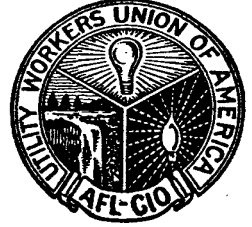


UTILITY WORKERS UNION OF AMERICA

120 BAY STATE DRIVE
(781) 848-3740

BRAINTREE, MA 02184
(781)848-3741

FAX (781) 848-4108



Dear Co-worker:

In this era of deregulation, the Utility Industry has experienced a continuum of Company mergers, acquisitions, and reorganizations. This is a trend for which we do not see an end in the near future. National Grid's acquisition of KeySpan will result in National Grid becoming the 3rd largest Utility in the country. This merger is a stepping stone for National Grid as they continue to acquire more companies resulting in constant changes to the company through "reorganization" and "streamlining" as they grow. As we have all experienced with every company reorganization effort, jobs are lost and workloads are increased.

As an employee-at-will you do not have an avenue or mechanism to protect your livelihood from reorganizations and outsourcing. You do not have a voice in the workplace. As a union member you are afforded with far more job security and job protections than you have as an employee-at-will. A Union is, in the case of the National Grid Engineers, simply a group of professionals who have united to represent their collective views for wages, benefits, and working conditions. By banding together National Grid Engineers gain:

- A strong respect your profession deserves.
- A strong voice on your wages and benefits.
- A strong voice for flexibility for work and family needs.
- A strong voice in improving the quality of your working conditions.
- A strong voice for your future and the direction of the company.

A wider range of worker is joining unions, more than ever before. They include women and men in a broad spectrum of careers such as, Doctors, Nurses, Lawyers, College Professors, Teachers, Engineers and Scientists.

The UWUA has successfully negotiated for many professional Engineers in the Utility Industry. In Massachusetts, the UWUA organized the NStar Engineers and Engineers at Entergy's Pilgrim Nuclear Power Plant and have successfully negotiated collective bargaining agreements. These collective bargaining agreements have enhanced many aspects of the Engineers' daily work lives including, job progression.

On May 11, 2007, the Utility Workers Union of America, AFL-CIO reached a successful agreement with National Grid on a 4 year Contract. The highlights of this agreement are as follows:

- Increase in job security
- Decrease in medical contribution from 33 % to 20%
- Improved working conditions with penalties for unilateral relocation of positions
- Increase in pension benefits
- Increase in 401(k) contribution
- New recognition clause (see below)

The Company agreed to amend the recognition clause to expand the job classifications within the UWUA jurisdiction to include the Engineers at National Grid. The Company also agreed to a card check percentage of 65%. This means that upon verification, by an independent 3rd party, 65% of the Engineers signed the authorization cards you will become UWUA bargaining unit members (***It is important to note that these authorization cards will remain completely confidential and will never be reviewed or in the possession of the company.***).

Following verification that 65% of the National Grid Engineers have chosen to join the UWUA, a contract negotiating committee will be established, by⁷the Engineers, to represent their interests in negotiations with the Company.

You and your fellow Engineers will elect your Contract Negotiating Committee. Engineers will be the only participants in the election of a contract negotiating committee. The committee will meet with UWUA national and local leadership to begin contract negotiation on a collective bargaining agreement. We recognize the importance of including bargaining unit members in contract negotiations because the workers know their jobs and the company better than anyone. Your collective bargaining agreement will be based upon a survey completed by all of the Engineers and only the Engineers.

Once your negotiating committee believes that they have reached agreement with the company, the negotiating committee will present it to the Engineers. The process of contract ratification will go like this: When your negotiating committee feels they have reached an acceptable contract, they will bring it back, to the Engineering members only, for a ratification vote. The Engineers will then vote collectively on whether to reject or accept the Company's offer. To accept a contract, you need a majority vote. To ensure that you and your co-workers know that the UWUA's first interest is improving your working conditions, the UWUA will not collect union dues from the new bargaining unit members until you ratify your contract. When the contract is ratified, the dues will be \$15.65 per week, from that week forward. These dues are tax-deductible and there are no initiation fees. We have scheduled informational meetings at:

- **BUW Headquarters, 1300 Jefferson Blvd., Warwick RI on August 27, 2007, 6:00 PM**
- **Wyndham Hotel, 5400 Computer Drive, Westborough, MA on August 29, 2007, 6:00 PM**

This meeting will provide you with the opportunity to ask questions, express concerns, and learn more about the UWUA and the benefits of joining together. Please take the time to carefully consider this opportunity to secure your future and protect the livelihood of you and your family. I hope this letter finds you with a better understanding of the process of forming a union. The concept is simple, as workers we do better together than as individuals. For immediate information and directions to the meetings go to www.buwCouncil.org or www.uwua369.org

Sincerely,

The UWUA National Grid Professional's Organizing Committee