

**Summary AGA GAS LR-1-23 Contractual Union Compensation**

<b>Responses by Region</b>	<b>Q 2. Please provide the % of base pay increases for union employees over the past 3 years and any future years if part of a negotiated agreement with the union (do not provide prospective or budgeted increases). If the negotiated agreement includes wage adjusters please note, e.g., based on the consumer price index or another factor in addition to negotiated increases, please provide a brief description of your wage adjuster (Q3).</b>	<b>Q 3. Please use this comment box to provide a brief description of your wage adjuster (referenced in Q2).</b>	<b>Q 4. Last year (2022) did you provide premium pay for your union employees in the following categories? If so, please provide the premium as an hourly amount or a % of base pay:</b>
<i>9 Responses</i>	<i>6 Responses</i>	<i>4 Responses</i>	<i>3 Responses</i>
<b>Northeast (2)</b>	<i>Please See Attachment A</i>	Multiple Unions. No wage adjuster in contracts.  N/A	<i>Please See Attachment A</i>
<b>Midwest (2)</b>	<i>Please See Attachment A</i>		<i>Please See Attachment A</i>
<b>West (3)</b>	<i>Please See Attachment A</i>	No wage adjusters  Currently do not have a wage adjuster in the collective bargaining agreement.	<i>Please See Attachment A</i>
<b>South (2)</b>	<i>Please See Attachment A</i>		<i>Please See Attachment A</i>

Responses by Region	Q 5. Do you have a policy or negotiated agreement term that offers pay or recognition for on-call assignments? Who do your employees contact when they are calling in sick?	Q 6. Do you have a policy or negotiated agreement term that permits a short-term annual incentive/bonus plan for union employees?	Q 7. If yes, what is the minimum/target/maximum payout as a % of base pay or earnings?	Q 9. If yes, are the goals based on company financial measures? Operational Goals? Or a combination of financial and operational goals? If another measure is used, please describe.
9 Responses	4 Responses	4 Responses	2 Responses	2 Responses
Northeast (2)	Please See Attachment A	(2) No	(2) N/A	(2) N/A
Midwest (2)	Please See Attachment A			
West (3)	Please See Attachment A	(2) No		
South (2)	Please See Attachment A			

**Note:** The survey responses are based on an informal survey and are for general information only. They are not intended to bind any company or state a company's official position. The information represents an unaudited compilation of information and could contain coding or processing errors. Anyone using this document should rely on his or her own independent judgment or, as appropriate, seek the advice of a competent professional. References to work practices, products or vendors do not imply an opinion or endorsement by AGA or a responding company. This publication is confidential and proprietary to AGA. This document is not intended to provide legal advice or opinions. As always, you should consult your legal counsel for advice based on the law and your company's specific facts and circumstances.

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