



January 12, 2022

Tony Graziano  
Assistant to the General President  
United Brotherhood of Carpenters  
and Joiners of America  
101 Constitution Ave. NW  
Washington, DC 20001

Re: Variable Craft Incentive Program and Nuclear Carpenter Resource Pool Agreement

Dear Mr. Graziano:

Please be advised that, under the authority of Appendix G of the General Presidents' Project Maintenance Agreement for Exelon Generation Company LLC, Generating Facilities (GPPMA), Allied Power Services (Allied Power) has received approval to implement a Variable Craft Incentive Program (VCIP). The purpose of this VCIP is to ensure the availability of qualified Union Carpenter referrals in the number required to support work at Exelon Generation nuclear Sites and to create a Nuclear Carpenter Resource Pool (NCRP). Allied Power and the United Brotherhood of Carpenters and Joiners of America (UBC) agree to the terms, conditions, and compensation as follows:

1. In accordance with Appendix G, in no event shall the establishment of this VCIP be considered as a precedent for future incentives for Carpenter referrals. All other terms and conditions of the Exelon GPPMA, including Appendix G, shall remain in full force and effect.
2. To be eligible for this VCIP, prior to arrival at the Site, a Carpenter must complete their electronic Personal History Questionnaire (ePHQ). Exelon GPPMA rules would apply regarding pay for completion of the ePHQ.
3. Within three (3) years of the effective date of this Agreement, Carpenters referred to an Exelon Site will have completed their OSHA 30-hour Construction Training Course.

**4. ESTABLISHMENT OF A CARPENTER RESOURCE POOL: Allied Power and the UBC agree to establish a Nuclear Carpenter Resource Pool (NCRP).**

- a. The NCRP will consist of qualified Carpenters; therefore, the Carpenter must be willing to travel and maintain a current UBC Scaffold Card qualification.
- b. Within thirty (30) calendar days of the effective date of this Agreement, Carpenter Unions, Local 4, Local 167, Local 174, Local 177, Local 237, Local 276, Local 277, Local 431, and Local 792 will each provide the names and contact information for thirty (30) qualified Carpenters to Allied Power.
- c. Within ninety (90) calendar days of the effective date of this Agreement, Allied Power and the UBC will also have a system in place to create a sustainable Resource Pool of qualified Union Carpenters.

**5. NCRP REFERRAL PROCEDURE:**

- a. When planning for an Exelon project or Outage at an Exelon Generating Station, Allied Power will contact the representative of the Local Union that has the Exelon Generating Station in its' geographical area (Local Union) and identify the workforce requirements.
- b. The Local Union will continue to work with Allied Power in advance of the Exelon project or Outage to identify intended referrals to the project.
- c. When providing candidates for each Exelon project or Outage, the UBC will make a good faith effort to provide at least ten percent (10%) diverse candidates, with a measurable focus on inclusion of minority men and women of color. Allied Power and the UBC will actively engage to improve diversity across the Exelon fleet driving toward a workforce representative of the communities Exelon serves.
- d. The Local Union may fulfill the workforce requirements entirely from its' members.
- e. If the Local Union is unable to fulfill the workforce requirements from its' members, either Allied Power or the Local Union may solicit Carpenters participating in the NCRP for employment.
- f. If the Local Union and Carpenters from the NCRP are unable to fulfill the project or Outage workforce requirements, Allied Power and the UBC will work together to identify other candidates for referral.
- g. If the UBC is unable to fulfill the project or Outage workforce requirements, this Agreement shall not restrict Allied Power from soliciting and hiring qualified personnel from any other source, provided the Unions are unable to fulfill manpower requirements within forty-eight (48) hours, emergencies excluded. (See GPPMA Article III, Section 3)

6. This VCIP will apply solely and exclusively to Local Carpenter Unions as shown in the following table for work performed at the Exelon Generating Stations listed. This table is for all Carpenters on site including travelers, from the first day of employment to completion.

Site	Local Union	Current Hourly Wage Rate	Hourly Wage Rate Over Scale	New Hourly Wage Rate	New Total Package
R E Ginna	276	\$30.65	\$7.00	\$37.65	\$60.54
Nine Mile Point	277	\$30.40	\$7.00	\$37.40	\$59.43
Fitzpatrick	277	\$30.40	\$7.00	\$37.40	\$59.43
Calvert Cliffs	177	\$30.34	\$8.00	\$38.34	\$52.14
Peach Bottom	431	\$33.06	\$6.00	\$39.06	\$56.73
Limerick	167	\$41.28	N/A	\$41.28	\$70.04
LaSalle	174	\$34.90	\$7.60	\$42.50	\$77.40
Clinton	237	\$34.29	\$8.21	\$42.50	\$71.76
Quad Cities	4	\$30.75	\$11.75	\$42.50	\$68.31
Byron	792	\$41.79	\$0.71	\$42.50	\$73.64
Braidwood	174	\$50.86	N/A	\$50.86	\$91.19
Dresden	174	\$50.86	N/A	\$50.86	\$88.68

7. If the wage rates contained in the appropriate local or area agreements increase, the Hourly Wage Rate Increases Over Scale shall be maintained.

8. This VCIP applies only for the 2022 calendar year. The parties may extend or modify the terms of this VCIP Agreement but must be done so in writing. In the absence of such an Agreement, this VCIP Agreement will automatically expire on December 31, 2022.

Dean Sack 1/17/22

Dean Sack Date  
Sr. Vice President  
Allied Power

William C Sproule 1/13/2022

William Sproule Date  
Executive Secretary-Treasurer  
Eastern Atlantic States Regional  
Council of Carpenters

Joseph Byrne 01/13/22

Joseph Byrne Date  
Executive Secretary-Treasurer  
North Atlantic States Regional  
Council of Carpenters

Gary Parinar 01/13/22

Gary Parinar Date  
Executive Secretary-Treasurer  
Mid-America Carpenters Regional  
Council