



MEMORANDUM OF AGREEMENT BETWEEN PUBLIC SERVICE ELECTRIC AND GAS COMPANY, PSEG POWER LLC, AND PSEG SERVICES CORPORATION AND LOCAL UNION 94 OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Public Service Electric & Gas Company, PSEG Power LLC, and PSEG Services Corporation (collectively the “Company”) and Local Union 94 of the International Brotherhood of Electrical Workers (“Union” or “IBEW Local 94”) have reached a tentative agreement regarding the current Collective Bargaining Agreements dated May 1, 2021 (“CBAs”). The terms of this tentative agreement will become effective May 1, 2023 and will expire on April 30, 2027, subject to ratification by the membership of the Union. If the agreement is not ratified, the terms of the existing CBAs will remain in place until April 30, 2023. The parties agree that, upon ratification, all of the terms and conditions of the current CBAs will remain in force until April 30, 2027, with the following exceptions:

Wage Increases

The parties have agreed to the following wage increases, provided this tentative agreement is ratified on or before March 24, 2023:

5/1/23:	4%
5/1/24:	3%
5/1/25:	3%
5/1/26:	3%

Active Employee and Pre-Medicare Retiree Medical Plans

Effective January 1, 2024, the Company will discontinue offering the current HMO and Indemnity plans and the HSMP plan shall be the “default” medical plan for new hires and those currently enrolled in the HMO and Indemnity plans. In addition, the PPO and HSMP plan designs (including but not limited to the, co-pays, out-of-network coinsurance, and maximum out-of-pocket limits) will be modified as specified in Exhibit 1.

The active employee medical plan changes in the above paragraph will be applied to the Pre-Medicare Retiree Plan effective 1/1/2024. Employees who retire prior to 1/1/2024 will be permitted to elect the plan option and benefit levels that were in effect at the date of retirement.

The Company will include the Union's participation in future RFPs for medical plan administration. Each Union will be permitted to designate one representative to participate in the RFP meetings. The final decision on selection will rest with the Employee Benefits Committee, which will include input from the RFP team.

In addition, the parties agree to continue their joint efforts to address health care costs through the Healthcare Cost Containment Committee (HCCC). Items such as vendor selection, cost sharing, and employee premiums will be discussed through the HCCC.

IBEW Local 94 and the Company also agree to form a labor-management committee to discuss future changes in active employee medical plans. The parties understand that this provision does not constitute an agreement or commitment to make any changes, nor establish a mid-term bargaining obligation by the Company.

In addition, the Company agrees to make access available to the pre-Medicare federal exchange for future B2000 retirees through an administrator who offers access to the marketplace.

Retirement Benefits

Employees hired on or after January 1, 2025 (including rehires and PSEG Long Island transfers)

Employees will default into an enhanced 401(k) Plan (the "4/4 Plan") in lieu of the Represented Cash Balance Component of the Pension Plan of Public Service Enterprise Group, Inc. II ("Cash Balance Component"). Pursuant to the 4/4 Plan, after 180 days of service, the Company will:

- 1) Make a 4% core contribution of eligible pay to the 401(k) plan; and
- 2) Match 100 percent of an employee's contribution up to 4% of the employee's compensation contributed to the 401(k) plan.

These employees shall be permitted to exercise a one-time irrevocable opt-out of the 4/4 Plan at any time during the first 180 days of service. Any employee who opts out of the 4/4 Plan will become a participant in the Cash Balance Component after the 180 day period and be credited for service as of date of hire. Employees who opt out of the 4/4 Plan shall not be entitled to the 4% core contribution or 100 percent match noted above. However, current provisions of the 401(k) plan (e.g. the 50% match up to 7%) shall continue to apply to an employee who has elected the Cash Balance Component.

The parties agree to utilize the HCCC to meet and confer about the communications (i.e. a fact sheet) the Company will provide employees regarding the 4/4 Plan and the Cash Balance Component. The parties understand that this provision does not constitute an agreement or commitment to make any changes, nor establish a mid-term bargaining obligation by the Company with respect to these communications. In addition to these communications, employees may avail themselves of the services available through PSEG's vendors.

Regardless of whether an employee is a participant in the 4/4 Plan or the Cash Balance Component, effective January 1, 2025, the Company will no longer make employer contributions to the VEBA for newly hired employees.

The automatic enrollment 401(k) deduction for newly hired employees shall be 4%.

The Company shall make an annual, non-elective employer contribution to the 401(k) plan in the amount of \$100 during an employee's first 5 years of service and \$800 during an employee's subsequent years of service, for those employees who are employed by the Company as of December 31st of the respective plan year. Employees must have achieved 180 days of service time in order to receive the initial annual contribution. The 401(k) plan will reflect that this contribution will not be available for loans or in-service withdrawals.

Employees hired between January 1, 1997 and January 1, 2025 (B2000 employees)

Employees will be provided a window, determined by the Company, in either the fourth quarter of 2024 or fourth quarter of 2025, to terminate their participation in the Cash Balance Component and opt into the 4/4 Plan. The opt-in will be prospective and employees will only be eligible for core contributions from the point that they opt in forward. The decision to opt in (or not) will be irrevocable and, if the employee has elected to opt in, the Company will make no further contributions to the employee's cash balance account under the applicable Pension Plan. For those employees who opt in to the 4/4 Plan, their cash balance account will continue to receive interest credits based on the terms of the Cash Balance Component. Employees eligible for this opt-in may avail themselves of the services available through PSEG's vendors.

Additionally, effective January 1, 2025, no new employer contributions to the VEBA will be made for Benefits 2000 employees. After 180 days of service, the Company shall make an annual, non-elective employer contribution to the 401(k) plan in the amount of \$100 during an employee's first 5 years of service and \$800 during an employee's subsequent years of service, for those employees who were employed by the Company as of December 31st of the plan year. The 401(k) plan will reflect that this contribution will not be available for loans or in-service withdrawals.

Employees hired before January 1, 1997 (Choices employees)

Effective May 1, 2023, the Public Service Enterprise Group Incorporated Medical Benefits Plan for Retired Employees ("Plan") shall be amended to provide that retired employees who were Choices employees shall be eligible for subsidized coverage under the Plan if they are otherwise eligible for an unreduced benefit under the Pension Plan.

Paid Time Off

Vacation

Effective July 1, 2024

Vacation days will no longer be accrued. The Company will place any vacation days that are accrued and unused as of December 31, 2024 into a separate Vacation Bank. Employees may request and use time in this separate Vacation Bank during the period between January 1, 2025 and December 31, 2026. Any time remaining in the Vacation Bank, effective January 1, 2027, will be lost.

Effective January 1, 2025

All full-time permanent employees will be eligible for a vacation allotment based on their years of service as follows:

Years of Service achieved during the Calendar Year	Number of Vacation Days available for the Calendar Year
Hired during the year	8 days (64 hours) if hired before April 1 6 days (48 hours) if hired on or after April 1 but before July 1 4 days (32 hours) if hired on or after July 1 but before October 1 2 days (16 hours) if hired on or after October 1
Less than 6 years	10 days (80 hours)
6 years or more, but less than 15 years	15 days (120 hours)
15 years or more, but less than 21 years	20 days (160 hours)
21 years or more, but less than 30 years	25 days (200 hours)
30 years or more	30 days (240 hours)

Employees shall be permitted to carry over up to five (5) vacation days (i.e., 40 hours) from one calendar year to the next. In addition:

- (a) In the event that an employee has to cancel vacation days during the year due to illness, and the Company is unable to accommodate the employee's request to use those cancelled days within the calendar year of the illness, the employee may carry over the cancelled days into the following year. These days may not be carried over into any subsequent years; and
- (b) In the event that the Company cancels an employee's vacation days and the Company is unable to accommodate the employee's request to use those cancelled days within the remaining calendar year, the employee may carry over the cancelled days into the following year. These days may not be carried over into any subsequent years.

Vacation days carried over under this provision can be requested and used throughout the following year, subject to existing vacation selection rules.

There shall be no carryover of any other vacation days from one calendar year to the next.

Payout of Vacation Days upon Separation

Effective January 1, 2025, the Company will pay out, on separation for any reason, unused vacation days up to the amount that the employee is allotted for that year plus any unused days in the Vacation Bank.

Effective January 1, 2027, the Company will no longer pay out unused vacation days, including any unused days in the Vacation Bank. Employees will lose any unused vacation on separation of employment for any reason, including retirement.

Sick and Short-Term Disability Benefits

The parties agree to form a committee that will meet to review, among other things, modernizing and amending the parties' paid time off, absence, and leave programs. The parties understand that this provision does not constitute an agreement or commitment to make any changes, nor establish a mid-term bargaining obligation by the Company or by the Union.

Workers' Compensation Benefits

Effective January 1, 2025, full-time permanent employees who are B2000 employees will be eligible for a maximum of 26 weeks of full pay for each work-related illness or injury covered and accepted under PSEG's workers' compensation plan. Full pay is contingent upon employees remaining in compliance with workers' compensation requirements.

Payroll

The parties agree that the May 1, 1996 letter agreements titled "Petty Cash Expense Reimbursements/Payroll and Adjustments" are revised as follows:

~~As soon as possible after May 1, 1996, all petty cash reimbursements will be included with the paycheck. Reimbursements submitted by Friday of a given pay period will be included in the paycheck for that period. If, due to Company error, payment is not made as stated above, the Company will reimburse the employee on the day the check was received or on the next following workday.~~

~~In addition, if due to Company error, employees do not receive full regular pay (including overtime and other premiums), the Company will reimburse the employee no later than the second following workday after the employee discloses the error. This does not apply to~~

~~amounts under \$50.00, which will be reimbursed in the paycheck for the pay period in which the error was reported.~~

In the event that a payroll error occurs, the employee should immediately report the matter to the Payroll department. The Company will correct the error per the schedule outlined below, unless otherwise required by law.

<u>Employee Provides Notification</u>	<u>Payment Made</u>
<u>Monday</u>	<u>Thursday of the same week</u>
<u>Tuesday</u>	<u>Friday of the same week</u>
<u>Wednesday</u>	<u>Next scheduled pay date</u>
<u>Thursday</u>	<u>Thursday following next scheduled pay date</u>
<u>Friday</u>	<u>Thursday following next scheduled pay date</u>

Notwithstanding the above, the Company will correct errors for overtime and/or other premiums resulting from incorrect or missing time entry/approval on the next scheduled pay date, unless otherwise required by law.

Operational Items

Local 94 Unit-Wide Items

I. Shift Premium

The parties agree that Article III, Section M of the Electric/Nuclear/Services CBA and Article III, Section K(1) of the Gas CBA shall be amended to reflect the following:

Effective May 1, 2023, the shift premiums shall be increased from \$1.80 to \$2.00.

II. Meal Allowance

The parties agree that Article V, Section L(7) of the Electric/Nuclear/Services CBA and Article V, Section K(6) of the Gas CBA shall be amended to reflect the following:

Effective May 1, 2023, the meal allowance shall be increased from \$13.50 to \$15.00.

III. Safety Footwear Allowance

The parties agree that the May 1, 2005 letter agreements entitled "Safety Footwear" shall be amended to reflect the following:

Effective January 1, 2024, the amount of each footwear allowance shall be increased by \$40.

IV. Flame Retardant Clothing Allowance

The parties agree that the letter agreements entitled "Flame Retardant Clothing Annual Allowance Program" shall be amended to reflect the following:

Effective January 1, 2024, the amount of the Annual Allowance shall be increased from \$325 to \$500.

V. Single Vacation Days

Effective May 1, 2023, the parties agree that Article VII, C of the Electric/Nuclear/Services CBA and Article VII, Section C of the Gas CBA will be amended to increase single vacation days from five to ten per year.

VI. Coffee Breaks

Effective May 1, 2023, the parties agree to amend agreements (including the agreements listed below) so that the Company will no longer have an obligation to provide "coffee and" and no longer have an obligation to provide an employee \$1.50 per day. There shall be no change to existing agreements and practices regarding the length or timing of coffee breaks.

- May 1, 1996 Coffee Breaks
- May 1, 2006 Transformer Oil Filtering Agreement
- May 1, 2006 Transmission Project Work
- November 1, 2007 Mobile Construction Division
- January 26, 2011 Gas Delivery Home Based Reporting (HBR) Agreement

Electric/Nuclear/Services Collective Bargaining Agreement

I. Transfers in Electric Distribution

Effective May 1, 2023, the parties have agreed to amend the Transfers in Electric Distribution letter dated October 10, 2005 to provide:

...

- Qualified employees who have completed their lock in periods will be permitted to transfer to another operating Division. The amount of those permitted to transfer will be capped at 20% of the actual workforce number within each classification. The new hire will then be placed in the Division that the qualified IBEW applicant vacated. Employees will be limited to ~~two~~ one transfers across Divisions. Once the first transfer is used, the second transfer may not be utilized until seven years after the first transfer date in the new Division location.

...

II. Transfers in Mobile Construction Division

Effective May 1, 2023, the parties have agreed to amend the Mobile Construction Division letter dated May 8, 2020 to provide:

...

- ~~One Two~~ Transfer Rule – ~~employees may bid into the new division and the current “one transfer rule” between divisions will be waived.~~ After Apprentice Lock In, employees will be limited to two transfers across Divisions. Once the first transfer is used, the second transfer may not be utilized until seven years after the first transfer date in the new Division location. Any ~~future~~ transfers in or out of this ~~new~~ division will count as a transfer in accordance with Paragraph 4 of the Letter of Agreement entitled Transfers in Electric Distribution, dated ~~October 10, 2005~~ May 1, 2023.
- Apprentice Lock In – ~~Refer to Employees who are currently in an apprentice lock in can bid to the new division and carry over their remaining lock in to the new division. After the apprentice lock in is complete, any future transfer out of the new division will count as the one transfer in accordance with Paragraph 4~~ the Letter of Agreement entitled Transfers in Electric Distribution, dated ~~October 10, 2005~~ May 1, 2023.

III. Bonus for Nuclear Control Operators Holding a NRC License

The parties have agreed to the following increases:

Effective 5/1/2023	\$1.50 increase for Nuclear Control Operators holding a valid Reactor Operator License (\$3.60/hour to \$5.10/hour)
Effective 5/1/2024	\$0.50 increase for Nuclear Control Operators holding a valid Reactor Operator License (\$5.10/hour to \$5.60/hour)
Effective 5/1/2025	\$0.50 increase for Nuclear Control Operators holding a valid Reactor Operator License (\$5.60/hour to \$6.10/hour)
Effective 5/1/2026	\$0.50 increase for Nuclear Control Operators holding a valid Reactor Operator License (\$6.10/hour to \$6.60/hour)

IV. Nuclear Meal Options

Effective May 1, 2023, and in settlement of grievance 2022-2, the Company agrees to provide adequate meals through the exploration of alternative vendors. The Company and Union shall meet periodically to discuss the vendor options. In addition, the allowance for the “midnight” meal shall be \$20.00.

V. Shared Job Duties Between Nuclear Equipment Operators (1302) and Senior Test Engineers/Test Engineers (5300/5301)

Effective May 1, 2023, the parties have agreed to the following with respect to the setup, conduct, and document system Local Leak Rate Tests (LLRT) and inspections:

The Company must first contact Nuclear Senior Test Engineers and Laboratory Testing Services and, if they are unable to support the work, then Nuclear Equipment Operators (1302) can be assigned to setup, conduct, and document system Local Leak Rate Tests (LLRT) and inspections.

In addition, effective May 1, 2023 Exhibit A of the parties’ applicable CBA will be amended to increase the top step of the 1302 Nuclear Equipment Operator classification (P double prime) by \$0.405 (\$57.095/hour to \$57.50/hour) (these figures are inclusive of the 4% wage increase effective May 1, 2023).

VI. Nuclear Lock-In Periods

Effective May 1, 2023, the “Explanation of Status Codes” reference document will be amended to add the following to Attachment 1:

TRANSFER GROUP 2 POSITIONS		
1310	Fire Protection Operator - Nuclear	3 years
1751	Hoist Operator	5 years****
10221	Nuclear Services Technician- Mechanical	4 years
10222	Nuclear Services Technician- Controls	4 years
10223	Nuclear Services Technician- Machinist	4 years
10224	Nuclear Services Technician- Welder	4 years
****	Years as a 1755 Tractor Operator apply towards the 5 years	

For the Common Maintenance group listed above (positions 10221, 10222, 10223, and 10224), employees who are in the positions prior to May 1, 2023 shall not have the lock-in period apply to them. Any new incumbents, excluding employees who may have transferred from a like classification, will be locked into their positions.

In addition, Exhibit A the parties’ applicable CBA will be amended as follows:

- Fire Protection Operator (1310) pay step L” (triple prime) will replace pay step L” (double prime)
- Hoist Operator (1751) pay step K” (double prime) will be eliminated and the starting pay step shall be L” (double prime)

VII. Nuclear Training Programs

Effective May 1, 2023, the parties have agreed to amend the Nuclear Training Programs letter dated May 1, 2005 to provide:

(1302) Nuclear Equipment Operator: ... ~~Nuclear Equipment Operations will progress to the “O” triple prime pay rate step. Upon successful completion of the NRC administered fundamental exams or at the start of the Reactor Operator Systems Training, the Nuclear Equipment Operator will progress to the “P” double prime pay step. Nuclear Equipment Operators that do not pass the Reaction Operator Systems training will be returned to the “O” triple prime pay step. Employees who are currently in this classification at O” for six months will automatically progress to P” in accordance with the Wage Progression scheduled in Exhibit A. ...~~

VIII. Resolution of Nuclear Department Issues

Effective May 1, 2023, the parties have agreed to amend the 1987 Negotiations Resolution of Nuclear Department Issues letter dated May 1, 2005 to provide:

...2. Employees are subject to interchangeability between Hope Creek and Salem Generating Stations to perform work of their classification for which they are trained and qualified. Work assignments can be assigned in either plant at any time throughout the year. ~~Excluded from interchangeability are Shift Nuclear Technician — Mechanical (1520), Shift Nuclear Technician — Controls (1521), Shift Nuclear Workers (1522) and Nuclear Control Operators (1305). Nuclear Technician — Chemistry (1715) and Hope Creek specific Nuclear Technician — Controls will be subject to interchangeability under III F conditions unless there are contractors, working in their Department doing work of their classification, and under the direct supervision of the Department are still working from the sending station (example I&C Technicians at Hope Creek). The exception will be in emergencies after discussion with the Union regarding a qualified Employee. Specifically excluded are GPMA contractors or fixed price contractors. This does not preclude employees from delivering, picking up material, paperwork, and equipment from any other Nuclear Business Unit location. Nuclear Equipment Operators on an interchangeability non-III F assignment will work the 12-hour shift schedule of their home station, unless it is not in effect at which time they will work the non-III F schedule of their home station. Nuclear Equipment Operators on a III F assignment will work the 12 hour shift schedule of the receiving station, unless it is not in effect at which time they will work the III F schedule of the receiving station. The parties recognize the safety implications and agree to raise to third step of the grievance process any safety concerns regarding this type of assignment. Employees will not be subject to interchangeability when contractors, working in their Department, doing work of their classification, and under the direct supervision of~~

the Department are still working in the sending station (example Bogan I&C Techs at Hope Creek), except in emergencies after discussion with the Union regarding essential work requiring a qualified PSEG PSE&G employee. Specifically excluded are GPMA contractors or fixed price contractors. This does not preclude employees from delivering, picking up material, paperwork, equipment, escorting radioactive material, etc. from any other Nuclear Business Unit location.

Nuclear Equipment Operators will perform duties such as:

- I. switchyard clearance tagging
- II. circulating water and support system clearance tagging
- III. lubrication and greasing of equipment
- IV. second verification of valve position or test parameters
- V. support draining of systems within tagged boundaries
- VI. auxiliary boiler operation
- VII. truck deliveries of consumables such as fuel oil, H2, N2 and CO2, etc.
- VIII. run temporary equipment like temporary air compressors or pumps for dewatering
- IX. select tagging on low voltage equipment (600 volts or below) for support systems

Assigning nuclear equipment operator interchangeable activities other than those listed above, may be reached by mutual consent by the Nuclear Business Agent and Discipline Specific Manager at any time. The above provisions are applicable to Nuclear Control Operators (1305) performing Nuclear Equipment Operator (1302) duties.

...

11. Interchangeability is not intended for shift coverage or shift emergency plan complement.

12. With the modification of interchangeability, effective May 1, 2023, the Company and Union agree to allow for a one-time opportunity for day-shift to bid 12 hour shift and 12 hour shift back to day-shift.

- a. Employees shall bid in order of seniority and paper transfers will be provided to employees who will be unable to transfer.

...

In addition, Exhibit A the parties' CBA will be amended as follows:

Title	New Top Step
1520 Shift Nuclear Technician- Mechanical	P'
1521 Shift Nuclear Technician- Controls	R''
1522 Shift Nuclear Worker	K''
1715 Nuclear Technician- Chemistry	P''
1716 Nuclear Technician- Chemistry-Special	Q''

IX. Interchangeability for Nuclear Technician- Chemistry

Effective May 1, 2023, the parties have agreed to amend the Interchangeability for the Nuclear Technician- Radiation Protection (1735) and Minor Maintenance Duties for the Nuclear Technician - Chemistry and Nuclear Technician- Radiation Protection (1735) dated May 1, 2005 to provide:

...

~~5. This letter does not change in any way the interchangeability assignments for Chemistry Technicians under III F conditions.~~

5. In addition, interchangeable assignments are limited to plant system operations for Nuclear Technician - Chemistry (1715) and Nuclear Technician- Chemistry-Special (1716). These assignments shall be discussed and mutually agreed upon by the Nuclear Business Agent and Discipline Specific Manager at any time.

...

X. Flame Retardant Program

Effective May 1, 2023, the parties agree that the following classifications shall be included as a part of the Flame Retardant Program:

1. 1755 Tractor Operator
2. 1751 Hoist Operator
3. 6303 Chief Hoist Operator
4. 1740 Automotive Technician

Gas Collective Bargaining Agreement

I. Temporary Assignments

Effective May 1, 2023, the parties agree that Article V, Section 2(a) of the parties' CBA shall be amended to reflect the following:

- a. For all time accumulated on temporary assignments, they shall be credited with the actual hours worked inclusive of all overtime hours, within their regularly scheduled basic-workday of the basic 5-day workweek, but no less than one hour per assignment. ~~No credit shall be allowed for hours of overtime worked.~~

II. Creation of General Mechanic Specialist (9440S) Classification

Effective May 1, 2023, the parties agree to the creation of a new classification titled General Mechanic Specialist (9440S). Duties and responsibilities of the position as well as the wage

progression, Normal Working Force number, lock-in period, and process to fill vacancies will be detailed in a side letter between the parties.

III. 9420 Street Mechanic Job Specification & Lock-in

Effective May 1, 2023, the parties agree to amend the 9420 Street Mechanic job specification to increase the maximum gross weight of excavating and plow-in type equipment the 9420 Street Mechanic can operate from 5,000 to 10,000 lbs. In addition, all employees in the 9420 Street Mechanic classification will be paid a one-time gross payment in the amount \$500.00 less any applicable taxes and withholdings as compensation for the change in job duties.

In addition, the parties agree to reduce the lock-in period for 9420 Street Mechanics from twenty-four to eighteen months. This applies to all current and future 9420 Street Mechanics.

IV. Gas Delivery Home Based Reporting (HBR) Agreement

Effective May 1, 2023, the parties agree to amend the Work Rules contained in the “Gas Delivery Home Based Reporting (HBR) Agreement” dated January 26, 2011 to provide:

...

2. Start of the work period:

- a. Appliance Service- Home Based Reporters must arrive at the customer's premise at the beginning of the work period. Initial work assignments for the following day will be dispatched, no later than 30 minutes prior to the completion of the current day's work. In the case where there is no specific initial work assignment the employees must be within their workload center at the beginning of the work period. If an assignment is made outside their workload center but within their District they must arrive at the customer's premise at the beginning of the work period. It is the intention of this Agreement to keep the Home Based Reporters closest to their work center as possible. If an assignment is made outside their workload center but within Central Gas Division, they shall be allotted travel time, at the applicable rate, from their workload center to the customers' premise.
- b. Gas Distribution- Home Based Reporters must arrive at the work site at the beginning of the work period. If an assignment is made outside their workload center but within their District they must arrive at the work site at the beginning of the work period. It is the intention of this Agreement to keep the Home Based Reporters closest to their work center as possible. If an assignment is made outside their workload center but within Central Gas Division, they shall be allotted travel time, at the applicable rate, from their workload center to the work site.

...

V. Tech Talk Program

Effective May 1, 2023, the parties agree to amend the July 28, 2022 letter between them to remove the trial period and make the Tech Talk Program permanent. In addition, the parties agree to meet and confer during the term of this collective bargaining agreement to discuss potential expansion of the Tech Talk Program.

VI. Service Inspector (Working)--Schedules

At the beginning of the creation of the 2023 summer schedule, the parties agree that all current 9400/9400A Service Inspectors (Working) shall be given a one-time opportunity to be permanently precluded from being required to work any and all schedules. Details regarding this election will be provided in a side letter between the parties.

VII. Entry Level Positions – Wage Progression


Effective May 1, 2023, the parties agree that Schedule “A” of the parties’ CBA shall be amended for new hires and transfers from other Bargaining Units in the following positions- 9401 Service Specialist, 9402 Service Mechanic, 9402M Service Mechanic (Mobile), 9418 Utility Assistant, 9420 Street Mechanic, and 9463 HVAC Installer- consistent with the Schedule A shared by the parties during negotiations.

VIII. Timekeeping


The Company and Union agree to discuss paying to the minute for timekeeping purposes in the event technology permits doing so at a future date.

 3/10/2023

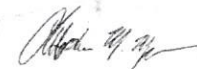
Scott Campbell
President/Business Manager

 3/10/23

Steven H. Banks
Director, Labor Relations
PSEG Services Company

 3/10/23

Linda Le
Labor Relations Manager
PSEG Services Company



Christopher Munyan
Labor Relations Manager

Exhibit 1

	Proposed Plan Design	
	PPO	HSMP with HSA ³⁾
Medical		
Deductible—2X for Family	\$600 (IN) / \$1,200 (OON)	\$2,000 (IN) / \$2,000 (OON)
Out-of-Pocket Maximum—2X for Family ¹⁾	\$6,850 (IN) / \$6,850 (OON)	\$5,100 (IN) / \$5,100 (OON)
Coinsurance	None (IN) / 30% (OON)	20% (IN) / 30% (OON)
Office Visit (PCP/Specialist)	\$25/\$50 (IN) / 30% (OON)	20% (IN) / 40% (OON)
CareOnline Telehealth Visit	\$0 Copay	\$0 Copay
Inpatient Hospital	0% (IN) / 30% (OON)	20% (IN) / 40% (OON)
Emergency Room	\$250 (IN) / \$250 (OON)	20% (IN) / 20% (OON)
Urgent Care	\$35 (IN) / 30% (OON)	20% (IN) / 40% (OON)
Retail Rx ²⁾		
Deductible	Not Combined	Combined with Medical
Generic	\$7.50	\$7.50
Preferred Brand Name	\$20	\$20
Non-Preferred Brand Name	\$40	\$40
Specialty	Included in Non-Preferred Brand Formulary	Included in Non-Preferred Brand Formulary
Mail Order Rx ²⁾		
Generic	\$15	\$15
Preferred Brand Name	\$40	\$40
Non-Preferred Brand Name	\$80	\$80
Specialty	Included in Non-Preferred Brand Formulary	Included in Non-Preferred Brand Formulary
Employer HSA Contribution (S / Fam)	N/A	\$500 / \$1,000

¹⁾ The Out-of-Pocket Maximum would be 2X for Family in both the PPO and HSMP

²⁾ Members cost sharing for out-of-network Rx benefit are on a coinsurance basis.

³⁾ For the HSMP, CareOnline Telehealth is \$0 copay after meeting the deductible