



A question for National Grid's customers and communities:

## What part of this offer sounds “economically devastating” to you?

For years, National Grid has been making every effort to negotiate fair contracts for our Massachusetts employees represented by United Steelworkers Locals 12003 and 12012-04. In 2016, we agreed to multiple contract extensions and ultimately signed a two-year contract in order to avoid a work stoppage.

Our offer on the table today is strong and fair, and reflects the valuable role our employees play in the communities we serve. Our proposal, which maintains a pension plan for current employees and includes a generous and competitive retirement plan for new hires, is comparable to contract terms already approved by 16 other unions representing 8,400 National Grid employees. In addition, United Steelworkers locals in Massachusetts, Connecticut, New Hampshire, and Rhode Island have agreed to contracts with different retirement plans for new hires and current employees.

Yet the Steelworkers' leadership claims that our offer would somehow be “economically devastating” to our employees, and is an “attack on the middle class.”<sup>1</sup>

Today, we want to ask: What part of this contract offer sounds economically devastating to you?

### What National Grid has offered:

- 14.5% guaranteed pay raise over the next 4 years – average annual pay (with OT) increasing from \$120,000 to \$137,000 by 2023: an average weekly wage of more than \$2,600
- A no-layoff promise to any employee with more than 5 years of service
- Increased pay for evening and weekend shifts, as well as off-hour coverage; increased allowances for meals and clothing
- Generous health insurance benefits, including premiums 80% paid by National Grid, low annual deductibles of \$250 individual/\$500 family, and 5% co-insurance
- Up to 5 weeks paid vacation and 12 paid holidays each year
- For current employees:
  - 10% boost in legacy pension plan benefits - in addition to a 401(k) savings plan with company matching contributions
  - Continuation of legacy benefits with up to 35 weeks of sick time, plus life insurance benefits equal to two times annual (base and overtime) pay
- For new employees:
  - Completely company-funded (“defined contribution”) retirement plan – plus higher company matches for employee 401(k) savings plan
  - Market-competitive benefits including up to 13 weeks of sick time, long-term disability, and life insurance equal to a year of base pay

**We're ready to sign a deal today.** But, in the 21 weeks since the Steelworkers' contracts expired, they have agreed to meet with us less than once a week on average. *They have yet to make a single counter-proposal.*

Our employees deserve a fair contract, and we've offered one. It's day 142 and, again, we are ready to negotiate for an agreement that ends the work stoppage and gets our employees back to work.

Learn more at this website: <https://www.nationalgridus.com/locals-12003-and-12012-04-negotiations>

<sup>1</sup><https://www.usw.org/act/campaigns/lockout-at-national-grid/resources/facts-about-the-lockout-at-national-grid>