

Local Union 97
International Brotherhood of Electrical Workers
New York State

VACANCY POSTING
FOR
National Grid
UNION SAFETY ADVOCATE CMS

Members of IBEW Local 97 who are employed in the Western Division CMS, who desire to be considered for the position (see attached Agreement) should send their resume to:

IBEW Local 97
3619 California Road
Orchard Park, New York 14127
or
Fax to: 716-662-2327

Resumes must be received by **November 15th, 2019**



AGREEMENT

for Upstate New York Gas Safety Advocate Program

Local 97 is proposing a joint venture to introduce three (3) Safety Advocates in Gas Operations and CMS in upstate New York for the Western, Eastern and Central Divisions. This partnership would be extraordinary with a common goal of significantly improving our safety performance.

- Central Division Safety Advocate will be responsible for Central Division Gas Operations and Customer Meter Services employees.
- Eastern Division Safety Advocate will be responsible for Eastern Division Gas Operations and Customer Meter Services employees.
- Western Division Safety Advocate will be responsible for Western Division Customer Meter Services employees and occasionally, when time permits, with Central Division Customer Meter Services employees. It is recognized that the Western Division Safety Advocate may be called upon to assist in safety matters within the other two divisions.

Local 97 will submit names for the position of Safety Advocate and review all qualifications of each applicant with the Company. The selection will be mutually agreed upon by Local 97 and the Company based on a blend of experience and qualifications. The selected candidates will then act as a Company/Union Safety Advocate. This individual will report directly to the designated Director of Gas Operations Performance or their designee, and the Assistant Business Manager of Local 97 in each division, or their designee.

The opportunity for this position will be offered to all Gas Mechanics and Service Representatives in their respective divisions. Employees who are selected may opt out at any time and will be returned to their normal work headquarters.

If the person selected is not from the home department, such candidate will be provided by the Company, the proper technical training to familiarize themselves with that portion of the job (i.e. Gas mechanic to attend mutually-agreed upon predetermined service technical training, which he or she is not familiar with; or Service Representative to attend mutually-agreed upon predetermined gas technical training, which he or she is not familiar with). It is agreed that the Safety Advocate will maintain Operator Qualifications and attend Annual Expert Training.

We agree the persons selected for these positions will be considered a Day Worker and will be compensated at the Pay Group 21. The Advocate's primary role will be focused on field visits of the in-house workforce and shall not pertain to contractors. Attendance at any safety type meetings will be minimized to ensure the full benefit of the Advocate role interacting with field crews. The Safety Advocate will work five (5) days a week in this role.

The Safety Advocate will be provided with a Company vehicle, cell phone, laptop computer, digital camera, and radio. The provided-Company vehicle will not have AVLS installed, but will have DriveCam installed. The use of DriveCam will not be used by the Company to reveal the identity of persons performing work under this joint venture.

The Advocate will not perform any official SUSA visits. Our goals are similar to the goals of the SUSA program in that the Safety Advocate will be fully engaged in having employees immediately correct any unsafe conditions, etc., as necessary.

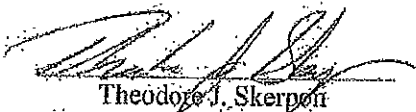
Another major responsibility of the Safety Advocate will be weekly reporting to management and Local 97. Our expectation is that these reports will be an accurate depiction of our safety performance and will help us to focus on the most significant areas for improvement. The use of DigiPen or other electronic reporting tools is acceptable, as long as such tools do not reveal the identity of persons performing the work.


The measure of success for this program will be improved safety awareness, an improved safety record and quality feedback to division management on real, substantive actions in the field. This will be discussed jointly between Local 97 and the Company and will help ensure clear and accurate expectations for the continued success of this program.

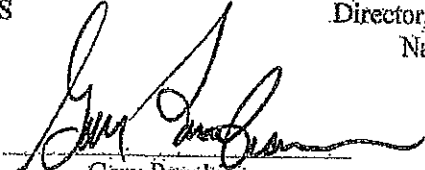
Since the Safety Advocate must be totally dedicated to this role, he/she will not work in their regular position while dedicated to this role, and will be removed from all call-out response duties. However, we do expect that during emergency situations, and other situations that would be beneficial to both Local 97 and the Company, the Safety Advocate will work overtime as necessary and be fully engaged in their role as Safety Advocate. In these situations, the Safety Advocate will prove to be especially beneficial to both Local 97 and the Company.

Local 97 and the Company will meet periodically as necessary, by request, to review progress with this initiative and to resolve issues as necessary. Either Local 97 or the Company can terminate this agreement with 30-days prior written notice to the other.

This agreement is in effect until March 31, 2014 unless mutually agreed upon by Local 97 and the Company to extend. Such extension will be in writing.


Theodore J. Skerper
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Local Union 97, IBEW


James Raab
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National Grid


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