



Patrick Prindeville
Executive Director
Labor Relations

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

O 212 519 4867
F 212 528 1542

June 10, 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 – Second Renewal

Dear Myles,

As a result of the current COVID-19 outbreak, through September 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

Done / signed
6/26/2020

Agreed for the Union:

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

Dated: June 26, 2020



Patrick Prindeville
Executive Director
Labor Relations

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

O 212 519 4867
F 212 528 1542

June 25, 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 Work At Home – Second Renewal

Dear Myles,

As a result of the current COVID-19 outbreak, through September 30, 2020 certain eligible associates shall be entitled to work at home on a voluntary basis. Management will determine how many associates are eligible to work at home by title, location and work group, and associates in the eligible title, location and work group will volunteer to work at home. If there are more volunteers in a particular title, location and work group than management determines are eligible to work at home, volunteers will be selected by seniority. Every accepted volunteer's wages, benefits and other terms and conditions of employment will continue to be governed by the applicable collective bargaining agreement.

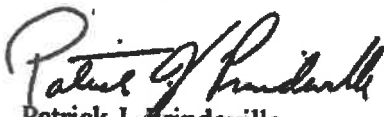
Accepted volunteers will be responsible for installing and maintaining all Company property provided to them in order to perform work at home. While working at home, it is the accepted volunteer's responsibility to comply with all Company rules and policies. For example, all accepted volunteers must use all Company property in accordance with Company rules and policies and protect Company and customer proprietary information in accordance with such rules and policies. Management retains the discretion to terminate an accepted volunteer's temporary work at home arrangement if an accepted volunteer fails to abide by the Company's work rules or policies. If any accepted volunteer comes to their normal reporting location during their temporary work at home arrangement, no payment for mileage or travel time will be made.

Upon written notice to the Company, an associate may withdraw from work-at-home. If an associate does so, he/she will only be eligible to subsequently re-elect work-from-home at the Company's discretion. The Company will honor an associate's notice to withdraw from work-at-home as soon as practical (generally within 14 days but no more than 30 days). In the interim, the associate will continue to work at home.

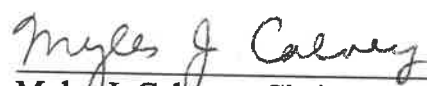
This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement, and the underlying facts related to this agreement, shall not be cited by any party in any proceeding in any forum including, 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

Dated: June 26 2020



Patrick J. Prindeville
Executive Director
Labor Relations

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

O 212 519 4867
F 212 528 1942

June 19, 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 Backup Care - Renewal

Dear Myles,

As a result of the COVID-19 outbreak, through the termination of this Agreement, the Company will offer Associates Bright Horizons back-up care benefits on the same terms it offers such benefits to management employees. For the period between March 16th and the date of this agreement, there has been no limit on the number of hours an employee can utilize on Bright Horizon back-up care benefits and the Company will only apply a limit on the utilization of those benefits when and to the extent it institutes a limit for management employees. If/when the Company applies such a limit, any hours that an employee utilized on Bright Horizon back-up care benefits prior to the time that such a limit was applied will not be counted towards their limit.

This agreement shall remain in effect through September 30, 2020.

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

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

Dated: *June 26, 2020*