

## MEMORANDUM OF AGREEMENT

THE UTILITY WORKERS UNION OF AMERICA  
(UNITED GAS WORKERS' UNION)  
LOCAL NO. 69, AFL-CIO  
AND  
DOMINION TRANSMISSION, INC  
AND  
DOMINION HOPE

August 26, 2016  
Tentative Agreement

The following are the basis for mutual agreement for a contract to become effective upon ratification.

All items will become effective upon ratification unless otherwise indicated.

### 1. VEBA

- \$1,250,000 in 2017; \$1,250,000 in 2018; \$1,500,000 in 2019 and \$1,500,000 in 2020.
- The Company commits to future discussions to commence within 90 days of ratification with Local 69 and a representative of UWUA with regard to converting the Local 69 VEBA to a Health Reimbursement Arrangement (HRA) in a financially neutral way to both parties.

### 2. Wages

- 2.50% on 04/01/16 and 04/01/17. 2.75% on 04/01/18 and 04/01/19.

### 3. C-7 New Hire Programs

- Elimination of Retiree Medical and Life 02/23/16
- Cash Balance and Savings Plan 02/23/16 and 02/29/16
  - Effective 01/01/17, a onetime lump sum payment of \$2,000 to all active new hires, hired on or after 01/01/17, to be paid in the first available pay period the following calendar year.

### 4. Emergency Room Co-pay 03/22/16

5. Local 69 will perform the operations and maintenance work that the DTI unit employees are currently performing under the collective bargaining agreement on the Atlantic Coast Pipeline route which is described in the Federal Energy Regulatory Commission (FERC) Docket No. 15-554-000 & 15-554-001 (ACP). For the avoidance of doubt, the current route is proposed to begin in Harrison County, West Virginia and travel southeast through Virginia with an extension to Chesapeake, VA, and then south, terminating in or about Robeson, North Carolina or as more precisely described in the map attached hereto as Exhibit A.

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6. Dominion Hope will commit to a total of four additional Inspector jobs – two to be hired by year end 2016 and two to be hired by year end 2017 at locations to be determined by the Company.
7. The Company shall agree to retain the Union Security clause language as currently existing in the agreement subject to the following qualifying language which is necessary to comply with existing changes in law.

"To the extent that any law prohibiting any provision of the Section becomes effective and enforceable in any State where Employees covered by this Agreement are employed, the provisions of that law shall supersede the provisions of this Section for Employees employed in that State."

The following proposals withdrawn by the Company

- C-9 Pension merger
- Non-productive time – Time Credit Allowed
- Come-Along Language
- C-15 and C-16 Clerical and Physical Classification

The following proposals withdrawn by the Union

- Contract of Work
- Temporaries

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### Agreed upon issues

- Post 65 Union counter #4 5/31/16 with company edits as discussed and agreed to between the parties on 6/1/16. The Company commits that \$500,000 designated in the Post 65 Annual Drug Cap Fund will be contributed to the VEBA at the end of the contract.
- Term of the Agreement – 4years
- Pre-65 Retiree Medical Premiums - 8/25/15
- C-19 Upgrade Language – 03/01/16
- C2A Vacation – 03/21/16
- C27A Retirement Payment – 03/23/16
- U-2 Supplemental Retirement Allowance – 02/22/16
- U-6 Employee Selection – 02/23/16
- C-3 and C-26 Doctors Slips – 03/21/16
- Diabetic Supplies – 02/23/16
- Dental and Vision Contributions – 02/23/16
- Hearing Aids – 02/23/16
- No change items from Benefit Proposal – 02/23/16
  - Allow for active enrollment
  - FSA
  - Employee Life Insurance
  - Dependent Life Insurance
  - Business Travel Accident Insurance
  - Long Term Disability
  - Retiree Life Insurance
  - Education Assistance
  - Adoption Assistance
  - Voluntary Auto/Home Insurance
- U-5 and C-2 Draftsperson – 02/29/15
- C-21 Hope Dispatch – 03/01/16
- U-11 Leesburg Housing – 03/01/16
- C-18 Mileage – 03/01/16
- U-4 Civic Service – 02/23/16
- U-12 Natrium – 03/07/16
- C-22, C-24, and C-25 FR Clothing and Boot Stipend – 03/01/16
- C-4 Parental Leave – 03/08/16
- C-11 and C-11A Well On Your Way – 03/18/16 (draft contract language 03/22/16)
- U-10 Bidding Units 03/17/16

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- C-26A Dependent Care- 03/21/16
- C-1 Service & Retirement Awards – 02/23/16
- Active Medical Premiums and Elimination of Option D – 03/22/16

A four (4) year agreement expiring April 1, 2020.

In consideration of this mutual understanding Local Union 69 of the United Gas Workers' Union agrees to recommend a favorable vote on this mutual agreement tentatively arrived at by the negotiation committees. The United Gas Workers' Union national office agrees to participate in the ratification process and to recommend a favorable vote on this agreement.

Parties hereto agree, that if the agreement is not ratified by September 12, 2016, all proposals contained herein shall be deemed withdrawn.

The parties agree to resolve all outstanding issues related to the existing 2016 Collective Bargaining agreement including the unfair labor practice charge filed by the Company in case No. 06-CB-180517, which the Company will withdraw upon ratification.

**DOMINION TRANSMISSION, INC  
DOMINION HOPE**

  
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William P. Branch  
Manager, Labor Relations

**UNITED GAS WORKERS' UNION**

  
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Craig Bradford  
President – Local No. 69, AFL-CIO