



## To our customers and the communities we serve:

Our ongoing negotiations with the United Steelworkers Locals 12003 and 12012-04 have been guided by our commitment to achieving a fair contract and further advancing our shared commitment to safety. We value our employees as important partners in our mission and we would like to resolve all outstanding issues and reach an agreement as soon as possible.

We are proud of our proposals to the unions that represent our gas employees. Our company's 16 other unions, representing more than 8,400 employees, have approved contracts with comparable benefits, and the United Steelworkers themselves have made similar agreements with other investor-owned utilities across New Hampshire, Rhode Island and Connecticut, as well as with multiple companies here in Massachusetts.

### Effective October 19, our economic offer includes:

- **Stability:** via a 5-year agreement
- **Wages:** compounded increases totaling 14.5% will take the current average employee salary of \$120,000 a year (including overtime) to \$137,000 annually by 2022
- **Job security:** no-layoff guarantee to all employees with 5+ years of service
- **Health Insurance:** 80% company contribution to premiums; market competitive plan
- **Pensions for current employees:** A new proposal (on 10/19) to increase pension benefits for current employees by roughly 10% immediately
- **Retirement plan for new employees:** New defined contribution 401(k) plan for new hires with 3-9% company contribution (matching base and overtime pay)
- **Extras:** Increases in shift differentials (extra wages for evening/weekend shifts), meal and clothing allowances and off-hour coverage pay

Creating a culture of safety in our work environment is a conversation we have every day at National Grid and we remain committed to reengaging the Steelworkers as partners in this shared safety culture. To that end, we have reintroduced some dialogue regarding the unions' proposals around operational work – providing additional opportunities for our employees.

Since the unions' contracts expired June 25, National Grid has communicated to the two unions that we remain available seven days a week to continue discussions in hopes of resolving our outstanding issues as soon as possible. Though the unions have only met with us 14 times, we have been pleased to see advancement in discussions around some of our shared priorities in recent meetings. While the unions have declined to meet this week, we are looking forward to meeting with them again on October 29.

While we work to resolve this issue, we thank the rest of the National Grid workforce, including the 1,300 trained and qualified gas workers who are assuring safe, reliable service to our communities. To our customers who have been experiencing delays in new service as we focus on emergency and compliance work only, we apologize for the impact this labor dispute has had on you and we want to assure you that we are working hard to resolve these issues.

To learn more, visit <https://www.nationalgridus.com/locals-12003-and-12012-04-negotiations>.