

Best and Final Offer

Between IBEW Local Union 962 and Duke Energy Carolinas, LLC

The following items of the Best and Final Offer are considered tentative pending a vote for ratification by a simple majority of the members of this Union by December 9, 2022. Unless otherwise noted in the individual items, the effective date of change for each item will be October 1, 2022, which is the effective date for the new contract.

- The effective dates of the new labor agreement between Duke Energy Carolinas, LLC and IBEW Local Union 962 will be from October 1, 2022 to September 30, 2024 and provides for an annual re-opener for wages at the end of the first year of this agreement currently expected to occur in September 2023.
- The Company will provide a 3.5% General Wage Increase (GWI) for all employees represented by this Union whose current rate of pay is within the range for their current classification and will be applied to the hourly rate in effect as of September 19, 2022. The increase will become effective retroactive to September 19, 2022, provided the members of this Union vote to ratify this tentative agreement by December 9, 2022. If an employee's current pay is greater than the new top step rate, no base pay adjustment will be made. These employees will be eligible for a lump sum payment of up to 3.5%.
- Effective April 3, 2023, the wage rates Sr. Journeyman Lineworker, Journeyman Lineworker, Line Apprentice 4, Distribution I&C Technician, Sr. UG Lineworker, UG Journeyman Lineworker, and UG Line Apprentice 4, will be increased by \$1.00 per hour. In addition, employees in these classifications will be eligible for a \$2.00 an hour pay premium through September 17, 2023.
- New job classifications and associated wage rates (prior to the 2022 General Wage Increase):

Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Sr Journeyman Lineworker	47.38						
Sr UG Lineworker	47.38						
UG Journeyman Lineworker	44.18						
UG Line Apprentice 4	35.73	37.06	38.34	39.73			
UG Line Apprentice 3	31.44	33.90					
UG Line Apprentice 2	26.19	28.43	28.89				
UG Line Apprentice 1	24.76						
Tractor Trailer Operator II*	35.96	37.03					
Tractor Trailer Operator I	28.12	29.71	31.12	32.70	34.26		
Vehicle Maint Tech III	39.46	40.76	42.64				
Vehicle Maint Tech II	31.31	31.95	32.54	33.29	33.90	34.55	36.66
Vehicle Maint Tech I**	23.92	24.40	25.10	25.81	27.45	28.89	30.35

*Replaces Commodities Distribution Technician

**All steps in the VMTI progression will be 6 months

- The Company will provide a flame-resistant clothing allowance to eligible employees within their respective business organization, for the 2023 calendar year. The amount for reimbursement for the following year shall be a subject for negotiation in the annual wage re-opener which is currently expected to occur in September 2023.
 - Eligible employees in the Customer Delivery & Customer Services organizations will receive \$655.00
 - Eligible employees within the Transmission organization will receive \$455.00
 - Eligible employees within the Fossil Hydro organization will receive \$455.00

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- In addition, eligible female employees will be able to select up to six (6) FR bras per year, outside of the annual allotment.
- Following ratification, the Company will create a new Vehicle Maintenance Technician (VMT) job classification structure that will include, a formalized training and skills assessment process across all VMT's in the bargaining unit.
- Should Fleet Services decide in the future to provide a tool allowance or initial set of tools to Fleet Services employees across the enterprise, the Company will also provide those items to Fleet Services employees in the IBEW 962 bargaining unit.
- The Customer Delivery Meal Stipend Guidelines will be modified to allow for employees to take a meal break at home, provided: 1) the time and distance to travel home is reasonable, makes business sense, and is relatively cost neutral to the Company; 2) while on meal break, employees are considered still on call and expected to respond to requests from the Company to work; and 3) once the call or response is complete, the employee is permitted to resume the remaining meal break.
- Employees hired or rehired on or after July 1, 2016, into any job classification within Carolina Delivery Operations (CDO), must reside within their assigned service territory or within forty (40) minutes of their assigned Operations Center. Any employee who transfers on or after January 1, 2017, into any job classification within CDO, must reside within their assigned service territory or within forty (40) minutes of their assigned Operations Center.
- Employees hired or rehired on or after October 1, 2022 within the Customer Delivery Line Organization, will have the ability to request to transfer to another operations center after completing five (5) years of service in the Line Organization.
- The seniority units for the Supply Chain organization will be as follows:
 - Triangle North: Burlington, Durham, Madison and Reidsville.
 - Triad: Fairfax, High Point, Kernersville, Rural Hall, Mount Airy, Elkin, Lewisville, and North Wilkesboro.
 - Central: Mooresville, Kannapolis, Salisbury, Little Rock, Gastonia, Matthews, Marshville and Newell.
 - Upstate: Spartanburg, Duncan, Wenwood, Greenwood, Simpsonville, Anderson, Clemson and T. Rest. Upper Pee Dee: Lancaster, Chester, York and Fort Mill.
 - Mountain: Hickory, Marion, Spindale, Shelby and Hendersonville.
- If the Company makes any improvements to the vacation schedule for similarly situated non-represented employees, the Company will agree to meet with the Union to bargain over any enhancements.
- If the Company determines it necessary, the Company will have the ability to propose changes to Article IV, Section 5(f) concerning rest period provisions when an employee has not met the 16-hour rule provisions, during the annual re-opener for wages at the end of the first year of this agreement currently expected to occur in September 2023.

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For the Union

Date



For the Company

11/30/2022

Date

This Summary of the Best and Final Offer contains highlights of the parties' negotiations outcomes. More detailed information is contained in the language modifications to the collective bargaining agreement.