



Memorandum of Understanding

Power Systems Distribution Apprentice Meter Electrician Pilot Program

Date: February 6, 2006

Introduction

The Company and Union, recognize that it is necessary to have highly skilled employees within the labor force, and have therefore agreed to the following pilot for the training of Power Systems Apprentice Meter Electricians. This pilot will remain in effect during the remainder of the term of the 2004 through 2008 Memorandum of Agreement (MOA) and be subject to negotiations between the parties thereafter. It is agreed that adjustments or amendments to this pilot may be made provided there is concurrence from the Joint Apprentice committee, the Director of Labor Relations and the Business Manager of the I.B.E.W. This pilot will be monitored by a subcommittee of the Joint Apprentice Committee to be called the Power Systems Joint Apprentice Committee (PSJAC). This committee will be comprised of four (4) representatives, two (2) from the Company and two (2) from the Union.

Program Eligibility

The program will be open to all Distribution and Power Delivery (Power Systems) bargaining unit employees through the term of the current M.O.A. All Apprentice Meter Electrician jobs will initially be posted in accordance with Paragraph 20 of the M.O.A. through the J-Post System.

Training Scope

The following details the training scope for this program:

- The Program will consist of a minimum of eight (8) months of formal program and on-the-job training (OJT). All formal program training will be conducted on Company time.
- Training will consist of five (5) modules ranging from Basic to Advanced metering and continuous on-the-job training (OJT).
- Formal training will be conducted at TMC and on-the-job training (OJT) will be conducted at the awarded work-headquarters, or show-up sites on training assignment jobs.
- Classroom instruction will be divided into modules and will include "how to" instructions followed by live demonstrations and skills practices.
- After completion of specific modules at TMC, Apprentice Meter Electricians will return to their work locations to practice the skills included in the module through on-the-job training (OJT).

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Training Scope, continued

- Instructors will monitor the on-the-job training (OJT) to ensure that training emphasis is actually for the module being covered.
- It is understood that in certain instances, such as scheduling or overtime opportunities, Apprentices may perform work from previous or future modules.
- Instructors will ensure that all identified skills are practiced and documented.
- Apprentice Meter Electricians will return to TMC for each module being taught and will be tested on the completed and practiced modules.
- Comprehensive testing will be conducted to certify successful completion of each training module.

Training Remediation

- Apprentice Meter Electricians who are unsuccessful in completing training phases will be given the opportunity to remediate with increased support from their instructors. These Apprentice Meter Electricians will be required to practice on their own time to ensure successful remediation.
- Instructor support time will be covered as hours worked for this period of remediation.
- Following remediation, Apprentice Meter Electricians who are still unsuccessful will be removed from the program and be given 45 days to bid a vacant position or be assigned to the classification of C&D Specialist at their work headquarters.

Voluntary Discontinuation in Program Participation

- Apprentice Meter Electricians who voluntarily discontinue their participation in the program may re-apply for a vacant Apprentice Meter Electrician position after 12 months.
- Hardship cases will be reviewed by the Power Systems Joint Apprentice Committee for possible approval.
- Either party, with 30 days written notice, may terminate participation in this program after it has been in effect for more than six (6) months.

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Testing and Certification

The testing and certification for this program is detailed below.

- Following a minimum of eight (8) months of formal program training, an overall skills test will be conducted.
 - Following successful completion of the overall skills test, Apprentice Meter Electricians will be permitted to take a certification test, provided they have the approval of the Power Systems Joint Apprentice Committee.
 - Apprentice Meter Electricians that fail the certification test will not be permitted to retake the test for a period of three (3) months.
 - Upon successful completion of the certification test, Apprentice Meter Electricians will be qualified to apply (bid) for vacant Meter Electrician positions and will be qualified to relieve as a Meter Electrician.
 - All Apprentice Meter Electricians will be required to take the certification test following 24 months in the program. Upon certification, Apprentice Meter Electricians will receive a Certificate of Completion of Apprenticeship from the Company and the I.B.E.W. When certified, Apprentice Meter Electrician will receive an additional \$1.00 per hour increase in pay rate and receive a 50¢ increase every six (6) months thereafter until they reach the bottom bracket for the Meter Electrician classification.
 - Apprentice Meter Electricians who do not successfully complete the certification test after 24 months in the program will continue to practice their skills and become successfully certified or be removed from the program as stated above.
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Job Placement

- If after 36 months as an Apprentice Meter Electrician and the successful completion of all programs and testing an Apprentice Meter Electrician has not been successfully awarded a Meter Electrician position, the Apprentice will automatic to Meter Electrician and will have 45 days to be awarded a job.
- If unsuccessful, the Meter Electrician will be placed into a "no qualified applicant" Meter Electrician position within 50 miles of his/her work location. If unable to be placed, the Meter Electrician will have his/her position discontinued and will roll where seniority and qualification allow.
- Apprentice Meter Electrician positions are not in the regular work location staffing and will not be considered as positions, which can be rolled by qualified Craft Workers.
- Meter Electricians who are rolled cannot roll into an Apprentice Meter Electrician position; however, it is not intended to maintain the training position in locations without a need for a Meter Electrician. The Company and Union shall meet to determine the correct course of action to minimize the adverse effects of that roll.

Program Administration

Detailed below are the guidelines by which the Apprentice Meter Electrician Pilot Program will be administered.

- The Company and the Union will create a Power Systems Joint Apprentice Committee (PSJAC). This Committee will administer the program and propose necessary changes to the Joint Apprentice Committee, as applicable.
- Instructors will be selected for this program in accordance with the joint agreement regarding the selection of the Distribution Instructor classification.
- Instructors will be paid at the Distribution Instructor rate. Apprentice Meter Electricians may "show-up" at different locations for training purposes in accordance with Paragraph 48.1 of the MOA.
- Apprentice Meter Electrician will not be permitted to apply for vacant Apprentice Meter Electrician positions.
- Transfers will be permitted between locations provided the transfer is within the Apprentice Meter Electrician training cycle.
- The Company will make every effort to publish projected dates and locations for future new Apprentice Meter Electrician positions.

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Program Administration, continued

- The ratio between Apprentice Meter Electricians to Meter Electricians will be maintained.
- Upon certification, the Apprentice Meter Electrician will not be counted in this ratio.
- In certain training assignments, the Apprentice to Craft Worker ratio may be exceeded for specialized training.
- Apprentice Meter Electrician will not perform as Meter Electrician unless certified and relieved into the appropriate classification.
- Former Apprentices will be evaluated by Instructors and the PSJAC and will be given credit time for their technical and practical knowledge.
- Adjustments in pay for this credited time will be in accordance with Exhibit A of the MOA.

Source/Approval

The contents of this memorandum was provided by the Power Systems Joint Apprentice Committee (PSJAC) and approved by:

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