



Patrick Prindeville
Executive Director
Labor Relations

140 West Street
Room 09-114
New York, NY 10007

O 212 519 4867
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October 27, 2020

Mr. Myles J. Calvey
Chairman, System Council T-6
International Brotherhood of Electrical Workers
159 Thomas Burgin Parkway, 3rd Floor
Quincy, MA 02169

Re: COVID-19 Home Garaging -- Fourth Renewal

Dear Myles,

As a result of the current COVID-19 outbreak, through November 30, 2020 certain Associates designated by management by title, location and work group shall home garage their Company-provided vehicle. The wages, benefits and other terms and conditions of employment of each Associate designated to home garage will continue to be governed by the applicable collective bargaining agreement.

Each Associate designated to home garage will begin their work tour when they dispatch from their home and will end their work tour when they close the last job of the day from their home. While home garaging, the Associate must comply with all Company rules and policies.

This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement, and the underlying facts related to this agreement, shall not be cited by any party in any proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any matter, except as necessary to enforce the terms of this agreement.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,

Patrick J. Prindeville
Executive Director - Labor Relations

Agreed for the Union:

Myles J. Calvey – Chairman, System Council T-6
International Brotherhood of Electrical Workers

Date:



Patrick Prindeville
Executive Director
Labor Relations

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October 16, 2020

Mr. Myles J. Calvey
Chairman, System Council T-6
International Brotherhood of Electrical Workers
159 Thomas Burgin Parkway, 3rd Floor
Quincy, MA 02169

Re: Identity Theft Protection Benefits

Dear Myles,

The Company plans to provide Identify Theft Protection Benefits through All State Identity Protection to all active employees effective January 1, 2021 at no cost.

Employees will have the ability to opt out of this benefit. Dependent coverage for anyone residing at an employee's address may be purchased for \$6.00 per month.

The Identity Theft Protection Benefit will be administered solely in accordance with its provisions and no matter concerning the benefit or any difference arising thereunder shall be subject to the grievance or arbitration process. The selection of the administrator, the administration of the benefit and all the terms and conditions relating thereto, and the resolution of any disputes involving the terms, conditions, interpretation, administration, or reimbursements shall be determined by and at the sole discretion of the Company.

The Company agrees to provide the Unions with advance notification of program changes including, but not limited to termination of the benefit at least thirty (30) days in advance of the effective date.

The union's acceptance of this proposal will not become effective unless and until the following agree to the terms set forth herein: IBEW New York, Communications Workers of America (CWA) District 1. Absent agreement of each of the above in the immediately preceding sentence, this proposal may be withdrawn without precedent or prejudice.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,

Patrick J. Prindeville
Executive Director - Labor Relations

Agreed for the Union:

Myles J. Calvey Chairman, System Council T-6
International Brotherhood of Electrical Workers

Date: