Technical Support employee is hired into an Administrative and Technical Support position the rate of pay will be at the next higher rate of pay than their own on the new classification chart.

When the Company hires an existing Production employee or an employee from outside the bargaining unit, the employee's starting rate may be set at a level above the contract start rate to reflect the employee's prior work experience. Future increases will be paid at the following step on the applicable schedule until reaching the top rate of the job classification. In no case will an employee be hired at a rate greater than the contract rate.

May 1, 2022 – April 30, 2023

CONTRACT RATE – 3%

Title	2022 Top Rate					
	Start	12 mos	24 mos	36 mos	48 mos	60 mos
Distribution Technician I (hourly)	\$31.30	\$24.54	\$26.28	\$27.93	\$29.61	\$31.30
Distribution Technician II	\$36.17	\$27.85	\$29.52	\$31.16	\$32.84	\$36.17
Distribution Designer (*)	\$3,791.88	\$2,769.44	\$2,973.96	\$3,178.43	\$3,382.91	\$3,587.42
Lead Distribution Engineer	\$4,390.64	\$4,390.64				
Distribution Engineer	\$3,991.49	\$3,013.64	\$3,218.14	\$3,413.68	\$3,609.27	\$3,804.82
Standards Engineer	\$4,446.40	\$3,201.62	\$3,418.87	\$3,580.67	\$3,834.42	\$4,042.18
Maintenance Data Coordinator	\$36.17	\$27.85	\$29.52	\$31.16	\$32.84	\$36.17
Technical Systems Administrator	\$3,991.49	\$3,013.64	\$3,218.14	\$3,413.68	\$3,609.27	\$3,804.82
ESS I	\$36.17	\$27.85	\$29.93	\$31.99	\$34.10	\$36.17
ESS II	\$41.54	\$31.93	\$33.87	\$35.76	\$39.62	\$41.54
Meter Trainer	\$2,893.25	\$2,227.46	\$2,360.63	\$2,493.77	\$2,626.94	\$2,760.09
Meter Technician I	\$36.17	\$27.85	\$29.93	\$31.99	\$34.10	\$36.17
AMI Systems Administrator (hourly)	\$46.83	\$35.08	\$37.44	\$39.78	\$42.13	\$44.48

Metering Designer (*)	\$3,791.88	\$2,769.44	\$2,973.96	\$3,178.43	\$3,382.91	\$3,587.42	\$3,791.88
Meter Technician II	\$41.54	\$31.93	\$33.87	\$35.76	\$37.70	\$39.62	\$41.54
Meter Engineer	\$3,991.49	\$3,013.64	\$3,218.14	\$3,413.68	\$3,609.27	\$3,804.82	\$3,991.49
Office Worker (hourly)	\$21.54	\$17.20	\$19.38	\$21.54			
ECC Hardware Technician	\$3,458.69	\$2,555.04	\$2,735.78	\$2,916.51	\$3,097.25	\$3,277.99	\$3,458.69
ECC Designer/Programmer (*)	\$3,928.11	\$2,769.44	\$3,001.19	\$3,232.91	\$3,464.65	\$3,696.37	\$3,928.11
ECC Engineer	\$4,127.67	\$3,013.64	\$3,245.37	\$3,468.17	\$3,690.98	\$3,913.79	\$4,127.67
Cartographer I (hourly)	\$27.19	\$21.35	\$22.82	\$24.29	\$25.75	\$27.19	
GIS Technician (hourly)	\$23.68	\$18.91	\$20.52	\$22.09	\$23.68		
Reprographics Technician (hourly)	\$26.17	\$21.43	\$23.01	\$24.59	\$26.17		
Document Administrator	\$27.34	\$21.44	\$22.91	\$24.39	\$25.86	\$27.34	
GIS Administrator	\$36.17	\$27.85	\$29.52	\$31.16	\$32.84	\$34.51	\$36.17
GIS Analyst	\$36.17	\$27.85	\$29.52	\$31.16	\$32.84	\$34.51	\$36.17
CADD Technician	\$36.17	\$27.85	\$29.52	\$31.16	\$32.84	\$34.51	\$36.17
Cartographer II	\$36.17	\$27.85	\$29.52	\$31.16	\$32.84	\$34.51	\$36.17

(*) Any Designer who obtains a PE license will be moved to the Engineer classification at the same step of the rate schedule.

When an existing Administrative & Technical Support employee is hired into another Administrative & Technical Support position, the rate of pay will be at the next higher rate of pay than their own on the new classification chart.

When the Company hires an existing Production employee or an employee from outside the bargaining unit, the employee's starting rate may be set at a level above the contract start rate to reflect the employee's prior work experience. Future increases will be paid at the following step on the applicable schedule until reaching the top rate of the job classification. In no case will an employee be hired at a rate greater than the contract rate.

May 1, 2023 – April 30, 2024

CONTRACT RATE – 3%

Title	2023 Top Rate					
	Start	12 mos	24 mos	36 mos	48 mos	60 mos
Distribution Technician I (hourly)	\$32.24	\$25.28	\$27.07	\$28.77	\$30.50	\$32.24
Distribution Technician II	\$37.26	\$28.69	\$30.41	\$32.09	\$33.83	\$37.26
Distribution Designer (*)	\$3,905.64	\$2,852.52	\$3,063.18	\$3,273.78	\$3,484.40	\$3,695.04
Lead Distribution Engineer	\$4,522.36	\$4,522.36				
Distribution Engineer	\$4,111.23	\$3,104.05	\$3,314.68	\$3,516.09	\$3,717.55	\$4,111.23
Standards Engineer	\$4,579.79	\$3,297.67	\$3,521.44	\$3,688.09	\$3,949.45	\$4,579.79
Maintenance Data Coordinator	\$37.26	\$28.69	\$30.41	\$32.09	\$33.83	\$37.26
Technical Systems Administrator	\$4,111.23	\$3,104.05	\$3,314.68	\$3,516.09	\$3,717.55	\$4,111.23
ESS I	\$37.26	\$28.69	\$30.83	\$32.95	\$35.12	\$37.26
ESS II	\$42.79	\$32.89	\$34.89	\$36.83	\$40.81	\$42.79
Meter Trainer	\$2,980.05	\$2,294.28	\$2,431.45	\$2,568.58	\$2,705.75	\$2,842.89
Meter Technician I	\$37.26	\$28.69	\$30.83	\$32.95	\$35.12	\$37.26
AMI Systems Administrator (hourly)	\$48.23	\$36.13	\$38.56	\$40.97	\$43.39	\$48.23

Metering Designer (*)	\$3,905.64	\$2,852.52	\$3,063.18	\$3,273.78	\$3,484.40	\$3,695.04	\$3,905.64
Meter Technician II	\$42.79	\$32.89	\$34.89	\$36.83	\$38.83	\$40.81	\$42.79
Meter Engineer	\$4,111.23	\$3,104.05	\$3,314.68	\$3,516.09	\$3,717.55	\$3,918.96	\$4,111.23
Office Worker (hourly)	\$22.19	\$17.72	\$19.96	\$22.19			
ECC Hardware Technician	\$3,562.45	\$2,631.69	\$2,817.85	\$3,004.01	\$3,190.17	\$3,376.33	\$3,562.45
ECC Designer/Programmer (*)	\$4,045.95	\$2,852.52	\$3,091.23	\$3,329.90	\$3,568.59	\$3,807.26	\$4,045.95
ECC Engineer	\$4,251.50	\$3,104.05	\$3,342.73	\$3,572.22	\$3,801.71	\$4,031.20	\$4,251.50
Cartographer I (hourly)	\$28.01	\$21.99	\$23.50	\$25.02	\$26.52	\$28.01	
GIS Technician (hourly)	\$24.39	\$19.48	\$21.14	\$22.75	\$24.39		
Reprographics Technician (hourly)	\$26.96	\$22.07	\$23.70	\$25.33	\$26.96		
Document Administrator	\$28.16	\$22.08	\$23.60	\$25.12	\$26.64	\$28.16	
GIS Administrator	\$37.26	\$28.69	\$30.41	\$32.09	\$33.83	\$35.55	\$37.26
GIS Analyst	\$37.26	\$28.69	\$30.41	\$32.09	\$33.83	\$35.55	\$37.26
CADD Technician	\$37.26	\$28.69	\$30.41	\$32.09	\$33.83	\$35.55	\$37.26
Cartographer II	\$37.26	\$28.69	\$30.41	\$32.09	\$33.83	\$35.55	\$37.26

(*) Any Designer who obtains a PE license will be moved to the Engineer classification at the same step of the rate schedule.

When an existing Administrative & Technical Support employee is hired into another Administrative & Technical Support position, the rate of pay will be at the next higher rate of pay than their own on the new classification chart.

When the Company hires an existing Production employee or an employee from outside the bargaining unit, the employee's starting rate may be set at a level above the contract start rate to reflect the employee's prior work experience. Future increases will be paid at the following step on the applicable schedule until reaching the top rate of the job classification. In no case will an employee be hired at a rate greater than the contract rate.

May 1, 2024 – April 30, 2025

CONTRACT RATE – 3%

Title	2024 Top Rate					
	Start	12 mos	24 mos	36 mos	48 mos	60 mos
Distribution Technician I (hourly)	\$33.21	\$26.04	\$27.88	\$29.63	\$31.42	\$33.21
Distribution Technician II	\$38.38	\$29.55	\$31.32	\$33.05	\$34.84	\$38.38
Distribution Designer (*)	\$4,022.81	\$2,938.10	\$3,155.08	\$3,371.99	\$3,588.93	\$4,022.81
Lead Distribution Engineer	\$4,658.03	\$4,658.03				
Distribution Engineer	\$4,234.57	\$3,197.17	\$3,414.12	\$3,621.57	\$3,829.08	\$4,234.57
Standards Engineer	\$4,717.18	\$3,396.60	\$3,627.08	\$3,798.73	\$4,067.93	\$4,717.18
Maintenance Data Coordinator	\$38.38	\$29.55	\$31.32	\$33.05	\$34.84	\$38.38
Technical Systems Administrator	\$4,234.57	\$3,197.17	\$3,414.12	\$3,621.57	\$3,829.08	\$4,234.57
ESS I	\$38.38	\$29.55	\$31.75	\$33.94	\$36.17	\$38.38
ESS II	\$44.07	\$33.88	\$35.94	\$37.93	\$42.03	\$44.07
Meter Trainer	\$3,069.45	\$2,363.11	\$2,504.39	\$2,645.64	\$2,786.92	\$3,069.45
Meter Technician I	\$38.38	\$29.55	\$31.75	\$33.94	\$36.17	\$38.38
AMI Systems Administrator (hourly)	\$49.68	\$37.21	\$39.72	\$42.20	\$44.69	\$49.68

Metering Designer (*)	\$4,022.81	\$2,938.10	\$3,155.08	\$3,371.99	\$3,588.93	\$3,805.89	\$4,022.81
Meter Technician II	\$44.07	\$33.88	\$35.94	\$37.93	\$39.99	\$42.03	\$44.07
Meter Engineer	\$4,234.57	\$3,197.17	\$3,414.12	\$3,621.57	\$3,829.08	\$4,036.53	\$4,234.57
Office Worker (hourly)	\$22.86	\$18.25	\$20.56	\$22.86			
ECC Hardware Technician	\$3,669.32	\$2,710.64	\$2,902.39	\$3,094.13	\$3,285.88	\$3,477.62	\$3,669.32
ECC Designer/Programmer (*)	\$4,167.33	\$2,938.10	\$3,183.97	\$3,429.80	\$3,675.65	\$3,921.48	\$4,167.33
ECC Engineer	\$4,379.05	\$3,197.17	\$3,443.01	\$3,679.39	\$3,915.76	\$4,152.14	\$4,379.05
Cartographer I (hourly)	\$28.85	\$22.65	\$24.21	\$25.77	\$27.32	\$28.85	
GIS Technician (hourly)	\$25.12	\$20.06	\$21.77	\$23.43	\$25.12		
Reprographics Technician (hourly)	\$27.77	\$22.73	\$24.41	\$26.09	\$27.77		
Document Administrator	\$29.00	\$22.74	\$24.31	\$25.87	\$27.44	\$29.00	
GIS Administrator	\$38.38	\$29.55	\$31.32	\$33.05	\$34.84	\$36.62	\$38.38
GIS Analyst	\$38.38	\$29.55	\$31.32	\$33.05	\$34.84	\$36.62	\$38.38
CADD Technician	\$38.38	\$29.55	\$31.32	\$33.05	\$34.84	\$36.62	\$38.38
Cartographer II	\$38.38	\$29.55	\$31.32	\$33.05	\$34.84	\$36.62	\$38.38

(*) Any Designer who obtains a PE license will be moved to the Engineer classification at the same step of the rate schedule.

When an existing Administrative & Technical Support employee is hired into another Administrative & Technical Support position, the rate of pay will be at the next higher rate of pay than their own on the new classification chart.

When the Company hires an existing Production employee or an employee from outside the bargaining unit, the employee's starting rate may be set at a level above the contract start rate to reflect the employee's prior work experience. Future increases will be paid at the following step on the applicable schedule until reaching the top rate of the job classification. In no case will an employee be hired at a rate greater than the contract rate.

SENIORITY

The continuous bargaining unit seniority date for existing Administrative & Technical Support employees will be August 10, 2007. For purposes of applying to Production job classifications, the continuous bargaining unit seniority date for existing Administrative & Technical Support employees will be July 1, 2017. If two or more employees have identical seniority dates, then length of continuous service with the Company will be used. Length of continuous service dates for existing members of the bargaining unit will be listed in a document jointly maintained by the Company and Local Union 1837.

An employee who is displaced shall have the right to return to his or her original classification should an opening occur or the original position be reestablished. This right shall apply only to the first opportunity and shall expire two (2) years from the date of the employee's displacement. An employee who is displaced outside the bargaining unit but who later is able to return to a position within the bargaining unit shall have his or her bargaining unit seniority restored and considered continuous.

SUSPENSIONS AND DISCHARGES

All discipline, including suspension or discharge, shall be for cause.

Upon the suspension or the discharge of an employee, the Company will promptly notify the Union in writing of the disciplinary action taken and the reason for that action. Within seven (7) calendar days after its receipt of this notification, the Union shall have the right to appeal the suspension or discharge by submitting a written request to the Company for a hearing on behalf of the employee who has been suspended or discharged.

Within ten (10) working days exclusive of Saturdays, Sundays, and Holidays of the receipt of the union's request in this regard, the

Company shall grant a hearing to the discharged employee and representatives of the Union. This hearing shall be conducted by officials of the Company designated by it.

The Company shall give the Union a written answer to the appeal within fifteen (15) working days from the date of the hearing exclusive of Saturdays, Sundays, and Holidays. If as a result of this hearing the employee is exonerated, the employee shall be reinstated without prejudice or loss of seniority and shall be compensated for lost wages.

If as a result of the hearing the parties disagree as to the propriety of the suspension or of the discharge, the matter may be referred to arbitration by the Union as outlined in the grievance and arbitration article by submission of a written request to the Company to do so within ten (10) days from the date of the Union's receipt of the Company's written answer to the Union's appeal at the hearing. The lack of a response from the Company at any step shall not preclude the Union's right to proceed to the next step.

Requests for a hearing and for dispute resolution under this Article must be made within the time limits set forth herein or the Union's rights to a hearing and/or to dispute resolution shall be deemed to have been waived, unless said time limits are specifically extended by the mutual agreement of the parties.

GRIEVANCES AND ARBITRATION

1. A grievance is defined as any dispute or difference arising between the parties during the term of this Agreement as to the meaning, interpretation, or application of the provisions of this Agreement. Any dispute respecting Company policies may also be subject to this Grievance and Arbitration article.

Notwithstanding the definition of a grievance in paragraph 1 above, disputes regarding a participant's right to payment of a particular benefit under the attached benefit programs may not be the subject of a grievance or to arbitration under the procedure set forth in this Article. Such disputes may only be resolved in accordance with the procedures set forth in the appropriate health and/or welfare benefit plan.

2. Every reasonable effort shall be made to settle grievances in the following manner:

STEP 1

The Union shall present the grievance in writing to the immediate supervisor or manager of the affected department. If a grievance is

not presented within fifteen (15) working days of knowledge of the event giving rise to the grievance, the grievance will be considered null and void.

The grievance will be processed and a decision rendered within ten (10) working days of initial presentation by the Union to the manager.

If the Company's decision at Step 1 is not appealed within twenty (20) working days, the grievance may not proceed to Step 2.

STEP 2

The Union may next present in writing an appeal for adjustment to the Director of Human Resources or his/her designated alternate. The Director of Human Resources will hold a hearing on the grievance where the Grievant will be represented by the Union. Grievances appealed to the Director of Human Resources or alternate will be processed and a decision rendered within twenty (20) working days of receipt of appeal.

3. Grievances and appeals at Steps 1 and 2 shall be in writing and shall set forth the act, situation, or occurrence grieved, the name or names of employees aggrieved where practical, the contract provision or other cause of action alleged to have been violated, if any, and the remedy requested. Any additional article(s) or issues on which a grievance is grounded and any additional remedy sought in a grievance that was not addressed at the 2nd Step hearing must be raised to the Company no later than four weeks prior to the arbitration date.

ARBITRATION

If the grievance is not satisfactorily settled using the forgoing two-step process, the Union may within twenty (20) working days of receipt of the Company's Step 2 decision submit a demand for arbitration to the Director of Human Resources. The Union's request for arbitration shall be in writing and shall include a statement clearly setting forth the matter in dispute and the issue or issue to be arbitrated. If arbitration is not requested within twenty (20) days from the date of the Company's answer to the grievance at Step 2 of the Grievance Procedure, the grievance may not be arbitrated.

The appeal shall be submitted to arbitration administered by the American Arbitration Association under its Labor Arbitration Rules. The parties further agree to accept the arbitrators award as final and binding on them.

The fees and expenses of the arbitration and the incidental arbitration expenses, if any, shall be shared equally by the parties. Each party shall bear the expense of its own witnesses and representatives at the arbitration hearing.

4. All of the time limits set forth in this Article may be extended by mutual consent of the parties.

The lack of a response from the Company at either step shall not preclude the Union from proceeding to the next step.

5. Union business representatives may process grievances with management representatives during normal business hours without loss of basic pay. The schedule of such grievance meetings will be mutually agreed to by the Union and Company representatives involved.
6. No Arbitrator shall have the power, jurisdiction or authority to add to or subtract from or modify any of the terms or provisions of this Agreement, or to pass upon or decide any question except the grievance submitted to the arbitrator in accordance with the foregoing provisions except those deemed appropriate by the arbitrator in order to settle the grievance.
7. Multiple or unrelated grievances shall not be arbitrated simultaneously in the same hearing before the same Arbitrator except by the mutual agreement of the parties.

Benefit Plans Referenced in Management Grievance & Arbitration Proposal

Prescription Drug Plan
Dental Plan
Life and AD&D
Travel Accident
Disability Plan
Vision Plan
Medical Plans
Flexible Spending Accounts
Employee Assistance Program
Savings and Investment Plans

FUNERAL LEAVE

The loss of an immediate family member requires time off for grieving, as well as fulfilling family obligations. Employees may take up to three days of leave with pay to attend the funeral of an immediate family member.

Immediate family members for this policy include:

- Parents or parents-in-law,
- Children,
- Relatives who live in the employee's household,
- Brothers or sisters,
- Grandchildren, and
- Grandparents.

With supervisory approval, the employee may take off one day with pay to attend the funeral of other relatives, including: aunts or uncles, or spouse's grandparents or brothers or sisters.

With supervisory approval the employee may also take one day off with pay to serve as a pall bearer or to attend the funeral of a relative, coworker, or retiree.

JURY AND WITNESS DUTY

If an employee is selected for jury duty or subpoenaed as a witness in a case not involving their own personal interests, CMP will pay you're the employee's regular pay. In order to qualify for such payment, employees summoned for such duty are requested to notify their supervisor within 3 (three) work days of receiving the summons.

FORMS – JOB POSTINGS

SECTION 1. The Company will provide forms on which employees may record their desires for transfers to other localities or other jobs. The forms will be such that an employee may retain a copy.

SECTION 2. When a regular position is created within the bargaining unit, or when a vacancy occurs therein which the Company decides to fill, the Company will (1) promptly send a copy of the notice to the Union, and (2) post notices thereof throughout the Company and on the Avangrid intranet for a period of seven (7) working days, exclusive of Saturday, Sunday and Holidays. Jobs will be posted and the Company will first consider qualified internal candidates. If no qualified internal candidates apply, the Company will then consider external candidates. If the job is not filled internally within forty-five (45) days from the removal date of the posting, such posting will be canceled. Employees selected to fill a job will, after such selection, be re-assigned to the new job within forty-five (45) days from the removal date of the posting, or will receive the applicable rate of the new job.

The Company will provide the Union with the names and scores of all applicants, and the name of the candidate who is offered and accepts the position. At the same time, the Company will notify all the internal

applicants. These notices will be given prior to the candidate starting the job.

SECTION 3. The Company will consider the application of employees for such position if they are presented in writing with a statement of the qualifications of the applicant within seven (7) working days exclusive of Saturday, Sunday and Holidays after such notice was posted and need not consider employees within the Company who fail to apply.

SECTION 4. The criteria to be used for hiring will be reasonably concrete and measurable skills, abilities and experience and will come from the job description. Because many jobs have a broad set of tasks and skills, subsets of which may be more important to the Company for a given position at a given time, the Company will assign weights to the desirable criteria for each posting. The minimum requirements and the desirable requirements with their assigned weighting will be included in the job posting.

The Selection Decision Analysis Worksheet Methodology included herein by referenced example attached will be employed to develop a score for each candidate interviewed. The qualified person with the highest score will be considered to be the best qualified candidate and the position will be offered to that individual. In cases where there is a numerical tied score amongst the qualified candidates the job will be awarded on the basis of continuous bargaining unit seniority.

The Company will not be required to consider any candidates who do not meet the minimum requirements of the position.

DECISION ANALYSIS WORKSHEET

Next page.

POSITION: ID #: **DECISION ANALYSIS WORKSHEET**

		A. Name: Interview Date:		B. Name: Interview Date:		C. Name: Interview Date:	
		Assessment Comments	Y or N	Assessment Comments	Y or N	Assessment Comments	Y or N
		Score 1-10	Weight Score	Score 1-10	Weight Score	Score 1-10	Weight Score
"MUSTS"	Weight						
WANTS	%						
Priority #1 objective	%						
Priority #2 objective	%						
Priority #3 objective	%						
Priority #4 objective	%						
Priority #5 objective	%						
Total percentage							
Seniority Factors: Within dept within A&T unit =150 *thin A&T unit = 90 within Production unit = 60 non-Union=0		Priorities Total Score (max score = 850)	Weight Score	Priorities Total Score (max score = 850)	Weight Score	Priorities Total Score (max score = 850)	Weight Score
		Bargaining Unit Score (based on seniority factor)		Bargaining Unit Score (based on seniority factor)		Bargaining Unit Score (based on seniority factor)	
		Factors Total Score (max score 1,000)		Factors Total Score (max score 1,000)		Factors Total Score (max score 1,000)	

LAYOFFS AND SEVERANCE PAY

SECTION 1. In the event the Company determines that a reduction in the work force is necessary, employees laid off will be the least senior by continuous bargaining unit seniority in the classification and department affected.

SECTION 2. In the event the employee's position with CMP is eliminated the Company will pay severance benefits equal to one week's straight time pay for each full year of their continuous service.

In the event an employee is subsequently rehired within 365 days from the date of separation into a full-time or part-time position, they will be required to repay the Company any severance amount paid to them, less one week. Prior service and all benefits will be restored for purposes of vacation, sick time, length of service awards and future severance consideration. The employee may repay this amount through payroll deductions over a 12-month period.

In the event the lay-off period is greater than 365 days, severance pay is not required to be repaid and prior service will be bridged minus the lay-off period. If an employee is laid off a second time and severance has not been repaid, future severance will be calculated for the service since the last rehire.

MEALS

The Company will reimburse employees for the purchase of a meal(s) or provide a meal when they are attending a meeting of a civic or professional organization where the attendance fee includes the cost of a meal. The employee's manager needs to approve the attendance at such meeting in advance. Meals may also be provided when the employee is in a work session, group meeting or training session where the employee cannot bring a meal and there is no cafeteria. For employees traveling within the state on Company business during the evening the Company will pay for or reimburse the employee for an evening meal. For employees on Company business traveling outside of the state the Company will pay for or reimburse the employee for meals but this does not include their breakfast if the day begins at home.

BENEFITS

SECTION 1. List of additional CMP benefits plans that will be applied to this group on the same basis as Non-Union Employees:

- Employee Assistance Plan
- Change in Light Duty Program as presented in December 13, 2006
- Amended Management Benefits Program
- Flexible Spending Accounts

SECTION 2. List of additional CMP benefit plans that will be applied to this group on the same basis as Non-Union Employees, as of April 4, 2007:

- Sick Time
- STD
- LTD
- Retirement Income Plan
- Retiree Medical
- Savings and Investment Plan
- Life Insurance: 1x annual base pay up to \$700,000
- Supplemental Life: Employees can choose to purchase coverage through after-tax pay deductible for up to 4x annual base pay up to a maximum of \$1.5 million of life insurance coverage when combined with Basic Life Insurance. New hires may elect up to up to 3 x annual base pay to a maximum of \$300,000. (Amounts above \$300,000 are subject to Evidence of Insurability for new hires. Thereafter, increases of more than one increment of pay or increases of \$100,000 or more require Evidence of Insurability). Premium rates vary depending upon employee’s age and smoking status.
- Accidental Death and Dismemberment (AD&D): 1x annual base pay up to \$700,000
- Travel Accident Insurance: 2x annual base pay (minimum of \$100,000/maximum of \$500,000)

Employees hired before July 1, 2011, that retire during the term of this Agreement effective back to 7/1/2013 who are Medicare Eligible, will be included in the Medicare Coordinator Program, with a flat \$2,000 Health Reimbursement Account per retiree and per eligible dependent, in place of the current applicable plan

A representative from this bargaining unit will serve on the existing Labor/Management Benefits Committee, which will increase the union membership of that committee to six.

SECTION 3. ACTIVE EMPLOYEES WHO ARE MEMBERS OF THIS BARGAINING UNIT AS OF MARCH 21, 2014:

Medical and Prescription Drug Program

The Company and the Union agree to the following benefit program effective January 1, 2012, in which they can choose specific benefits and levels of benefits to meet their individual or family needs.

- Medical Plans
 - PPO and Open Access HMO on the same basis as the larger CMP IBEW Union Local #1837 (production unit)
 - Non-Union CDHP
- Vision Insurance
- Dental Insurance

The Company will utilize the following contribution methodology for the Union medical plans:

	Company Contribution	Employee Contribution
PPO	80% of monthly cost	20% of monthly cost
Open Access HMO	80% of monthly cost for PPO	Remainder of monthly cost for HMO
CDHP	Remainder of monthly cost for the CDHP	9% annual increase over prior year

The Company agrees to cap the increase on the total premium rate that is used to calculate the employee monthly rate beginning with the 2017 plan year for employees who are members of this bargaining unit as of March 21, 2014. The maximum increase for the total premium rates which are used for determining employee contribution rates is 12%:

No changes will be made to the plan designs offered to these bargaining unit employees during the term of the contract other than:

- a. Changes required by law, and
- b. Changes to prevent cost-shifting to the Company or to the employees as a result of changes required by law.

An additional plan may be offered to these bargaining unit employees if necessary for the Company to avoid penalties under the Health Care Reform “affordability” rules.

Smoker Surcharge: A smoker surcharge of \$50.00 per month per employee will be added to the employee medical contribution rate if any persons covered by the employee’s plan have smoked cigarettes, cigars or pipes or have used tobacco products in the six months prior to their election of medical coverage for the following year. All surcharge proceeds shall credit the overall cost of the medical plans when calculating rates.

Effective January 1, 2018, and for the term of the contract, the retail pharmacy minimum and maximum copayments and the mail order copayments under the Excellus Open Access HMO and Excellus PPO Prescription Drug Plan are as specified below:

Mail Order	Employee Contribution
(Generally a 90-day supply) you pay the flat dollar copayments lists below	(Generally a 30-day supply) you pay 20% of the cost of the drug, subject to the minimum and maximum copayments listed below

Type of Drug	Copayment*	Minimum Copayment	Maximum Copayment
Generic	\$18	\$9	\$27
Preferred Brand-name	\$60	\$20	\$40
Non-preferred Brand-name	\$98	\$49	\$72

**Please note that if the actual total cost of the prescription is less than the minimum copayment for that tier, the employee will pay the actual cost of the prescription.*

Non-preferred brand drugs will have a generic or preferred brand equivalent. If there is no generic or preferred brand equivalent, the prescription will be filled subject to the preferred brand copayment schedule.

The Basic Medical Plan includes prescription drugs, which pays 70% of the retail cost subject to medical deductible and OOP maximum.

Refer to your Benefits Handbook and annual decision guide and comparison of benefits chart for further details.

Dependent Coverage Definition: The definition of “dependent” used

in the Benefits Handbook and annual decision guide and comparison of benefits chart in conjunction with the medical plan, dental plan and children’s life insurance will be children up until their 26th birthday. Coverage ends at 11:59 pm on the day of their 26th birthday.

Spousal Coverage Rule: The Spousal Coverage Rule will be in effect for all employees:

If the employee’s spouse works full-time (as defined by his or her employer) for a company that offers medical and/or dental coverage and the company shares in the cost of these coverages, the spouse must enroll in his or her employer’s plan first and that plan will be primary for the spouse. If the employee wants, he/she can then enroll their spouse in the Company’s plans and the two plans will coordinate benefits.

Dental

Plan design remains unchanged with contributions below and a new plan administrator: **Delta Dental**.

Monthly Contributions will be set for each year of the contract as follows

MONTHLY EMPLOYEE CONTRIBUTION	
TIER:	
Single	\$7.78
Duel	\$14.81
Family	\$21.81

Vision

Plan design remains unchanged with contributions below.

MONTHLY EMPLOYEE CONTRIBUTION	
TIER:	
Single	\$1.44
Duel	\$2.73
Family	\$4.03

SECTION 4. NEW ENTRANTS INTO THE BARGAINING UNIT AFTER MARCH 21, 2014:

Employees entering the bargaining unit after March 21, 2014 will participate in the non-union “Platform” Medical, Prescription Drug, Dental and Vision Plans, as described in the CMP non-union employees benefits handbook effective January 2014.

Medical and Prescription Drug Plan

The Company will utilize the following contribution methodology for these employees' medical and prescription drug plans during the term of the contract:

Plan Type	Company Contribution	Employee Contribution
PPO Core	80% of monthly cost	20% of monthly cost
PPO Buy-Up	80% of the monthly PPO Core cost	Remainder of the monthly PPO Buy-Up cost
CDHP	80% of the monthly PPO Core cost	Remainder of the monthly CDHP cost

Any changes to medical, dental, and prescription drug co-pays to maintain the 80%/20% cost-sharing structure and changes to premiums to maintain the 80%/ 20% cost sharing structure will apply to these employees. The same will apply to the vision plan to maintain the 50%/50% cost sharing structure.

Other plan design elements will not change during the term of this agreement except as noted below:

- a. Changes required by law, and
- b. Changes to prevent cost-shifting to the Company or to the employees as a result of changes required by law.

An additional plan may be offered to these bargaining unit employees if necessary for the Company to avoid penalties under the Health Care Reform "affordability" rules.

Dental

The Company will pay 80% of the premium and the employee shall pay 20% of the premium for the Platform Plan.

Vision

The Company will pay 50% of the premium and the employee shall pay the remainder of the premium for the Platform Plan.

Refer to your Benefits Handbook and annual decision guide and comparison of benefits chart for further details.

SECTION 5. For employees hired on or after July 1, 2011:

The Company will not offer a defined benefit pension plan to new employees hired on or after July 1, 2011.

The Company will not offer a Post-Retirement Medical Plan to new employees hired on or after July 1, 2011.

Savings and Investment Plan: once eligible, for new hires on or after July 1, 2011, the Company will match 150% of the first 6% of eligible pay the employee contributes to the plan. The items under Article XXIV, 401k Plans, section A-J of the main agreement also apply

Basic Life Insurance: 1x base salary up to a maximum of \$50,000.

Supplemental Life Coverage:

Employees can choose to purchase coverage through after-tax pay deductible for up to 4x annual base pay up to a maximum of \$1.5 million of life insurance coverage when combined with Basic Life Insurance. New hires may elect up to up to 3 x annual base pay to a maximum of \$300,000. (Amounts above \$300,000 are subject to Evidence of Insurability for new hires. Thereafter, increases of more than one increment of pay or increases of \$100,000 or more require Evidence of Insurability). Premium rates vary depending upon employee's age and smoking status.

SECTION 6. For employees hired before July 1, 2011:

Retirement Income Plan

The company will offer a lump sum option; with lump sum equal to the present value of the accrued benefit payable at age 65.

SECTION 7. For employees hired on or after January 1, 2002, and prior to September 1, 2009:

Retirement Income Plan

Employees hired on or after January 1, 2002, and prior to September 1, 2009, will have their Cash Balance Formula frozen and will no longer be eligible for the Cash Balance Annual Pay Credits. An employee's Cash Balance Formula will continue to receive the applicable Annual Interest Credits on the balance of their account.

Employees hired on or after January 1, 2002, and prior to September 1, 2009, will be automatically enrolled in the Union Savings and Investment Plan, if not already enrolled, and will receive automatic contributions equal to the amount the Cash Balance Annual Pay Credits would have been, with the table extended as shown on the attached chart.

MISCELLANEOUS PROVISIONS

SECTION 1. Employees shall be reimbursed for work-related use of their personal vehicles. Rates for mileage reimbursement on a personal vehicle for company business are generally consistent with Internal

Revenue Service maximum allowable rates per mile.

SECTION 2. The Company shall continue its current practices of covering the cost of licenses, training, certifications, and exams required in any classification.

SECTION 3. It is agreed that certain supplementary letters of intent and interpretation written in the future, as well as side agreements, and all such letters and side agreements will be considered as incorporated into this Agreement, and made a part thereof as if fully set forth.

SECTION 4. The Company will permit the use of bulletin boards for posting officially signed Union bulletins.

SECTION 5. Union officials will seek approval from appropriate department heads prior to conducting Union business on Company time.

SECTION 6. The non-union telecommuting policy shall apply to members of this bargaining unit.

SECTION 7. Relatives – spouses, parents, children, siblings, aunts, uncles, nieces, nephews, in-laws or similar step or adoptive relations may not be in direct supervisor/subordinate roles.

SECTION 8. Employees who have a disability or those whose jobs have been eliminated may be offered a job in conflict with this policy only if there is no other job available. They also cannot answer any job announcement or be promoted to another job that would violate this policy.

MANAGEMENT RIGHTS

This Agreement delineates the rights and prerogatives of the Company with respect to the management of the business of the Company. The parties agree that, subject to the provisions of this Agreement, the Company retains its management rights and prerogatives, including but not limited to the right to:

- Manage the business, including the direction of the work and workforce;
- Plan, direct and control Company operations and to maintain efficiency with respect to them;
- Determine the amount of supervision necessary;
- Establish quality standards;
- Increase or decrease employment levels, including the right to layoff employees;
- Determine fair qualifications of individuals for jobs;

- Make and enforce reasonable rules to assure orderly, efficient and safe Company operations;
- Make fair determinations of employee competency;
- Promote employees to fill positions which are necessary or desirable to be filled as determined by the Company;
- Subcontract work when it is deemed by the Company to be necessary or desirable to do so;
- Demote, discipline or discharge employees for cause.

The parties agree the Union will not interfere with the Company's right to manage the business. The Company's failure to exercise its reserved rights will not preclude it from doing so in the future.

The Company recognizes that it may have an obligation to bargain with the Union regarding the effects of the exercise of its management rights when such bargaining is required by the National Labor Relations Act, as amended.

SUBCONTRACTING

The Company will inform the Union of projects or work that may be assigned to an outside contractor. It is further intended that contractors shall conform to the Company's safety and working rules. The Company shall not use outside contractors to perform work regularly done by its regular employees if so doing would result in any regular employee being displaced from their job, laid off, terminated or if it results in positions being reduced by attrition.

PERFORMANCE EVALUATIONS

Performance evaluations and setting of objectives shall be done annually. Objectives will be jointly developed by the employee and his or her immediate supervisor. Evaluations shall be based only on an individual's job related performance factors relative to his or her objectives but may be compared to others for consistency. A supervisor's failure to complete an annual performance evaluation will be construed to mean the employee has performed satisfactorily.

PERFORMANCE MANAGEMENT PROCESS

Setting Individual Objectives

November – January

- Cascade objectives from corporate priorities
- Supervisors meet with employees to discuss and agree on objectives

Assessing and Evaluating

Mid-year: June – July

- Meet with each employee for feedback discussion and review of yearly objectives

Year-end Assessment: November – February

- Employee completes year-end self-assessment
- Supervisors or employees may request colleague feedback
- Supervisors complete evaluations of employees based on yearly objectives
- Supervisors meet with employees to review evaluations

OBJECTIVES

- 1) Objectives should be developed using the SMART criteria. This means that objectives should be:
 - a. Specific: Stated in a way that is clear about what is expected.
 - b. Measurable: Determines the criteria that will be used to measure performance and to make sure that the objective has been accomplished.
 - c. Accountable: Falls within the employee's primary responsibilities.
 - d. Reasonable: Challenging but attainable within the context of the employee's full responsibility.
 - e. Time Bound: Establishes a clear time frame for completion. Objectives should be based on the calendar year. If an employee has an objective that will span more than 12 months, the objective should be broken down into smaller milestones that can be accomplished within the Performance Planning and Assessment cycle.
- 2) Objectives shall be developed in the context of the employee's core job functions, and the corporate and departmental goals.
- 3) Training will be provided for those objectives that require new or expanded skills and time required for the training will be taken into account when determining whether a proposed objective is reasonable.
- 4) When situations require a change in an employee's objectives due to operational changes or changes in the Company's business plan then the supervisor will meet with the employee to discuss and agree on the revised objectives.

- 5) When an employee begins a new position, written performance objectives shall be provided to the employee in sufficient time (normally within thirty (30) calendar days after appointment to the position) to allow the employee to meet the work expectations.
- 6) New employees will be provided feedback during their probationary period.

EVALUATION FORMS

Performance evaluation forms will have:

- (1) A description of the job related objectives for the year on which the evaluation is based.
- (2) Provision for identifying specific achievements for each objective. Objectives will be listed with a space to indicate whether they were met, and supporting evidence or examples will be given for each.
- (3) Provision for assessing employee's competencies with respect to execution, people skills, knowledge, and change in the context of the objectives.
- (4) Provision for establishing a development plan including training needed to enhance employee's skills.
- (5) Provision for employee comments or objections and signature.
- (6) Provision for all supervisory evaluators and reviewers signatures, and comments.
- (7) Provision for employee signature accompanied by a statement that "Employee signature means that the employee has seen and is aware of the content of the evaluation, but does not necessarily mean that the employee agrees with the evaluation content."
- (8) The performance evaluation form may be supplemented with other forms and/or information e.g. signed colleague feedback or customer used to support the employee's evaluation.

EVALUATION PROCESS

- (1) The supervisor will communicate with the employee about performance problems as they occur.
- (2) The final evaluation, with employee comments attached, will be signed by the evaluator and the employee. The employee will be provided a copy.
- (3) Provision for establishing next year's performance objectives.

SUCCESSOR AND ASSIGNS

If the Employer sells, transfers or assigns all or part of the operations which are subject to this Agreement, this Agreement shall be binding on any and all successors and assigns of the Employer, whether by sale, transfer, merger, acquisition, consolidation or otherwise.

The Employer agrees to require any successor or assign to comply with the provisions of this Agreement for its remaining term without reduction of any of the wage rates, benefits, or working conditions contained herein. Upon agreement by the successor or assign to assume the obligations of this Agreement, the Employer shall have no further obligations hereunder to the Union or to the employees covered by this Agreement.

BARGAINING UNIT WORK AND NEW OR CHANGED JOBS

The parties have discussed and reached a consensus on the scope and essential functions of each of the current job classifications in the bargaining unit. These are reflected in job descriptions which are not contractual, but which outline in general terms the significant duties, functions and responsibilities of each job. These job descriptions are not intended to be comprehensive or all inclusive.

Whenever a new job classification is created, or meaningful new duties or requirements are added to an existing job, the Company will promptly inform the Union and negotiate with the Union to determine the rate of pay for the classification with the job duties involved. If the Union and the Company do not agree on the rate, there will be a trial period of the new job or duties at the Company's proposed rate during a period of sixty (60) calendar days.

Following the trial period, the Union and the Company will discuss the rates and duties again within ten (10) working days (exclusive of Saturdays, Sundays and holidays). If agreement is still not reached the Union may submit the matter to binding interest arbitration. Such arbitration shall utilize the last-best offer concept requiring the arbitrator to select the last offer of either the Company or the Union.

Bargaining unit work may be performed by persons outside the bargaining unit on an incidental basis for situations such as covering for vacations or sick time or temporarily vacant positions. This right shall not be used in a way that has the effect of reducing the number of bargaining unit positions, nor of having persons outside the bargaining unit performing the work on a regular or ongoing basis. Whenever possible and without creating an undue burden on the employees, bargaining unit work shall be performed by bargaining unit employees.

Notwithstanding the above, supervisors and certain other non-bargaining unit employees retain full rights to perform work done by the represented employees as they were doing as of January 23, 2006.

Interpretation Language Regarding the Use of Contractors August 06, 2007

It is the intent of the parties that the Company may use contractors to perform work regularly done by its regular employees to cover for the absences from work of such regular employees, to perform the work of a vacant position in the period of time during which said vacant position is being filled and to perform work on projects or during peaks of work which are above and beyond the capability or qualifications of regular employees to perform. It is not the intention of the Company to permanently replace regular, full-time employees in the bargaining unit with outside contractors performing work which employees regularly perform. Any use of contractors by the Company of one (1) year or less will not be considered to be a permanent replacement of a regular employee by a contractor under the provisions of this Agreement. If the use of contractors by the Company exceeds one (1) year it will not be considered to be a permanent replacement of a regular employee if the work currently performed by contractors is a special project, not work of an ongoing nature, and has a definite starting point and a recognizable end point.

Cartographer Progression Agreement February 3, 2012

In the spirit of industrial harmony, IBEW 1837 and Central Maine Power agree to the following qualifying steps for eligibility in Cartographer progression:

1. Employees holding a Cartographer I classification must first complete 48 months of service as a Cartographer I before becoming eligible for upgrade to Cartographer II.
2. Once becoming eligible for a Cartographer II position, the Cartographer I employee must successfully complete a qualifying mapping test before progressing to the Cartographer II classification similar to scope and technic as attached, we reserve the right to modify for each individual tester.
 - a. If successful, employee will be upgraded to Cartographer II starting at the 12 month progression step.
 - b. If the employee fails in their first attempt, they will be given a second opportunity which must be exercised within 30 days. If fail at second attempt, the next opportunity to qualify will be one year from date of second test.

- The Company reserves the right to determine staffing levels.

This agreement will not set precedent or prejudice on any other matter and will not be cited by either part in any future arbitration case except for on involving the interpretation or enforcement of this agreement. All other provisions of the collective bargaining agreement remain in effect. Both parties reserve all rights.

- Create a map showing circuit 207D2, symbolized by CMP Standard Phasing
- Symbolize surrounding circuits, by circuit name only
- Display devices, symbolize using CMP Standard Device symbology
- Label the following devices: Reclosers, Airbrakes and Disconnects
- Add the Substation layer and label the Substation names
- Base Map should include: Roads, town boundaries, all water features, landmarks, service area

Show Maine DOT roads names.

Symbolize the lakes to show islands

Symbolize the Augusta Service area as a light background shade

Symbolize landmarks as small diamonds and label

Symbolize town boundaries as hollow with town boundary line symbology

- Create a new data frame that showcases the following location. New date frame should contain all layers in the original data frame.

Locate customer Account # 2110390903015, place symbol on map at location and label the customer name, physical address and CMP Road Name and Pole #

- Create a new data frame that showcases the following location. New date frame should contain all layers in the original data frame.

A potential large customer is looking at a property found at the following GPS location, place point and label location on the map

Latitude: 44.3232224

Longitude: -69.6939060

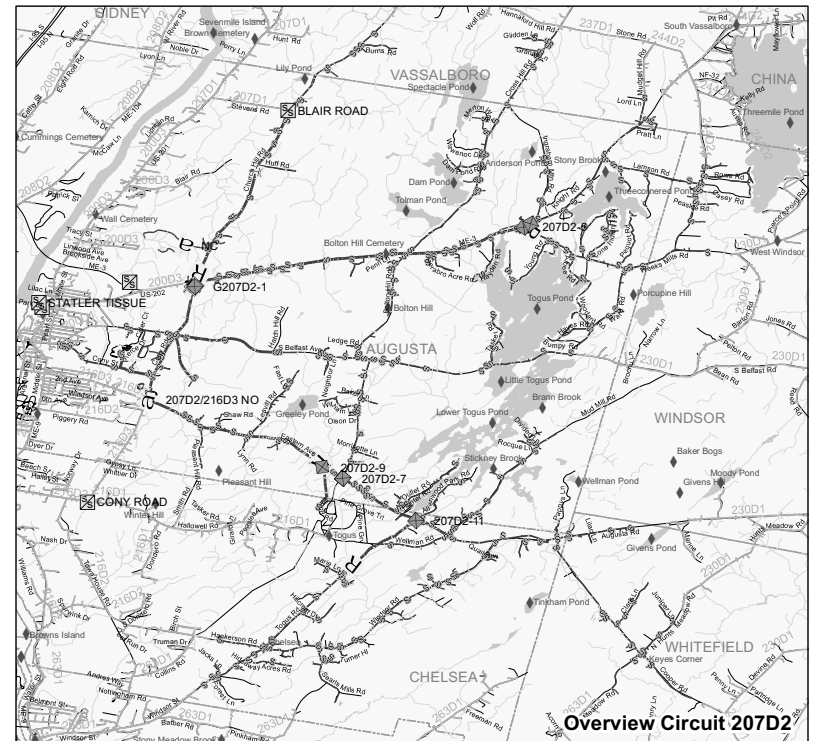
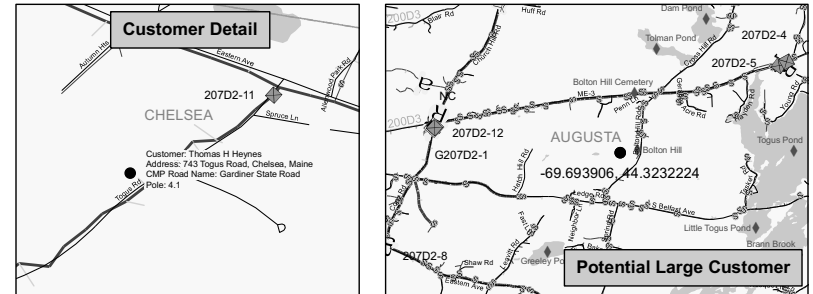
- Map View should show all 3 data frames. Place titles in each frame to designate the following:

Overview circuit 207d2 (halo around title)

Customer Detail (grey box behind title)

Potential Large Customer (grey box behind title)

- Create a PDF of finished map



TOPICAL INDEX

Article		Page
A		
XXIII	Accident Benefit	33
XVI	Arbitration	31
B		
XXIV	Benefits	44
XXVIII	Bulletin Boards	57
C		
VI	Call-Off	7-8
VI	Call-Out	6-7
III	Cooperation	3
VI	Customer Relations Center	53
D		
XXI	Disabled Employees	40
XIII	Discharges	28
IV	Discrimination	3
E		
XXI	Elimination of Jobs	40
IX	Employee in Progression	24
X	Exclusive Representative	2
XX	Examinations	39
F		
VIII	Floating Holiday	16
XIX	Funeral Leave	36
G		
XV	Grievances	30
H		
VIII	Holidays	15
V	Hours of Work	4
X	Industrial Accident	26
J		
XX	Job Forms – Posting	37
XX	Job Transfer	37
XXIV	Jury or Witness Duty	102
L		
XXI	Layoffs	40

Article		Page
XXIII	Leave of Absence	44
XIV	Lockouts	30
M		
VI	Make-up Time	12
XXII	Meals	41
XXVII	Military Service	32
	Military Training	32
XXIX	Miscellaneous Provisions	57
N		
II	New Employees	3
V	Normal Work Day	4
XIV	No Strikes – No Lockouts	30
XIV	Notices	58
O		
VI	Overtime Distribution	6
VI	Overtime Pay	6
P		
VI	Planned Overtime	7
XX	Posting	37
XX	Posting Answer Consideration	37
IX	Progression Pay Provision	24
IX	Progression Schedules	17
R		
I	Recognition of Union	2
I	Relative Policy	39
I	Representation	2
VI	Residency Requirement	9
VI	Rest Time	10
VI	Retrogression	40
S		
X	Safety	26
XI	Separability Provision	59
XII	Seniority	27
XIII	Severance Pay	41
IX	Shift Premiums	24

Article		Page
IX	Shift Worker	24
XVIII	Sickness Benefit	33
VI	Stand-by Duty	9
XIV	Strikes	29
XI II	Suspensions	28
VI	Sunday Premium	7
T		
IX	Temporary Assignment	25
XXV	Temporary Fill-ins for Supervisors	51
XXXI	Term of Agreement	59
X	Tool Replacement	27
XX	Transfer – Jobs	37
IX	Transfer Rate	24
U		
XXVII	Union Dues	56
XXVII	Union Security	55
XI	Unsuitable Weather Conditions	27
XXV	Upgrades	51
V		
VII	Vacations	12
	Eligibility for	12
	Choice and Scheduling	12
	Split Vacations	13
	Carryover	13
	Entitlement	12
W		
IX	Wages	17
IX	Wage Schedules	17
XXIV	Witness Duty	44
V	Work Away From Regular Reporting	6
V	Working Hours	4
XVIII	Workers' Compensation	34
IX	Working for Other Utilities	25

2021

Observed Holidays

JANUARY

1 New Year's Day

FEBRUARY

15 Washington's Birthday

APRIL

19 Patriots Day

MAY

31 Memorial Day

JULY

5 Independence Day (Observed)

SEPTEMBER

6 Labor Day

OCTOBER

11 Columbus Day

NOVEMBER

11 Veterans Day

25 Thanksgiving Day

26 Thanksgiving, Friday After

DECEMBER

24 Christmas Day (Observed)

JANUARY							FEBRUARY							MARCH														
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S								
					①	2	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6				
3	4	5	6	7	8	9	7	8	9	10	11	12	13	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
10	11	12	13	14	15	16	14	⑮	16	17	18	19	20	14	15	16	17	18	19	20	21	22	23	24	25	26	27	
17	18	19	20	21	22	23	21	22	23	24	25	26	27	21	22	23	24	25	26	27	28	29	30	31	28	29	30	31
24	25	26	27	28	29	30	28							28	29	30	31											

2023

Observed Holidays

JANUARY

2 New Year's Day (Observed)

FEBRUARY

20 President's Day

APRIL

17 Patriots Day

MAY

29 Memorial Day

JULY

4 Independence Day

SEPTEMBER

4 Labor Day

OCTOBER

9 Columbus Day

NOVEMBER

10 Veterans Day Holiday

23 Thanksgiving Day

24 Thanksgiving, Friday After

DECEMBER

25 Christmas Day

JANUARY							FEBRUARY							MARCH													
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S							
1	②	3	4	5	6	7	1	2	3	4			1	2	3	4			1	2	3	4					
8	9	10	11	12	13	14	5	6	7	8	9	10	11	5	6	7	8	9	10	11	5	6	7	8	9	10	11
15	16	17	18	19	20	21	12	13	14	15	16	17	18	12	13	14	15	16	17	18	12	13	14	15	16	17	18
22	23	24	25	26	27	28	19	⑳	21	22	23	24	25	19	20	21	22	23	24	25	19	20	21	22	23	24	25
29	30	31					26	27	28					26	27	28					26	27	28	29	30	31	

2022

Observed Holidays

FEBRUARY

21 President's Day

APRIL

18 Patriots Day

MAY

30 Memorial Day

JULY

4 Independence Day

SEPTEMBER

5 Labor Day

OCTOBER

10 Columbus Day

NOVEMBER

11 Veterans Day

24 Thanksgiving Day

25 Thanksgiving, Friday After

DECEMBER

26 Christmas Day (Observed)

JANUARY							FEBRUARY							MARCH													
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S							
						1	1	2	3	4	5	6	1	2	3	4	5	6	1	2	3	4	5	6			
2	3	4	5	6	7	8	6	7	8	9	10	11	12	6	7	8	9	10	11	12	13	14	15	16	17	18	19
9	10	11	12	13	14	15	13	14	15	16	17	18	19	13	14	15	16	17	18	19	20	21	22	23	24	25	26
16	17	18	19	20	21	22	20	⑲	22	23	24	25	26	20	21	22	23	24	25	26	27	28	29	30	31		
23	24	25	26	27	28	29	27	28						27	28	29	30	31									

2024

Observed Holidays

JANUARY

1 New Year's Day

FEBRUARY

19 President's Day

APRIL

15 Patriots Day

MAY

27 Memorial Day

JULY

4 Independence Day

SEPTEMBER

2 Labor Day

OCTOBER

14 Columbus Day

NOVEMBER

11 Veterans Day

28 Thanksgiving Day

29 Thanksgiving, Friday After

DECEMBER

25 Christmas Day

JANUARY							FEBRUARY							MARCH													
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S							
						①	1	2	3	4	5	6	1	2	3	4			1	2	3	4	5	6			
7	8	9	10	11	12	13	4	5	6	7	8	9	10	3	4	5	6	7	8	9	3	4	5	6	7	8	9
14	15	16	17	18	19	20	11	12	13	14	15	16	17	10	11	12	13	14	15	16	10	11	12	13	14	15	16
21	22	23	24	25	26	27	18	⑱	20	21	22	23	24	17	18	19	20	21	22	23	17	18	19	20	21	22	23
28	29	30	31				25	26	27	28	29			24	25	26	27	28	29	30	24	25	26	27	28	29	30

Recognized holidays during the term of the Agreement are indicated by (circle).

2025

Observed Holidays

JANUARY

1 New Year's Day

FEBRUARY

17 President's Day

APRIL

21 Patriots Day

MAY

26 Memorial Day

JANUARY							FEBRUARY							MARCH						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			①	2	3	4						1								1
5	6	7	8	9	10	11	2	3	4	5	6	7	8	2	3	4	5	6	7	8
12	13	14	15	16	17	18	9	10	11	12	13	14	15	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	①⑦	18	19	20	21	22	16	17	18	19	20	21	22
26	27	28	29	30	31	23	24	25	26	27	28	23	24	25	26	27	28	29		
													30	31						

APRIL							MAY							JUNE							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
			1	2	3	4	5					1	2	3	1	2	3	4	5	6	7
6	7	8	9	10	11	12	4	5	6	7	8	9	10	8	9	10	11	12	13	14	
13	14	15	16	17	18	19	11	12	13	14	15	16	17	15	16	17	18	19	20	21	
20	②①	22	23	24	25	26	18	19	20	21	22	23	24	22	23	24	25	26	27	28	
27	28	29	30	27	②⑨	28	29	30	31	29	30										

Recognized holidays during the term of the Agreement are indicated by (circle).

Agreement between

**Central Maine Power
Company**

and

**Local No. 1837
International Brotherhood
of Electrical Workers**

May 1, 2021
through April 30, 2025



**CENTRAL MAINE
POWER**

An AVANGRID Company

Part of UI's commitment to the environment, produced with 100% wind power
on recycled paper using soy inks.

XX-XXX