

IBEW LOCAL 94 AND ASPLUNDH TREE EXPERT, LLC
JCP&L AND PSE&G PROPERTIES
TENTATIVE AGREEMENT Summary

The term of the successor CBAs shall be from January 1, 2023 to December 31, 2025.

General wage increases:

2023	4.25%
2024	4.50%
2025	3.50%

Employer contributions to Health and Welfare, per hour:

2023	\$8.00
2024	\$8.00
2025	\$8.25

Article III, Section 1, shall be modified as follows:

All employees hired before January 1, 2023 are entitled to take up to three (3) weeks' vacation without pay annually.

All employees hired on or after January 1, 2023 shall be entitled to annual vacation without pay on the following schedule:

<u>Vacation Time</u>	<u>Completed Years of Employment</u>
One (1) week	One (1) year
Two (2) weeks	Two (2) years
Three (3) weeks	Three (3) years

All employees shall be required to select their pre-approved vacation in writing by December 15 (for time off from January 1 to June 30) and by May 15th (for time off from July 1 to December 31) of each year. Vacation selections shall be approved based on seniority. Employees with three weeks' vacation time shall schedule and use at least one week in a full-week increment.

Article IV, Section 3b, amended to include the following language:

“Emergency work done outside the scope of this Agreement shall be paid at the one and one-half time rate of pay for the first eight (8) hours of work per day performed between Monday and Friday, inclusive, and one and one-half or double time rate whichever is applicable thereafter.”

All other provisions of the Contract shall remain unchanged.

This Tentative Agreement is subject to a vote by the Union's membership and shall not be effective until it is ratified.

If you don't receive a text on Dec 21, send an email to:

ibew94@electionbuddy.com

**WAGES
PSE&G**

CLASSIFICATION	EFFECTIVE 1/1/23	EFFECTIVE 1/1/24	EFFECTIVE 1/1/25
Increase	4.25%	4.5%	3.5%
Customer Service Specialist “*”	\$35.17	\$36.75	\$38.04
Customer Service Specialist	\$34.70	\$36.26	\$37.53
“A” Crew Chief (With Herbicide License)	\$35.23	\$36.82	\$38.11
“A” Crew Chief (Without Herbicide License)	\$34.70	\$36.26	\$37.53
“T/A” Temporary Crew Chief	\$34	\$35.53	\$36.77
“B” Top Rated Trimmer	\$30.92	\$32.31	\$33.44
“C+” Trimmer/Groundsman (After 10 Years)	\$27.63	\$28.87	\$29.88
“C” Trimmer/Bucket Operator/Climber	\$25.35	\$26.49	\$27.42
“D” Trimmer Trainee	\$24.44	\$25.54	\$26.43
“E” Groundsman	\$22.97	\$24	\$24.84

JCP&L

CLASSIFICATION	EFFECTIVE 1/1/23	EFFECTIVE 1/1/24	EFFECTIVE 1/1/25
Increase	4.25%	4.5%	3.5%
Customer Service Specialist “*”	\$36.02	\$37.64	\$38.96
Customer Service Specialist	\$35.56	\$37.16	\$38.46
“A” Crew Chief (With Herbicide License)	\$36.07	\$37.69	\$39.01
“A” Crew Chief (Without Herbicide License)	\$35.56	\$37.16	\$38.46
“T/A” Temporary Crew Chief	\$34.82	\$36.39	\$37.66
“B” Top Rated Trimmer	\$31.68	\$33.11	\$34.27
“C+” Trimmer (After 10 Years)	\$28.28	\$29.55	\$30.58
“C” Trimmer/Bucket Operator/Climber	\$25.98	\$27.15	\$28.10
“D” Trimmer Trainee	\$25.03	\$26.16	\$27.08
“E” Groundsman	\$23.53	\$24.59	\$25.45