

AGREEMENT

between

ANIXTER®

Anixter, Inc.

And



Local Union No. 702

Of the

International Brotherhood of
Electrical workers

affiliated with the

AFL - CIO

Effective January 1, 2019 through December 31, 2020

THIS AGREEMENT, made and entered into as of this 1st day of January, 2019 by and between Anixter Inc., with an address in Mattoon, Illinois, party of the first part, who may be referred to hereinafter as the "Company," and Local Union No. 702, International Brotherhood of Electrical Workers, (AFL-CIO), party of the second part, who may be referred to hereinafter as the "Union" shall continue in full force and effect from year to year:

THIS AGREEMENT shall be binding on the Company, its successors or assigns, and shall take effect January 1, 2019, and shall remain in full force and effect until and including December 31, 2020, and shall continue in full force and effect from year to year thereafter until it has been canceled or amended by giving of sixty (60) days written notice from either party to the other. If amendment is desired, the proposed changes shall accompany the notice.

ARTICLE I

SCOPE OF AGREEMENT AND UNION SECURITY

Section 1: Covered employees are General Shop Technicians, General Field Technicians, Shop Meter Technicians, Field Service Technicians, Power Testing Technicians, Technical Specialist Technicians and Meter Foreman, excluding office clerical employees, professional employees, supervisors and all other employees.

Section 2: This Agreement shall have effect on all headquarter locations where work done by the Company comes under the jurisdiction of the Union.

Section 3: It is agreed by the parties hereto that all present and new employees shall be and remain or required to become and remain members of the Union as a condition of employment hereunder, provided that new employees shall be employed subject to a probationary period of six (6) months, during which time the Company shall elect whether work of the new employee is satisfactory and whether it wishes to continue the employment.

The Company shall refer all new or re-employed employees to the Union representatives for instructions and advice concerning the Union shop requirements of this Agreement. The Company shall have the right to employ whomsoever it chooses without regard to membership or non-membership in the Union, except that after the first sixty (60) days of employment all new employees shall become members of the Union.

Section 4: It is understood and agreed that employees will only be employed when and, in such numbers as the operations of the Company in its judgment may require.

Section 5: It is understood and agreed that no member of the Union shall be discriminated against or denied employment because of his/her legitimate activities in matters affecting the Union.

Section 6: It is agreed by the parties that the party of the first part shall observe and follow the rules and practices established by other Local Unions of the I.B.E.W. when working outside of the jurisdiction of Local Union No. 702.

Section 7: In the event that any provisions of this Agreement shall conflict with any state or federal law or presidential regulations, such provisions shall be deemed to be modified sufficiently in respect to either or both parties to the extent necessary to comply with such laws or regulations, and the remaining portion of the Agreement shall remain in full force and effect.

ARTICLE II

SENIORITY

Section 1: The seniority of each employee, who has been employed for sixty (60) days, shall begin as of the first date of employment.

Section 2: When making a reduction in the number of employees due to lack of work and when rehiring, the following procedures shall govern:

(a) Employees who have not established seniority with the Company shall be laid off first.

(b) Thereafter, employees shall be laid off in the inverse order of their established seniority.

(c) The foregoing provisions of (a) and (b) need not apply when the application thereof would result in the Company being required to lay off employees possessed of a skill essential to properly perform the work available at time of layoff, not possessed by employees having greater seniority.

(d) When adding employees, those having established seniority, most recently laid off, shall be the first among those holding seniority to be re-employed, if available and physically able to return to work, provided they have the qualifications required.

Section 3: Promotion shall be based on seniority, ability and qualifications, ability and qualifications being sufficient, seniority shall prevail. Testing for job advancement shall be used by management to determine the sufficiency of one's ability and qualifications.

(a) Should an employee decline a promotion once training has started; it will deem the employee ineligible for future promotion considerations for the same classification. Exceptions can be made at the discretion of the Company.

Section 4: An employee's employment shall terminate upon the occurrence of any of the following:

(a) The employee does not report to work or call in to report an absence for two (2) consecutive workdays.

(b) The employee quits or is terminated for cause.

(c) The employee does not report for work within three (3) days without good reason after the Company sends him/her a certified letter to return to work from a layoff status.

(d) The employee is laid off for five (5) years or length of seniority or absent from work for any reason for a period of more than thirty (30) months.

Section 5 - Work Class Structure: Anytime a certain classification's work has been eliminated or reduced due to lack of work; or by result of medical, judicial, or personal reasons for an individual employee which lasts more than a continuous thirty (30) day period and are not the result of management's planning, the following actions will be taken:

(a) The employee would be reassigned to the next lower wage class that would provide consistent employment and receive the pay set at that scale by the contract. Seniority within the classification will prevail.

ARTICLE III

GRIEVANCE AND ARBITRATION

Section 1: The Company agrees to meet with the duly accredited officers and committees of the Union in the following manner on differences that may arise between the Company and the Union.

Section 2: In case of any disagreement arising between the Company and any employee or employees under this Agreement, such disagreement shall first be presented by such employee or employees and the steward, to the Management Supervisor. Presentation of such disagreement shall be made within thirty (30) days after alleged occurrence.

Section 3: In case of failure to agree in this manner, the Business Manager and/or Business Representative of Local Union who may be accompanied by a committee of employees of the Company, shall endeavor to adjust the disagreement with the appointed management representative. Presentation of such disagreement shall be made within thirty (30) days after alleged occurrence. In case of failure to then reach an agreement, the matter shall be submitted to arbitration in the manner provided in Section 4.

Section 4: If an agreement is not reached in Section 3; either party may request a list of arbitrators from the Federal Mediation and Conciliation Service or the American Arbitration Association with a copy of the list going to the other party. Upon receipt of the list, the parties will alternately strike from the list until one name remains and he/she shall be the arbitrator. The decision of the arbitrator shall be final and binding on the parties hereto. The expenses of the arbitrator shall be shared equally between the Company and the Local Union.

ARTICLE IV
CLASSIFICATIONS AND WAGE RATES

Section 1 - Wage Rates:

	2019	2019	2020	2020
Classification	Training	Regular	Training	Regular
General Shop Technician	\$13.05	\$16.63	\$13.44	\$17.13
General Field Technician	\$16.63	\$23.69	\$17.13	\$24.40
Shop Meter Technician	\$23.69	\$23.69	\$24.40	\$24.40
Field Service Technician	\$23.69	\$28.86	\$24.40	\$29.73
Power Testing Technician	\$28.86	\$33.48	\$29.73	\$34.48
Technical Specialist Technician	\$28.86	\$33.48	\$29.73	\$34.48
Meter Foreman		\$36.82		\$37.93

Section 2 - General Shop Technician: Employees in this classification shall be limited to general shop duties – to include: cleaning meters, retrofitting AMR/AMI meters, programming meter and modules, wiring, performing as found and junk only tests on single phase meters, retrofitting of lighting fixtures. General Shop Technicians will earn the training rate for six (6) months. Pay rates set forth in Article 4, Section 1.

Section 3 - General Field Technician: Employees in this classification shall perform general field duties – Such as exchanging single phase electric meters 240 volts and below, exchanging AMR/AMI registers only on water and gas meters, de-energized field retrofits on lighting fixtures, and general shop duties. They may also provide groundwork and unskilled assistance on installation projects as needed. General Field Technicians will earn the training wage for four (4) weeks during training. If brought back into the shop for thirty (30) consecutive days, wages will be reduced to Training Rate of Pay. Pay rates set forth in Article 4, Section 1.

Section 4 - Shop Meter Technician: Employees in this classification shall perform shop duties – Such as shop calibrating and testing of meters, sealing meters, inspecting orders, wiring and general shop duties. Shop Meter Technicians may also perform General Field Technicians duties as needed.

Section 5 - Field Service Technician: Employees in this classification shall perform field single phase electric meter testing duties – Such as field testing single phase electric meters 600 volts and below. Employees in this classification shall also perform single/three phase electric meter exchange duties at 600 volts and below. Appropriate training period of time will be agreed upon by the Company, Union Steward, and Meter Foreman based on project requirements and meter forms being exchanged or tested. Once training is complete technicians will earn Field Service Technician pay rate while field testing 1ph meters or exchanging 3ph meters. Field Service Technicians may also perform Shop Meter Technician duties as needed. Pay rates set forth in Article 4, Section 1.

Applicable technicians understand it is their sole responsibility to submit their time sheets in a timely manner that indicates they have performed Field Service Technician work. Failure to do so will result in forfeiture of pay at this rate.

Section 6 - Power Testing Technician: Employees in this classification shall perform field 3 phase electric meter testing duties – Such as field testing single/three phase electric meters 600 volts and below. Power Testing Technicians may also perform Field Service Technician duties as needed. Power Testing Technicians will be trained for eighteen (18) months, progress will be reviewed by the company, training Technician and Technician being trained every ninety (90) days, if progression has declined review frequency may be adjusted, documentation to be provided to Union Business Representative. During eighteen (18) month training period time may be spent with the trainer or working on their own based on work load and demand. Pay rates set forth in Article 4, Section 1.

Section 7 - Technical Specialist Technician: Employees in this classification shall perform technical project duties; such as AMR/AMI substation equipment installations and SCADA services. Technical Specialist Technicians may also perform other classification duties as needed in which they have previously been trained. Technical Specialist Technicians will be trained for eighteen (18) months, progress will be reviewed by the Company, training Employee and Technician being trained every ninety (90) days, if progression has declined review frequency may be adjusted, documentation to be provided to Union Business Representative. During eighteen (18) month training period time may be spent with the trainer or working on their own based on work load and demand. The employees agree that the Company has the right to select any employee, regardless of job classification, seniority, or rate of pay. In the event of lack of work for this position for over thirty (30) days, Technical Specialist Technician would be reassigned to their previously held classification. Pay rates set forth in Article 4, Section 1.

Section 8 - Meter Foreman: The employees agree that the Company has the sole right to select the Meter Foreman whenever there is a job opening. The Company may select any bargaining unit employee with three (3) years seniority it deems qualified. The Company has the right to assign job duties it deems suitable to this person.

ARTICLE V

GENERAL RULES AND WORKING CONDITIONS

Section 1 - SHOP: Eight (8) hours shall constitute a regular day's work, 7:00 a.m. to 3:30 p.m. Five (5) consecutive days shall constitute a regular week's work, Monday to Friday inclusive. Employees are to start and be returned to their respective headquarters by quitting time. All employees shall have thirty (30) minutes off for lunch at the mid-point of the workday. The Company may on occasion establish a second shift due to workload. The shift shall include eight (8) hours of work and thirty (30) minutes off for a meal.

If volunteers cannot be found to fill the second shift needs, the least senior qualified to perform the work shall be required on forty (40) hours notice to change shifts. The shift will carry a fifty cent (\$0.50) per hour shift differential and will be worked in full week increments.

Section 2 - FIELD: Eight (8) hours shall constitute a regular day's work, 8:00 a.m. to 4:30 p.m. Five (5) consecutive days shall constitute a regular week's work, Monday to Friday inclusive.

In recognition that a modified work day/week schedule can be advantageous to both the Company and Field Personnel, the following guidelines and conditions will be adhered to on a project by project basis.

- (a) Fieldwork will be performed in day light hours only.
- (b) Work hours and days will be approved by management on a project by project basis.
- (c) Individual production must be equal to past production under a conventional workweek.
- (d) Management reserves the right to reinstate the conventional workweek based on competitive environment.

When conditions require that an employee work sixty (60) miles or more from headquarters, the Company shall provide transportation, reimbursement of Company authorized lodging, and an allowance for meals. The Company will designate or approve lodging arrangements. The Company agrees to investigate direct billing opportunities for lodging. All commute time to and from hotel and job site shall be on the employee's own time, excluding departure day and return day. On the day the employee leaves the headquarters for a job site no allowance will be paid for breakfast. On the day the employee returns to headquarters, no allowance will be paid for supper. The following meal allowances shall be paid: Breakfast - \$ 5.00, Lunch \$13.00, Supper - \$15.00. When conditions require that an employee work sixty (60) miles or more from headquarters for two (2) weeks or more, at the beginning of the second week and at the beginning of each consecutive week thereafter until the employee returns to headquarters, an allowance of \$10.00 will be paid for laundering of the employee's uniforms.

When conditions require that an employee work less than sixty (60) miles from headquarters the Company shall provide transportation. The employee is expected to report on the job site and continue on the job thru the completion of the workday. All commute time to and from job site shall be on the employee's own time, excluding departure day and return day.

Section 3: All employees provided Company vehicles must be deemed insurable by the Company's Automobile Insurance carrier. All employees operating Company vehicles must, at all times, maintain a valid, proper driver's license suitable for the vehicle and work required of field personnel. The Company will furnish vehicles it deems appropriate. These vehicles will be equipped with air conditioning and cruise control.

The Company agrees to reimburse the employees for only those other business-related expenses it deems appropriate. Each expense shall be documented with a dated, itemized receipt to support the expense incurred.

If an employee must remain in headquarters due to discipline by the Company or law enforcement, his wages shall be reduced to training rate for General Field Technicians and the Shop Meter Technician rate for all other field classifications for the time he must remain in.

All employees covered by this Agreement shall receive full time employment, provided they are ready and in condition to perform their work. Employees laid off for reasons beyond the Company's control, shall be paid in full, to and on date of layoff.

Section 4: The following will be recognized as holidays, and employees shall not be required to work on these holidays or days celebrated therefore, except in emergencies: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, and three (3) floating holidays to be named by the Company. When a holiday falls on a Saturday, the preceding Friday will be observed. To be eligible for holiday pay, the employee must work the regular workday before and the regular workday after the holiday, unless they are on vacation or excused absence.

Section 5: After ninety (90) days of employment, the employee will be eligible for personal days per year in accordance with the following schedule:

Years of Service	Personal Days
0 – 1 Years	1 Day (8 hours)
1 – 10 years	2 Days (16 hours)
10+ years	3 Days (24 hours)

Unused personal time will not be carried into the next calendar year.

Section 6: Overtime at the rate of time and one-half shall be paid for all time in excess of forty (40) hours compensated time except as herein provided. Overtime shall be divided as equally and impartially as possible among all employees

Section 7: When employees are called for overtime work outside of their regular hours, they shall be paid not less than two hours at prevailing overtime rates. Not applicable to continuation of the work day.

Section 8: When employees are required to work on Sunday or holidays, they shall not receive less than two (2) hours at double time rate.

Section 9: Payday shall be on Friday of every week, one (1) week in arrears. Employees shall be paid by direct deposit or check that may be cashed at face value.

Section 10: Not more than one (1) member of the Company shall be allowed to work with the tools, and then only when at least one (1) Union employee who is regularly employed for not less than forty (40) hours per week is present.

Section 11: For all employees covered by this Agreement the Company shall carry Workers' Compensation Insurance with a company authorized to do business in this State, Social Security, and such other protective insurance as may be required by laws of this State.

Section 12: It is agreed that in accord with the National Employees Benefit Agreement entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, that unless authorized otherwise by the National Employees Benefit Board, the individual employer will forward monthly to the designated Local Secretary-Treasurer, an amount equal to three (3) percent of his/her gross monthly payroll, which he is obligated to pay the employees in this bargaining unit, and completed payroll report prescribed by the National Board. The payment shall be made by check or draft and shall constitute a debt due and owing to the National Board on the last day of each calendar month, which may be recovered by suit initiated by the National Board or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate Local-Secretary-Treasurer not later than fifteen (15) calendar days following the end of each calendar month.

Individual employers who fail to remit as provided above shall be additionally subject to having this Agreement terminated upon seventy-two (72) hours notice in writing being served by the Union, provided the individual employer fails to show satisfactory proof that the required payment have been paid to the local Secretary-Treasurer.

The failure of an individual employer to comply with the applicable provisions of the National Employees Benefit agreement shall also constitute breach of this Labor agreement.

Section 13 - Tool Replacement: The Company will replace, at no charge to the employees, hand tools, when broken and furnish to all employees a new set of hand tools of the Company's choosing.

Section 14: The Company will provide uniforms to all persons employed under this labor agreement. The Company reserves the right to select the uniform to be worn, but will strive to utilize one hundred (100) percent natural fiber materials that meets or exceeds the OSHA (NFPA) or utility customer requirements, appropriate for the work being performed. The Company will provide summer and winter shirts. All employees covered under this labor agreement must participate.

Section 15: All employees covered under this labor agreement agree to acknowledge the Company Policies and Procedures on a yearly basis.

Section 16: An employee involved in a work-related incident will be tested for the presence of illegal drugs and alcohol if the following two conditions are met:

- (a) Damage to property or injury to a person, AND
- (b) Employee's actions or judgement contributed to the cause or seriousness of the accident.

In addition, employees can be tested for the presence of illegal drugs or alcohol if reasonable suspicion is witnessed not related to an accident. Employees shall immediately and appropriately report all near miss/close call events, potential workplace hazards, and incidents to their supervisor.

Section 17: The Company from time to time may use seasonal employees due to temporary workload, college internships or medical absences. The employees will work no more than one hundred twenty (120) calendar days per year unless mutually agreed and shall be subject to the terms of Article I, Section 3. They shall not work any live voltage including installing or removing meters. They shall be limited to no more than four (4) positions.

Section 18: The Company will provide personal rainwear, such as a jacket or full-length coat for all outside positions.

ARTICLE VI

VACATIONS

Section 1: Vacation time starts accruing on the ninety-first (91st) day after hire. Vacation time accrues on a calendar year basis and may be used in one (1) hour increments.

- (a) All accrued vacation time must be scheduled and taken no later than December 31st; otherwise, unused time will be forfeited at the end of each calendar year.
- (b) Employees may take up to forty (40) hours or five (5) days of vacation time before it has accrued. In this event, the employee will carry a “negative” vacation balance until he/she has accrued enough hours to turn the balance positive.
- (c) Negative balance provision is not available to employees on an unpaid leave of absence.
- (d) At termination, employees with negative balances are prohibited from using additional negative vacation hours during final pay period. Accrued and unused vacation time will be paid to the associate along with such other amounts as may be required by law.

Section 2: Accruals occur over fifty-two (52) pay periods each calendar year. Accruals reflected are hours and minutes. Employee status must be active at the end of the pay period to be eligible to receive the accrual.

Years of Service	Vacation Hours	Per Pay Period Accrual
0 – 4 Years	Up to 80 hours	1:33 hours
5 – 14 years	120 hours	2:19 hours
15+ years	160 hours	3:05 hours

The above chart shall remain in full force and effect, provided that with respect to employee Christopher Lanman, Mr. Lanman (and only Mr. Lanman) will keep his eligibility for two hundred (200) hours of vacation based on his service for so long as he remains employed.

Section 3: Vacation schedules shall be arranged to avoid, so far as possible, interference with Company's operations.

Section 4: If an employee resigns, he must give two (2) weeks notice or else forfeit any vacation pay that is due him/her.

ARTICLE VII

SICK LEAVE / SHORT TERM DISABILITY

Section 1: Company provides paid sick time to employees to protect them against the loss of income because of illness or injury. Sick time usage is provided for the sole purpose of employee illness including attending medical appointments such as well-care visits, pregnancy related visits, or the illness of the employees' family member(s).

Section 2 - Sick Leave: Sick time accrues on a calendar year basis. Employees will start to accrue sick time from the first day of hire. There is a ninety (90) day waiting period for newly hired employees to use sick time. Unused sick time at the end of the year will be carried over into the next calendar year, up to a maximum of four hundred (400) hours.

- (a) Sick time will accrue one (1) hour per pay period up to a maximum of fifty-two (52) hours.
- (b) Upon termination of employment, accrued and unused sick time hours will not be paid.
- (c) Sick time can be taken in increments of one (1) hour or more.
- (d) Only accrued sick time may be taken.
- (e) An employee who is absent for three (3) working days or more, or who has given their notice of resignation and who is not on an approved medical leave will be required to submit a doctor's statement.
- (f) Family member is defined as:
 - 1) Spouse, children, parents, stepparents, parents' in-law, and grandparents. State legislations may broadly expand this definition to include domestic partners, and children from domestic partners.
 - 2) Children refers to: Biological, adopted/foster child, stepchild, legal ward, grandchild, who is either under the age of eighteen (18) or age eighteen plus (18+) and incapable of self-care because of a mental or physical disability.

Section 3 – Short Term Disability: Bargaining unit members will participate in Anixter's Short-Term Disability Plan, in accordance with its terms and conditions, with the same plan provisions as for all other participating US employees. This includes:

- (a) Eligibility for up to six (6) months at full pay or two-thirds (2/3) pay, depending on service (including service with the Company prior to the Acquisition).
- (b) If Short Term Disability is approved by the administrator, the benefit goes back to the first day of absence and any paid time off that had been used is restored.

ARTICLE VIII

BEREAVEMENT LEAVE

Section 1: Upon hire, the Company allows up to three (3) consecutively scheduled days of paid time off for employees for bereavement, when a death occurs in the employee's immediate family; spouse, child (including miscarriage for which both father and mother are eligible), stepchild, mother and father, stepmother and stepfather, brother and sister, half-brother and half-sister, stepbrother and stepsister, mother-in-law and father-in-law, grandmother and grandfather, grandmother-in-law and grandfather-in-law, grandchild, son-in-law and daughter-in-law, brother-in-law and sister-in-law, domestic partner, and the mother, father, sister, brother, and child of the domestic partner. The Company recognizes any state that provides legal rights to civil unions, domestic partnership, and same-sex marriages.

ARTICLE IX

401(k) RETIREMENT PLAN

Bargaining Unit members will participate in the Anixter 401(k) Plan, the Employee Savings Plan, in accordance with its terms and conditions, with the same plan provisions as for all other participating US employees. This includes:

- (a) Eligibility becomes immediate for all employees, or as soon as administratively possible.
- (b) Match becomes fifty (50) percent on the first five (5) percent of eligible pay contributed. Match becomes effective immediately, or as soon as administratively possible.
- (c) Match is vested after two (2) years of service, including service with the Company prior to the Acquisition.

- (d) All employees (including those hired in connection with or after the closing of the Acquisition) are automatically enrolled in the Plan after sixty (60) days with the employee making a three (3) percent before tax contribution and all other terms applicable to current employees as of the Acquisition closing. All employees are also automatically enrolled and set up in the automatic increase program: each year, beginning one (1) year after enrollment, the employee's contribution savings percentage will be increased by one (1) percent. This increase will continue annually until the pretax savings percentage reaches six (6) percent or until the employee contacts the plan administrator to make a different election. The employees may change their contribution percentage to between zero (0) percent and fifty (50) percent of their wages at any time by contacting the plan administrator.
- (e) The Company has the sole right to select the plan administrator and change the plan administrator as it deems necessary.

ARTICLE X

HEALTH WELFARE BENEFITS INSURANCE

Health and Welfare insurance coverage is optional for all full-time employees. For those employees who elect to take advantage of this benefit, the Company will offer automatic payroll deduction for the employee portion of the premium.

The employee recognizes that the Company is self-insured and hires a third-party administrator to handle claims according to the Plan Document. Therefore, they agree that the Company has the sole right to change the plan administrator, as it deems necessary. The employees recognize that insurance limits, insurance coverage, and premiums may change at the sole discretion of the Company. The Company agrees to offer the same Medical Insurance program to union employees as it does to non-union employees. This includes medical, Rx, dental, vision, and voluntary supplemental coverages.

ARTICLE XI

The parties agree that they have negotiated this Agreement in full prior to its execution, that this Agreement contains their full and complete understanding, and that any prior practices, benefits, and oral agreements not expressly agreed upon in this Agreement are superseded by the terms of this Agreement.

Anixter, Inc.

BY *A. Ferrara*
Anne Ferrara
Director of Human Resources
DATE: 1/25/2019

LOCAL UNION 702 OF THE
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS AFL-CIO

BY *Steve Hughart*
Steve Hughart
Business Manager
DATE: _____

BY *Brad Beisner*
Brad Beisner
Business Rep.
DATE: 1/25/19

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

April 5, 2019

Lonnie R. Stephenson, Int'l President
This approval does not make the
International a party to this agreement