



## **LETTER OF AGREEMENT**

The purpose of this Letter of Agreement (LOA) between Dominion Energy Transmission, Inc. (DETI) and the United Gas Workers Union, Local 69, UWUA, AFL-CIO (Union) is to authorize a three-month bidding window for DETI employees currently covered by the July 13, 2017 ACP Letter of Agreement (ACP LOA) between the parties.

- A. This bidding window only applies to those DETI ACP employees in the Eastern Area Bidding unit ACP payroll locations as of May 1, 2020, who are currently covered by the bidding restriction outlined in the ACP LOA.
- B. The bidding window opens on May 1, 2020 and will close on August 1, 2020.
- C. Eligible employees under paragraph A above may submit their bid under the normal bidding provisions of the current wage agreement during the window period.
- D. Bids after the August 1, 2020 date must comply with the July 13, 2017 ACP LOA.
- E. Other than this brief bidding window opportunity for employees under paragraph A above, there are no other changes to the July 13, 2017 ACP Letter of Agreement between the parties and all the provisions of that agreement remain in effect.

A handwritten signature in black ink, appearing to read "Craig Bradford".

Craig Bradford, President  
United Gas Workers Union  
Local 69, UWUA, AFL-CIO

A handwritten signature in black ink, appearing to read "James R. Coulson".

James R. Coulson  
Labor Relations  
Dominion Energy

April 28, 2020