

Company Proposals
Duke Energy Carolinas, LLC
and
International Brotherhood of Electrical Workers (Transportation),
Local Union 962(T)

The following are Company proposals for the negotiations of a new labor contract with the International Brotherhood of Electrical Workers, Local Union 962(T) with an overall effective date of December 1, 2024.

The Company reserves the right to amend, add, modify or change these proposals at any time prior to reaching an agreement.

1) **Miscellaneous**

Amend terminology in the Contract to conform to current or potential organization structure and change applicable dates throughout the Contract as necessary.

2) **Part I Section 16 – Part Time Employees and Appendix A- Part-Time Benefits**

Current Language: C. Part-time employees in the bargaining unit who have been employed for more than ninety (90) days on a regularly scheduled basis shall be eligible for the benefits listed on Appendix A to this Agreement. The employee's eligibility for each benefit listed shall be on the basis set out in Appendix A.

Proposed Language: C. Part-time employees in the bargaining unit shall be eligible for the same health and insurance benefits as full-time employees in the bargaining unit, as well as other benefits listed in Appendix A to this Agreement. (Updates to Appendix)

3) **Part I Section 19(G) – Reduction in Force and Recall**

Current Language: No regular Company employee shall be laid off without just cause while work that his/her department would regularly do is being done by a contractor.

Proposed Language: If any employee(s) covered by this Agreement would be laid off as a result of a decision by the Company to subcontract any of the work performed by such employee(s), the Company will give the Union notice of the decision to subcontract at least four weeks prior to its implementation date and during this period the Union may discuss the matter with the Company.

4) **Part II Section 2 –Arbitration Procedure**

Current Language: The Union's Business Manager and the Company's Manager of Labor Relations may agree to waive the appointment of the Board referred to in the preceding paragraph. In the event the Union's Business Manager and the Company's Manager of Labor Relations agree to waive the appointment of a Board, the parties shall jointly request the American Arbitration Association to submit a list of seven names of arbitrators, residents of the Southeastern United States (8 states as identified in 1978 by U. S. Department of Labor

as Region IV), (Insert New Language) from which an arbitrator shall be selected by each Party alternately striking one name on the list until only one (1) name is left and this person shall be the arbitrator.

Proposed New Language: or may petition the Federal Mediation and Conciliation Service (FMCS) for a panel of seven arbitrators,

5) **Part III Section 2 – Call-Outs**

Current Language: If an employee is called out and part or all of the time worked during the callout is past midnight and the employee is scheduled to work the following day, then if his/her supervisor agrees, the employee shall receive the next day a rest period of up to ten (10) hours without loss of pay for any regularly scheduled time lost because of the rest period, should the employee request a rest period.

Proposed New Language: Except that, an employee who is provided a Company vehicle and called out for work from their residence will be paid from the time they leave their residence ready for work until they arrive back at their residence after completing the work assignment. The employee shall receive a rest period of up to eight (8) hours without loss of pay in lieu of the ten (10) hours rest period.

6) **Part III, Section 2 – Call-Outs**

Current Language: When an employee is "on call" to take care of duties necessary to maintain customer service, the employee is not required to remain on the employee's premises but is required to furnish supervision with a telephone number where he/she can be reached should the need arise. Employees will be furnished with a pager or other communications device to aid in contact should the need arise for the employee's services. When employees are called out or perform work outside of scheduled hours and miss a meal thereby, the Company will provide a meal.

Proposed New Language: When an employee is "on call" to take care of duties necessary to maintain customer service, the employee is not required to remain on the employee's premises but is required to furnish supervision with a telephone number where he/she can be reached should the need arise. ~~Employees will be furnished with a pager or other communications device to aid in contact should the need arise for the employee's services.~~

7) **Part III Section 2 – Call-Outs**

Current Language: When employees are called out or perform work outside of scheduled hours and miss a meal thereby, the Company will provide a meal.

Proposed New Language: When employees are called out or perform work outside of scheduled hours and miss a meal thereby, **and have worked at minimum of three productive hours**, the Company will provide a meal. **Employees who are scheduled to work an overtime assignment with more than 24-hours advance notice, will not be provided with meals during the assignment.**

8) **Part III Section 9 – Work Week**

Current Language: B. A Fleet Maintenance employee who has worked sixteen (16) hours or more within a twenty-four (24) hour period, said period beginning with the employee's regularly scheduled starting hour, or sixteen (16) consecutive hours, shall be entitled to a ten (10) hour rest period before returning to work. (Insert New Language) The term "regularly scheduled starting hour" shall in like manner apply to an employee's off day. If said rest period extends into the employee's basic work day, no regularly scheduled time shall be lost thereby.

The above provision shall not prevent a Fleet Maintenance employee from working the regularly scheduled work period if he/she so desires and the supervisor agrees, in which event pay shall be at two times the regular rate for all hours worked until receiving a rest period of ten (10) consecutive hours.

Proposed New Language: Except as noted in Part III Section 2 – Call Outs and Part III, Section 3(B) and (C) – Overtime.

APPENDIX A

Part-Time Benefits

Effective December 1, 20__

Benefit	Features of Part-time Reduced Schedule of 20 to 39 Hours/Week	Features of Part-Time Schedule of Less than 20 Hours/Week
Concern Loans for Education	Employees are eligible to apply for loans at attractive interest rates to help pay for education expenses of employees and their dependents.	Same.
Dental Plan*	The plan provides coverage for preventive, basic and major restorative care as well as orthodontia. Full-time contribution rates apply.	Same coverage is available, with higher contribution rates.
Education Reimbursement*	The Company will reimburse eligible employees up to \$5,250 annually for covered educational expenses for undergraduate and graduate studies.	Same
Employee Assistance Program	The Company provides to employees and immediate family members the opportunity to confidentially discuss and resolve personal problems with the assistance of a professional counselor.	Same.
Employee Relocation Program*	This program is designed to cover the expenses of relocating the employee and family to a new work location. Management determines the package offered, if any. Payment of relocation expenses is a business unit decision	Not eligible.
Excellence in Education*	Employees are eligible for up to five hours of paid time off each calendar year for school-related activities such as parent/teacher conferences and volunteer work that directly benefits the students.	Same
Family Building Assistance	Employees may be reimbursed for up to \$12,500 of eligible adoption expenses per adopted child and up to \$12,500 of eligible surrogacy expenses per surrogacy contract, up to a lifetime maximum reimbursement amount of \$25,000	Same.
FMLA*	Employees are eligible for an unpaid leave of absence. The amount of leave is prorated based on normal part-time workweek.	Same
Bereavement Leave	Employees may be allowed up to 5 regularly scheduled, paid work days off within a maximum of 7 calendar days for the death of an immediate family member. Employees may be allowed up to 3 regularly scheduled, paid work days off within a maximum of 5 calendar days for the death of an	Same.

Benefit	Features of Part-time Reduced Schedule of 20 to 39 Hours/Week	Features of Part-Time Schedule of Less than 20 Hours/Week
	extended family member as defined in Section 12.	
Holidays*	Employees are eligible for company observed holidays that fall on an actual workday for the employee and paid for the scheduled hours.	Same.
Job Posting Program	Employees are eligible to apply for internal JOBS postings following one year of performance in their current position, with the permission of supervision.	Same.
Jury Duty	Employees are paid at their regular straight-time rate of pay for time lost from work while serving on the jury, based on scheduled hours.	Same.
Life Balance Resources	The Company provides resources to help employees meet personal and family obligations such as child care, elder care, parenting, educational or life balance issues.	Same.
Life & Accident Insurance Plans	The company provides Basic Life Insurance, Basic Accidental Death & Dismemberment (AD&D) and Business Travel Accident Insurance coverage to employees at no cost. Employees may purchase Supplemental Life Insurance, Dependent Life Insurance, Supplemental AD&D Insurance and Dependent AD&D Insurance coverage.	Same.
Long Term Disability Insurance	The Company provides Long Term Disability Insurance to continue a portion of your pay if you are unable to work due to a long term illness or injury.	Same.
Long Term Care Insurance	Long Term Care Insurance is available for purchase for the employee, spouse, parents and/or parents in law. Courage provides benefits for those who can no longer live independently due to illness, injury, or the effects of aging.	Same.
Medical Plan*	Choice of HMO, PPO & Catastrophic plans. Same coverage as full-time with full-time contribution rates.	Same coverage with higher contribution rates.
Medical Spending Account (MSA)/ Dependent Care Spending Account (DCSA)	Spending accounts provide the option for employees to set aside pre-tax dollars to help cover eligible health expenses not covered by Medical and Dental plans (in an MSA) and to cover dependent care expenses (in a DCSA).	Same
Employee Incentive Plan	Employees working at least 90 days during the calendar year are eligible to participate in the Employee Incentive Plan.	

Benefit	Features of Part-time Reduced Schedule of 20 to 39 Hours/Week	Features of Part-Time Schedule of Less than 20 Hours/Week
Outstanding Performance Rewards, Corporate Awards	Employees are eligible for the Outstanding Performance Reward and the Duke Energy Corporate Awards as determined by normal nomination and/or approval processes.	Same.
Overtime*	Paid at 1.5 times regular pay rate for any time worked above 40 hours per week.	Same.
Personal Leaves of Absence	Employees are eligible for personal leaves of absence as approved by supervision	Same.
Residential Energy Improvement	Employees are eligible to participate in programs to help save money and improve the energy efficiency of their home.	Same.
Retirement Cash Balance Plan (RCBP)	Participation closed to employees represented by IBEW Local 962 (Transportation) if hired or rehired on or after April 1, 2015. This defined benefit pension plan is funded entirely by the company. Eligibility begins at age 18. Five years of vested service must be completed to be eligible to receive a benefit. While working, employees receive monthly pay credits equal to a percentage of their eligible pay. Until the benefit is paid to the employee, monthly interest credits are also paid. For additional information about this plan, please refer to the RCBP Summary Plan Description (SPD).	Same.
Retirement Savings Plan (RSP/401(k))	This defined contribution plan allows eligible employees to save for retirement as well as for the company to make contributions towards an employee's retirement savings. Employees not eligible for benefits under the RCBP also receive non-elective employer contributions, in addition to the employer matching contribution, equal to a percentage of eligible pay regardless of employee contributions. For additional information about this plan, please refer to the RSP/401(k) Summary Plan Description (SPD).	Same.
Shift Differential	Employees receive shift differential for all regularly scheduled hours worked that begin between 2:00 PM & 5:59 PM or 6:00 PM & 2:00 AM.	Same.
Sick and Family Care Pay Policy*	New employees will receive at least 6 hours of Sick Pay for each full or partial month in their first year of employment, up to a maximum of 56 hours. For each subsequent year, part-time non-	Same.

Benefit	Features of Part-time Reduced Schedule of 20 to 39 Hours/Week	Features of Part-Time Schedule of Less than 20 Hours/Week
	exempt employees will receive an annual allotment of 56 hours of Sick Pay.	
Vacation*	Employees become eligible for paid vacation time following 6 months of continuous employment. Part time employees earned vacation is prorated based on work schedule on January 1 st of each year and/or when returning to full-time employment	Same.
Vacation Carry Over	Up to 80 hours per year can be carried over to the following year.	Same.
Worker's Compensation	Employees out of work due to a work related injury receive a worker's compensation subsidy.	Same

* Part-time benefits are different than full-time benefits.