

AGREEMENT

Between

TALEN 
ENERGY

and

I.B.E.W. Local 1600



August 27, 2018 - August 26, 2023

TABLE OF CONTENTS

Article I	Representation	1
Article II	Company-Union Relations	2
Article III	Grievance Procedure	7
Article IV	Hours of Work, Schedules and Overtime	9
Article V	Seniority.....	15
Article VI	Job Descriptions, Classifications and Salary Table Procedures	21
Article VII	Vacation, Longevity Pay, Holidays for Full-Time Employees	26
Article VIII	General Provisions	30
Article IX	Military Service	42
Article X	Placement Process	44
Article XI	Susquehanna Steam Electric Station	47
Article XII	Fossil Organization	58
Article XIII	Term of Agreement	66
Exhibit A	Job Titles, Job Codes & Salary Grades	67
	Salaries of Employees Eligible for Union Membership	
Exhibit B	Rest Period Rules & Table	101
Exhibit C	Temporary Work Assignments and Training Assignments	102
Exhibit D	Child Care and Medical Leave of Absence	103
Exhibit E	Office Job Concept Positions	106
Exhibit F	Long Term Disability Conditions of Return	107
Exhibit G	Employee Benefit Plans	110
Exhibit H	Substance Policy	115

AGREEMENT

This AGREEMENT, is made and entered into by and between Local Union No. 1600 of THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, A.F.L.- C.I.O. (hereinafter referred to as the “Union”) and Talen Energy Corporation and their successors and assigns, hereinafter referred to as the “Company.”

An absolute precondition to the sale, lease, transfer, or takeover by sale, lease, transfer, assignment, corporate reorganization, receivership, bankruptcy proceedings of the entire operation, or any part thereof is that any purchaser, transferee, lessee, or assignee shall agree and become party to and bound by all the terms, conditions, and obligations of the Agreement.

NOW, THEREFORE, for and in consideration of the parties and the mutual promises and agreements hereinafter contained, it is agreed that:

PURPOSE

The Company is engaged in the generation of electricity primarily through nuclear and fossil fuels. The Company and Union recognize that the safe and efficient operation of the Company’s plants is critical to the success of the Company and its ability to provide competitive wages and benefits to its employees.

These obligations and responsibilities, which apply to both the Union and the Company, require that any difference arising between them be adjusted and settled in an orderly manner without interruption of service to the public.

In view of such obligations and responsibilities on the part of both the Union and the Company and in order that the Company, its employees and the general public may mutually benefit, it is agreed as follows:

ARTICLE I REPRESENTATION

Section 1. Recognition

A. Pursuant to the Certification issued by the National Labor Relations Board to Local Union No. 1600 and to the former Local Union No. 1520, both of the International Brotherhood of Electrical Workers, in Bargaining Units which have merged, the Company recognizes the Union, Local Union No. 1600, as the exclusive bargaining agent for all of the Company’s physical, clerical, and specific temporary employees, in the job titles listed in Exhibit A excluding – (1) confidential secretaries, executives, managerial employees and all supervisory employees and guards within the meaning of the National Labor Relations Act, (2) all professional engineers and all other professional employees of the Company within the meaning of the National Labor Relations Act, and (3) college undergraduates employed by cooperative and summer employment.

B. Whenever the word “employee” appears hereafter in this Agreement, it shall be considered to refer only to those employees for whom the Union is, in the preceding Paragraph of this Article, recognized as the bargaining agent.

The job titles of the eligible employees are listed in Exhibit A attached hereto and made a part hereof. It is understood that the job titles listed in Exhibit A are those which are currently active. Other titles may be established, or inactive titles activated or titles eliminated at any time as provided in Section 1 of Article VI.

ARTICLE II COMPANY-UNION RELATIONS

Section 1. Union Shop

A. All employees eligible for Union membership as described in Article I will be required to be members of the Union as a condition of continued employment.

B. For the purposes of this Section 1, an employee will be considered to be a member of the Union:

(1) If there is in effect for him an authorization for deduction of the Union's standard dues and assessments.

OR

(2) If in fact his standard dues and assessments have been paid or tendered to the Union.

C. All presently employed, new and rehired employees who are covered by this Agreement, upon completion of a period of employment of thirty (30) days, must, as a condition of continued employment, tender the initiation fees, standard dues and assessments uniformly required as a condition of acquiring and retaining membership in the Union. It is agreed that the Financial Secretary of the Union shall notify the Company by certified mail when a member of the Union has become delinquent in tendering either the standard dues, initiation fees or assessments uniformly required and the Company shall discharge said member at the end of thirty (30) days after receipt of such notification, unless said member tenders to the Union the delinquent dues, initiation, or assessment fees during this thirty (30) day period where upon the Financial Secretary of the Union shall immediately so notify the Company, in writing by certified mail. The Union agrees to accept and retain as members all such employees without discrimination. The Union agrees that it will not require the Company to discharge any such employee for any reason other than failure of the employee to tender the standard dues, initiation fees, or assessments uniformly required as a condition of acquiring or retaining membership in the Union.

D. The Company agrees to deduct Union dues and assessments from the pay of each employee from whom it receives a lawful written authorization and will continue to make such deductions while the authorization remains in effect.

Such deductions shall be made from the payroll for the month following the month in which written authorization is received by the Company. The sums so collected shall be paid by the Company to the Financial Secretary of the Union.

Section 2. No Solicitation on Company Time

A. The Union, its agents or any of its members shall not solicit employees for Union membership, collect dues or engage in other Union activities on Company time. However, nothing herein is intended to restrict normal conversation between employees that does not interfere with the efficient performance of work.

Section 3. Regulation — Government Agencies

A. The parties hereto recognize that the business of the Company is subject to regulation by governmental agencies in accordance with law. The parties agree that such regulations shall be respected and complied with by the Company, the Union, and the employees covered by this Agreement.

B. In accordance with the Code of Federal Regulations, National Standards, and Nuclear Regulatory Commission (NRC) Regulatory Guides, any employee assigned to perform work on a temporary or permanent basis at Susquehanna S.E.S. will be required to satisfactorily complete training and retraining in, but not limited to, the following areas:

- Appropriate Plans and Procedures
- Radiological Health and Safety
- Industrial Safety
- Plant Controlled Access Areas and Security Procedures
- Use of Protective Clothing and Equipment
- Quality Control and Assurance
- Skills and Technical Training

C. In accordance with the Code of Federal Regulations, National Standards and Nuclear Regulatory Commission (NRC) Regulatory Guides, any employees who may be required to perform work on a temporary or permanent basis at Susquehanna S.E.S. will be subject to the Access Authorization Program as described in Article XI of this Agreement.

Section 4. Cooperation

A. In fulfilling its responsibilities, the Union agrees that the employees covered by this Agreement will individually and collectively perform safe, efficient and diligent service; will cooperate in gaining the maximum efficiency in the use of men and materials; will respect and abide by the Company's rules and regulations; will use their influence and best efforts to protect the interests of the Company; and will cooperate in promoting and advancing the welfare of the Company at all times as a matter of enlightened self-interest.

B. The Company agrees to use its best efforts to obtain a fair and impartial administration of this Agreement by its supervisors.

C. The Company and the Union agree to continue their policy of being an Equal Opportunity Employer and of non-discrimination against any individual because of such individual's race, color, religion, sex, handicap, national origin, age, veterans' status or sexual orientation.

D. Wherever in this Agreement a male noun or pronoun is used in reference to an employee, it is intended to include either male or female employees.

Section 5. Functions of Management

A. The Union recognizes the exclusive right of the Company to determine its operating policies and manage its business in the light of experience, business judgment and changing conditions. It is understood and agreed that all rights, powers or authority possessed by the Company prior to the signing of this Agreement shall be retained by the Company. However, the Grievance Procedure hereinafter set forth in Article III shall be applicable to complaints regarding the meaning, application, interpretation or administration of any provision of this Agreement limiting the following functions of Management, which are the only ones limited by this Agreement; namely, the right to: determine the qualifications of and select employees for promotion; transfer employees from one job to another and from one classification to another; determine the number and arrangement of work shifts; determine the starting and stopping time of each shift; contract for construction or other work when in the judgment of the Management such action is to the best interest of the Company; determine which employees shall be laid off; determine the work to be performed by employees; discipline employees for misconduct on the job or other violation of rules and discharge employees for just cause.

B. Any aspect of Company provided benefits not covered by a specific provision of the Agreement or any other signed agreements is agreed to have been expressly eliminated as a subject for bargaining and during the term of the Agreement may not be raised for future bargaining or negotiations even though such benefit may not have been within the knowledge or contemplation by one or both of the parties at the time they negotiated or signed this Agreement. It is understood and agreed that included among the rights retained by the Company under this Paragraph is the right to modify or terminate any such benefit.

C. Other functions of Management include the right to determine the qualifications for and select its managerial and supervisory forces; select and hire new employees and determine the qualifications needed; determine the number of employees it will have in its service at any time; prepare job titles and definitions; adopt, and revise when necessary, reasonable rules and regulations governing the operation of its business and the conduct of its employees on the job; introduce new plants and facilities; relocate facilities; discontinue the operation of plants and facilities and introduce new methods to improve operating efficiency.

D. The Company will have the right to contract out work when needed skills are not available from present employees; when public and customer relations require it; when present employees cannot complete the work in the required time; when it is economical to do so; or when peaks of work would require a temporary increase of the Company's forces with subsequent lay-off of such additional forces. No employee will be laid off or suffer loss of regular straight time pay as a result of this provision.

E. It is understood and agreed, however, that the functions of Management referred to in this Section 5 are not all-inclusive and that the omission of any of the usual inherent and fundamental rights of Management does not constitute a waiver of such rights by the Company.

Section 6. No Strikes or Lockouts

A. Under no circumstances shall there be any strike, stoppage, cessation of work, sympathy strike, slow down, picketing, concerted refusal to work overtime, concerted mass sickness, continuous Union meetings, labor holidays or other interference with or interruption of the Company's business during the term of this Agreement.

Any employee who violates the foregoing provisions shall be subject to immediate discharge. Such discharge shall not be subject to arbitration except on the limited issues as to whether the employee has engaged in the prescribed activity. Under no circumstances shall there be any lockout during the term of this Agreement.

Section 7. Meetings and Conferences

A. The Company agrees that its accredited representatives will meet with the accredited representatives of the Union on all questions that may arise under the provisions of this Agreement.

B. When meetings are arranged and are to be held during working hours, each Union representative who is an employee of the Company shall give his immediate supervisor at least twenty-four (24) hours' notice, when possible, prior to any such meeting, in order that arrangements can be made to relieve him from duty.

C. Union representatives who are employees of the Company will be paid at their regular rates for time spent during scheduled working hours while attending such meetings and will be paid for travel expenses (mileage reimbursement per Exhibit C, tolls and parking). Lodging, meals or any other expenses will not be paid, unless the parties specifically agree otherwise. These types of meetings include Voluntary Protection Program (VPP), Health & Safety Committees, Job Safety Analysis (JSA), and other meetings/conferences agreed to by the Company. Company approval is required for the number of paid participants for each of these meetings and conferences. Union representatives will not be paid for time spent in attendance at arbitration cases.

D. The Company will pay eight (8) Union representatives who are employees of the Company their regular rates for time spent during scheduled working hours while attending joint meetings for the purpose of contract negotiations. They will not be paid for any expenses incurred.

E. The designated representatives of the Company and the Union shall conduct joint Meet and Discuss Sessions on items of mutual interest. Requests shall be made by either party in writing and the parties shall then mutually agree to meet within a reasonable period of time. This provision shall not alter the application or interpretation of the existing provisions of the Contract unless mutually agreeable to both parties.

Section 8. Use of Bulletin Boards

A. Bulletin board space provided by the Company for the use of the Union shall not be used by the Union or its members for disseminating propaganda of a controversial or political nature, nor the posting of notices of an inflammatory nature.

Section 9. Leave of Absence - Union Representatives

A. Employees elected or appointed to a Local 1600 Union Office requiring their absence from work, upon written request presented reasonably in advance, will be

granted a leave of absence without pay, if the Company's operating conditions permit, for a period not to exceed three (3) years. Before a leave of absence is granted, the employee shall be required to undergo a physical examination, equivalent to the current pre-employment examination, performed by a qualified physician, to be paid by the Union, with results submitted to the Company's Medical Department. The employee will accumulate Seniority and Company Service during such leave of absence.

B. Individuals requesting a return from an authorized Local Union 1600 leave of absence, shall undergo a physical examination by a qualified physician, identical to the physical taken before beginning the leave of absence, to be paid by the Company prior to the return, with the results submitted to the Company's Medical Department. If the Company has had sufficient notice in writing, and the individual is medically qualified to perform the job duties of the former job classification, the individual shall be reinstated to that job classification at the former work location provided the individual is qualified to perform the work. If the individual is not medically qualified to be reinstated to the former job classification, the request for return will be referred to the Disability Committee for placement in accordance with Article VIII, Section 10 of this Agreement. Such person shall remain on leave of absence status until the Disability Committee provides a job classification.

When returning to the former job classification at the former work location, the employee with least seniority in that job classification at that work location shall return to his/her former job classification. Such return and any subsequent moves as a result of the reinstatement shall be administered in the same manner. Employees forfeit any promotional opportunities which occurred during the leave of absence. When returned to employment, they shall be entitled to benefits set forth in this Agreement (see Article VII, Section 1, Paragraph D).

C. A Union representative, while on leave of absence, may participate in the following Company plans and the total cost of coverage under such plans shall be borne by the Union or the Union representative:

- (1) Group Life Insurance.
- (2) Retirement Plan.
- (3) Health Care Plan Options.
- (4) Accidental Death or Dismemberment.
- (5) Dental Plan Options.
- (6) Vision Care Plan.

ARTICLE III GRIEVANCE PROCEDURE

Section 1. Definition

A. The term grievance shall mean any dispute or disagreement arising over the meaning and application of the terms and provisions of this Agreement.

Section 2. Time Limits

A. Failure to comply with any of the prescribed time periods in each step of the Grievance Procedure contained herein, shall constitute forfeiture of the grievance by the delinquent party unless the parties have jointly agreed to waive such time limits.

B. The working days specified in this Grievance Procedure exclude Saturdays, Sundays and holidays.

C. In the event the Employer does not timely reply at any step, the Union may proceed to the next step.

Section 3. Grievances

A. Before a written grievance may be submitted, the aggrieved employee or the aggrieved employee and the Union Steward must discuss the complaint with the appropriate supervisors within five (5) working days from the date of occurrence giving rise to the grievance.

B. If the complaint discussion does not resolve the issue, in order to be considered and subject to adjustment, the grievance must be reduced to writing within five (5) working days from the date of the complaint discussion, signed by the aggrieved employee, and specify the Article and Section of the Agreement upon which the grievance is based and specify the remedy sought. Any individual employee or group of employees shall have the right to present grievances and to have them adjusted, provided such adjustment is not inconsistent with the terms of this Agreement and a Union representative has been given opportunity to be present at such adjustment.

C. Grievances involving one employee shall be taken up with the employee's immediate supervisor.

D. Grievances involving more than one employee in the same general group (operators at one power plant, clerks in one department, etc.) shall be taken up with the immediate supervisor of all the employees involved.

E. Grievances involving more than one employee not in the same general group, grievances of a system-wide nature, indefinite suspensions, and grievances by the Union against the Company may be taken directly to the Second Step of the Grievance Procedure by mutual agreement of the designated representatives of the Company and the Union.

F. Grievances involving the discharge of an employee may be taken directly to the Second Step of the Grievance Procedure by either party.

G. Within five (5) working days of receiving the written grievance, the appropriate supervisor shall submit a written response to the grievant and a copy to the Union Steward.

Section 4. First Step

A. If the supervisor's response does not settle the grievance, then within ten (10) working days of the supervisor's response, the grieving party shall notify the appropriate manager in writing that a disagreement still exists. Within ten (10) working days of the written notice, the appropriate manager, the Chief Steward, Union Steward and employee shall meet to resolve the grievance. The Manager shall respond to the grievance within ten (10) working days of the First Step meeting.

Section 5. Second Step

A. If a satisfactory settlement is not reached in the First Step, then within ten (10) working days following the Manager's First Step response, the Union shall notify the Director-Labor Relations or his designee that a disagreement still exists. Within twenty (20) working days of the written notice, the delegated representatives of the Company, the Union Steward, Chief Steward and Local President shall meet and endeavor to reach a satisfactory settlement. An International Representative of the I.B.E.W. may be present at this step only to assist the Local Union. The Company shall respond to the grievance within ten (10) working days of the Second Step meeting.

Section 6. Arbitration

A. If the Second Step does not resolve the grievance, within ten (10) working days of the Company's Second Step answer, the Union shall have the right to submit the grievance to arbitration in the following manner:

- (1) The Union shall give written notice to the Company's Director of Labor Relations and to the American Arbitration Association for appointment of an Arbitrator in accordance with the Labor Arbitration Rules of the American Arbitration Association as in effect on the date of execution of this Agreement.
- (2) It is mutually agreed and understood by both parties that the Arbitrator shall have no power to add to, or subtract from, or modify any of the terms and provisions of this Agreement, or Agreements made supplementary hereto. The findings of the arbitrator shall be binding upon both parties for the duration of this Agreement.
- (3) Each party shall bear the expenses of its witnesses and any other expenses incurred in the presentation of its case, and the other expenses incidental to arbitration shall be borne equally by the Union and the Company.
- (4) Unless otherwise agreed to by the Company and the Union, the arbitration hearing on a grievance shall be held within one (1) year. Arbitrations over the discharge of an employee shall take priority.

ARTICLE IV

HOURS OF WORK, SCHEDULES AND OVERTIME

Section 1. Definitions

A. WORK WEEK: A work week consists of any seven (7) consecutive days designated by the Company. Whenever possible, the work week will contain five (5) eight (8) hour, four (4) ten (10) hour, or twelve (12)-hour scheduled work days. The present work week is seven (7) consecutive days ending Sunday midnight except in those cases where the W-day and ST-days span midnight.

B. WORK DAY (W-Day): A work day is normally the twenty-four (24)-hour period from midnight to midnight of the day on which an employee is scheduled to work. When a normal work day spans midnight, time shall be charged on the day in which the majority of hours is worked. When the normal work day is divided evenly before and after midnight, time shall be charged on the day on which work was started.

C. DAY OFF (ST-Day): A day off or an ST- (scheduled time off) day is normally the twenty-four (24)-hour period from midnight to midnight of the day on which an employee is not scheduled to work. When an employee's work day spans midnight, the employee's ST-day will be a twenty-four (24)-hour period commencing at the end of his normally scheduled hours.

D. NORMAL WORK SCHEDULES: Normal work schedules will specify for each employee the work week, the W-days, the ST-days and working hours of each W-day.

E. REGULAR RATE: The regular rate is the weekly rate divided by forty (40) hours.

F. OVERTIME RATES: Time and one-half is one and one-half (1½) times the regular rate. Double time is two (2) times the regular rate.

G. HEADQUARTERS: Headquarters are the respective locations established by the Company where employees report for work or work assignments.

H. EMERGENCY: An emergency is any situation wherein it is necessary for the Company and its employees to take immediate action in order to restore or maintain operations, prevent serious injury, save life, meet unforeseen responsibilities or prevent damage to property.

Section 2. Working Hours

A. The parties hereto recognize that the business of the Company requires continuous operation for twenty-four (24) hours of every day. In such operation it is inherent that working schedules must be established by the Company and may from time to time be changed to meet changing conditions.

B. Normal work schedules will be established by the Company and posted for each employee or group of employees.

C. Normal work schedules will not be changed temporarily for short emergencies. When an employee is called out for emergency work, he ordinarily will be dismissed when the emergency is over.

D. Changes other than those of a temporary nature in normal work schedules will be made when justified by experience or changed conditions. Such changes may become effective at the beginning of any work week and notice thereof shall be posted at least forty-eight (48) hours before the beginning of that work week.

Section 3. Temporary Changes in Working Hours and Work Schedules

A. Temporary changes in work schedules or working hours will be made:

- (1) *When an employee substitutes for another employee who is off duty.* If notification of the schedule change occurs before the beginning of the week in which the substitution is to occur, or the substitution continues beyond the end of a work week, the work schedule of the substituting employee will be that of the relieved employee. If notification of the schedule change occurred after the beginning of the work week in which the substitution occurs, only the working hours of the substituting employee will be changed, not the ST days, and the substituting employee will be paid time and one half for the hours worked on the first changed shift.
- (2) *When it is necessary to carry out work outside of normal working hours, for example, due to equipment overhauls, breakdowns or outages:* In that case, the temporary changes in work schedules may be made on any day of the calendar week and will be posted for the employees involved. The employee(s) ST days will not be changed unless the schedule change is due to an equipment outage which may affect the operations of the Plant. The employee will be paid time and one half for the hours worked on the first changed shift.
- (3) *When an employee is scheduled to attend a formal training school or other Company training programs.* In that case, both the employee's work hours and ST days may be changed to conform to the training schedule. Unless the employee is notified at least forty-eight (48) hours before the beginning of the work week in which the training occurs, he will be paid time and one half for the hours worked on the first changed shift.

B. An employee working on a temporarily changed schedule may be returned to his normal work schedule at any time.

C. This section shall not apply to utility classifications and relief operators or employees on extra duty assignments who provide substitution for time off requests such as vacation, sickness and personal time off. Employees on a relief week schedule will not have their schedule temporarily changed except by agreement of the Company and the employee.

Section 4. Overtime

A. The following will be considered overtime and paid for at time and one-half:

- (1) Hours worked outside of scheduled hours; i.e., normal work schedule or temporarily changed schedule, whichever is in effect at the time.
- (2) Hours worked by an employee who is called out to work during his vacation. This is in addition to his straight time vacation allowance pay.

B. The following will be considered overtime and paid for at double time:

- (1) Any hours worked on an employee's last ST-day in a work week, provided he worked all hours offered on a previous ST day that week.
- (2) Each consecutive hour worked immediately following sixteen (16) consecutive hours worked.

- (3) Employees who are not allowed to work both ST days due to NRC regulations will be compensated at the double time rate of pay for any hours worked on the ST day they do work.

Section 5. Rest Periods

A. Rest periods shall be applicable in accordance with the following provisions when employees are called out or when arrangements are made in advance for work during non-scheduled hours provided employees are eligible as defined in the “Rest Period Rules” of Exhibit B of this Agreement.

B. Employees working for a period that consists of at least three (3) overtime hours, and up to sixteen (16) consecutive overtime hours, shall be entitled, when relieved from duty, to a rest period as shown on the table in Exhibit B. If scheduled hours fall within the time designated as a rest period, the employee will be paid straight time pay for these scheduled hours. Employees required to work during scheduled hours that fall within the prescribed rest period, will receive pay at time and one-half the employee’s straight time rate for such hours worked.

C. Employees working sixteen (16) or more consecutive hours shall be entitled, when relieved from duty, to an eight (8)-hour rest period or a rest period as shown on the rest period table, whichever is greater, without loss of straight time pay for scheduled hours falling within the rest period. However, employees required to work during this period will be paid two times the straight time rate for any hours worked within eight (8) hours after being released from the previous work period and their rest period will be calculated using the twelve (12)-hour cumulative rule as provided for in Exhibit B.

D. The intent of rest periods is for employees to be released from work when they have worked sufficient overtime hours to become eligible for a rest period. If an employee requests to be released on rest period, their request shall be granted unless there is an emergency, or the company is unable to obtain relief, when necessary.

E. The rest period table as described in Paragraphs B and C of this Section 5 is not applicable to vacation days, holidays, paid personal time off and ST-days.

Section 6. Exempt - Non-Exempt Employees

A. Both parties recognize that certain employees covered by this Agreement are in jobs which are exempt from the provisions of the Fair Labor Standards Act and that employees may be hired or transferred to new jobs which will likewise be exempt. In order to meet the requirements of the Act, the Company will continue to classify all employees as exempt or non-exempt.

B. Some of the jobs may be of such nature that the work cannot be scheduled to conform to a definite schedule (such as a forty (40)-hour week or five (5) eight (8)-hour days) and that, therefore, the overtime provisions of this Agreement may not be applicable to these jobs.

C. It is agreed that for any new jobs in which there are employees eligible for Union membership, the Union and Company will jointly determine whether the work is of this nature.

Section 7. Call-Out Roster

A. It is understood that all employees of the Company shall be considered as subject to call-out for emergencies or prearranged work at any time. Whenever necessary, the Company will maintain at the respective Headquarters a roster of certain employees likely to be called and will select from these lists on a rotating or cumulative overtime basis as applicable such available employees as are needed. The purpose of this arrangement is to provide an equitable distribution of overtime work when required. Being subject to call-out is not to be considered as hours of work and no additional compensation will be paid to cover this responsibility. The Company will maintain records of overtime worked or offered by job classification. However, full equalization of overtime cannot be guaranteed.

B. Employees who exhibit a poor call-out response record shall be subject to Article VI, Section 4, Paragraph J and Article VIII, Section 2, Paragraph F of this Agreement.

C. Employees who have completed sixteen (16) or more hours of consecutive work and have been released from work assignments will not be called out to work, regardless of their position on the call-out roster, during an eight (8)-hour period following completion of the work, unless it becomes impossible to secure qualified replacements.

D. Whenever necessary, the Company will maintain rosters of certain employees likely to be called and will select from these rosters such employees as are needed on a cumulative overtime basis by job classification.

E. Overtime will be assigned with an attempt to equalize over the course of a year the opportunity for overtime by job classification at a work location.

F. One roster will be maintained for call-out and prearranged overtime.

G. Employees entering a progression line or promoting into a higher classification will be assigned the amount of overtime equal to the average overtime of the employees in that classification.

H. Normally, the person called/assigned first is the person with the least amount of overtime, provided continuity of work is not adversely impacted by a work unit change, or unless the skills necessary are not available; or in cases of extreme emergency. In these situations, it is necessary to inform the bypassed employee of such action giving reasons for the bypass. Bypassed employees and employees who are inadvertently missed will have the opportunity to equalize the overtime by remaining low person on the cumulative overtime list. While the Company cannot assure complete equalization of overtime, periodic review between the appropriate Steward and the responsible supervisor should provide assurance that the effort is being made to the extent possible.

I. The roster will be updated each pay period.

Section 8. Call-Outs

A. When an employee is called out to work during non-scheduled hours, he shall be paid overtime compensation for the actual time worked. A minimum compensation equal to four (4) hours' pay at straight time shall apply when it exceeds the amount of overtime compensation earned during the call-out.

B. In the event the call-out occurs on a Contract Holiday/Actual Holiday (Article VII, Section 4), the employee shall be compensated in accordance with this Section 8 or the provisions of Section 4 of Article VII, whichever is greater.

C. The minimum compensation is not to apply in cases where an employee is called out immediately preceding his scheduled working hours of a W-day and the minimum time period overlaps his scheduled hours.

Section 9. Prearranged Work

A. When arrangements are made in advance for work during non-scheduled hours, the employee will be paid for the actual time worked. The minimum compensation, if he worked, or if he reported and the job was canceled, shall be an amount equal to four (4) hours' pay at straight time and shall apply when it exceeds the amount of overtime compensation earned during the period. In the event the prearranged work occurs on a Contract Holiday/Actual Holiday (Article VII 4), the employee shall be compensated in accordance with this Section 9 or the provisions of Section 4 of Article VII, whichever is greater.

B. The minimum compensation is not to apply in cases where an employee reports for work immediately preceding his scheduled working hours of a W-day and the minimum time period overlaps his scheduled hours.

Section 10. Job Canceled

A. Employees will be informed of job cancellations as soon as possible.

B. The minimum compensation referred to in Sections 8 and 9 of this Article IV will not apply:

- (1) When a call-out is canceled and the employee is notified before leaving home.
- (2) When a prearranged job scheduled for Saturday is canceled and the employee is notified of the cancellation by quitting time of his last scheduled workday.
- (3) When a prearranged job scheduled for Sunday is canceled.

NOTE: It is the scheduled employee's responsibility to contact a predetermined employee after 7:00 P.M. Saturday but prior to the starting time of the prearranged job to determine whether there has been a cancellation.

- (4) When a prearranged job, for any time other than Sub-Section (2) and (3) above, is canceled and the employee is notified before he leaves home and at least one (1) hour before he is scheduled to report at Headquarters or on the job.

C. If the job is canceled after the time limitations specified in Paragraph B (2), (3) and (4) of this Section 10, the employee may elect to either report or accept the job cancellation. If reporting, they will be given First Aid, Safety or other instructions or other work, and will be allowed the minimum compensation, provided they accept these miscellaneous assignments. If the employee accepts the job cancellation and elects not to report to work, the minimum compensation shall not apply. Employees who report for work and are not offered any other assignments will be eligible for the minimum compensation.

Section 11. Shift Differentials

A. A shift differential for hours worked will be paid to employees working on an established rotating or alternating shift job or an established fixed shift job whose shift is regularly scheduled to start during the Afternoon Shift or Night Shift as part of their regular work week.

B. A shift differential will be paid as an addition to the regular straight time hourly rate to an employee who is regularly scheduled and works on the Day Shift, Afternoon Shift or Night Shift Saturday or Sunday; the Afternoon Shift or Night Shift, Monday through Friday, as follows:

STARTING TIME	SHIFT	SHIFT DIFFERENTIAL
5:00 A.M. to 12:59 P.M.	Day (Monday to Friday)	None
5:00 A.M. to 12:59 P.M.	Day (Saturday or Sunday)	\$2.00 per hour*
1:00 P.M. to 8:59 P.M.	Afternoon	\$2.00 per hour*
9:00 P.M. to 4:59 A.M.	Night	\$2.00 per hour*

*Shift Differential per hour rates will be effective and increased as follows: January 1, 2019 to \$2.05, and January 1, 2021 to \$2.10 per hour.

C. For purposes of applying the aforesaid shift differential, all hours of the regularly scheduled work day period worked by an employee shall be considered as worked on the shift on which he is scheduled and starts work.

D. Shift differential shall be computed at the appropriate rate of pay up to a maximum of double time the shift differential applicable to the shift in which the overtime hours occurred.

E. An employee temporarily assigned to work in a shift job, or as a replacement for a regular employee in a shift job, shall be paid for the hours so worked the shift differential applicable to the assigned shift job.

F. A shift differential will not be allowed in connection with payment for any overtime worked outside the time limits of his normal regular day schedule by an employee assigned to day work. However, such an employee whose entire regularly scheduled straight time work-day period is temporarily changed to start during the Day Shift, Afternoon Shift or Night Shift Saturday or Sunday; the Afternoon Shift or Night Shift, Monday through Friday shall be paid as an addition to his straight time rate the shift differential applicable to the changed shift on which the employee starts work, until he is returned to his regular schedule.

G. No shift differential shall be included in pay received for vacation, sick leave, jury duty, holiday off with pay, other time off with pay, for holiday pay on a holiday worked or in the calculation of minimum pay under the call-out provisions included in this Agreement.

Section 12.

The Company will notify the Union if an electronic or other timekeeping system is installed and negotiate the effects of its implementation.

ARTICLE V SENIORITY

Section 1. New Employees

A. Seniority will be credited to an employee only after six (6) months of continuous employment but shall include this first six (6) month period. During this six (6)-month period, the employee shall be considered probationary and the Company shall have the sole and exclusive right to discharge such employee and Article III of the Agreement shall not apply.

Section 2. Promotions – Transfers – Demotions

A. The Company will give preference to the employee with seniority when fitness and ability among employees are substantially equal in considering them for the purpose of promotion, transfer or demotion.

B. For such purposes, employees in an established line of progression will be considered before those not in that line of progression.

C. When non-supervisory employees covered by this Agreement are placed in supervisory jobs, their seniority, for this purpose, will be determined by the following:

(1) Permanent

- (a) For employees promoted on or after September 1, 2018, the six (6) month time periods referenced below will be ninety (90) days.
 - (b) Non-supervisory employees who are promoted to supervisory positions have a right to return to their former job classification at their former work location for a period of six (6) months following their promotion. However, the employee will not accrue 1600 or job seniority for the time spent as a supervisor and they will not pay Union dues or remain on the call-out roster. In order to maintain rights in their former Union job, they must be returned to non-supervisory status within six (6) months of the promotion. If they return after the six (6)-month period, they will be placed in an entry level position and for 1600 seniority purposes will only be considered to be ahead of other employees with less than six (6) months of Company Service.
 - (c) When former non-supervisory employees have held a supervisory position for six (6) months or longer and are returned to non-supervisory jobs, for disability reasons only, they will be placed in such a manner as to be able to perform meaningful work without adversely affecting the job seniority or overtime of employees in that line of progression. These cases will be referred to the Disability Committee for resolution.
- D. (1) A transfer in this Paragraph D is defined as a change from one job to another in the same job classification and progression line.
- (2) Employees cannot transfer to a job in the same progression line or change jobs to other progression lines during the first six (6) months of employment. Employees will be considered for promotions in their line of progression during the first six (6) months of employment based on their ability and job seniority. For posted job vacancies, employees with less than six (6) months' Company Service may submit job bidding forms. However, only employees who have attained six (6) months' Company Service must be given consideration for the posted job.

- (3) Transfer requests shall be made in writing by the employee before a vacancy exists and employees shall forward a copy to the Local Union Business Office. For seniority purposes, employees requesting a transfer will be considered on the basis of their job seniority in comparison to the job seniority of employees in the next lower job classification in the progression line. Transferred employees will retain their job seniority date for promotional purposes only.
- (4) Employees with more than six (6) months Company Service voluntarily requesting a transfer within the same job classification and same progression line are restricted to one (1) transfer every five (5) years for each job classification. This applies to all job classifications and all progression lines. No transfer requests will be allowed across progression lines.
- (5) Employees with more than six (6) months Company Service transferring on posted job vacancies will not be restricted to the one (1) transfer rule. For seniority purposes, employees transferring on a posted job vacancy within the same progression line will retain their original job seniority date. Employees who change jobs to other progression lines as a result of bidding on a posted job vacancy will receive a new job seniority date effective the start of the first pay period after notification of selection.
- (6) Voluntary return rights of a job change shall be restricted to progression line promotions and posted jobs. If the training required to remain in the position is started within sixty (60) days, the return rights will be for a period of ninety (90) days. If the required training is not started, the return rights will be for a period of one hundred and eighty (180) days. Employees who accept a posted position at a location and voluntarily return during their probationary period will not be permitted to rebid the same job classification at that location for two (2) years.
- (7) Employees entering Apprenticeship Programs are restricted from bidding into other Apprenticeship Programs after the six (6)-month probationary period has been completed.

E. The Company may administer tests for determining the aptitudes of employees being considered for entry level positions and for entry into formal training programs. After suitable training, tests of achievement and ability may be administered for the purpose of determining qualifications for progression within formal training programs, and to comply with governmental regulations.

Employees will not be required to successfully complete tests to retain a job classification unless periodic testing is specifically required as a part of a formal training program or by governmental regulations. If an employee successfully performs a job for six (6) months within the past three (3) years without having taken the appropriate entry test(s), this test(s) will be waived for this employee.

Employees who fail a minimum entry test two (2) times will be restricted from re-testing for a period of six (6) months from the date of the second test. If the employee can show the Company that they have made efforts to improve their skills, the six (6) month restriction will be waived.

Employees who meet or exceed test cut-off scores will be considered to have passed the test on an equal basis, and will be considered for job openings in accordance with Article V, Section 2, Paragraph A of the Labor Agreement.

The confidentiality of all tests shall be preserved and actual test questions, employee answer sheets and individual test scores will not be released by the Company. The Company will review actual test questions and results with employees upon request, for all skill assessment tests for purposes of identifying strengths and weaknesses. Upon request the Company will continue its practice of reviewing the areas of strengths and weaknesses related to aptitude tests with employees.

If a question arises regarding test administration or the validity of a test relative to the job in question, it may be submitted through the Grievance Procedure of Article III for resolution.

F. If an employee voluntarily quits, or was discharged for cause, and is rehired, he will not receive credit for his previous period of Company Service. If an employee is reemployed within two (2) years after layoff, he will receive credit for Company Service and 1600 Seniority, but will be given a new job seniority date.

G. The Company will notify the Local Union President before the effective date of any promotion, transfer, demotion or lay off. If a disagreement arises concerning the Company's decision involving fitness, ability and/or seniority, such disagreement may be submitted under Article III of this Agreement.

H. The Company will provide the Union with monthly computer updates of employees with the following information: Employee's full name, employee number, home address, member type, monthly union dues amount, job code, job date, job step, hourly wage, company seniority date, work status (active, leave of absence, layoff and retirements that month) and work location.

I. If an employee, selected to fill a job vacancy, is delayed in reporting to such job because the Company is unable to release him, he will be credited with seniority from the start of the first pay period after the notification of his selection. If the new job represents a promotion for the employee, the employee will receive the appropriate pay credit two (2) pay periods following the start of seniority credit, and will be considered on probation for a period of six (6) months from the day the employee reports to the new job. In the event the new job represents a transfer or demotion, the employee will receive the appropriate pay credit and begin the six (6) months probationary period at the time the employee actually reports to the new job.

J. Voluntary and involuntary job changes shall be handled as follows:

- (1) When employees voluntarily or involuntarily demote in the same line of progression during the six (6) months' probationary period, they will demote to their former job classification at their former work location. They will receive job seniority in the lower classification for all time spent in the higher classification. Employees voluntarily or involuntarily returning from a job in another line of progression during the six (6) months' probationary period will return to the job classification at the work location where they last satisfactorily completed their

probationary period. Employees voluntarily returning will receive no seniority credit in the job they return to for the time spent in the other progression line. However, seniority credit will be resumed starting with the first pay period after receipt of their written request to return. Employees involuntarily returning will receive seniority credit in the job they return to for the time spent in the other progression line.

- (2) When employees involuntarily demote in their progression line after the six (6) months' probationary period for reasons other than displacements, they will return to the next lower job classification they are capable of performing satisfactorily, which may result in subsequent promotions for other employees in the line of progression, unless a vacancy exists in the lower classification. Employees will receive job seniority credit in the lower job classification for the time spent in the higher classification.
- (3) When it is necessary to involuntarily return employees to jobs outside their progression line after the six (6) months' probationary period, consideration will be given to the employee's previous Company Service and experience. New seniority date for progression line and/or department service shall be established effective the date of the employee's return. If such employees are returned to the job they previously held because a non-supervisory employee promoted to a supervisory position and subsequently returns within six (6) months of that promotion, the returned employee will receive seniority credit in the job they return to for the time spent in the other progression line.
- (4) To demote voluntarily after the six (6) months' probationary period, employees may request to be placed in a vacancy in a lower job classification in their progression line. If the employee did not previously hold the lower job classification satisfactorily, the Company will compare duties found in the higher classification with those in the lower classification when considering these demotion requests. If a disagreement arises, the Union retains its rights under Article III. If a vacancy is not available and it is possible to demote the employee to a job classification in the progression line through subsequent promotions in the progression line, with the approval of the Company and Local Union Office, such a move may be initiated. For job seniority purposes, the employee will receive no seniority credit in the lower classification for time spent in the higher classification. However, if the employee subsequently promotes to the higher classification, he will be credited with the time previously held in the higher classification.
- (5) When a vacancy occurs within a progression line and employee requests for demotion and/or transfer are on record prior to the vacancy, they will be considered along with promotional candidates. Employees shall forward a copy of the demotion or transfer request to the Local Union Business Office. For seniority purposes, the consideration order will be determined by comparing their job seniority in their respective job classifications. The employee with the greatest job seniority date will receive first consideration.

K. Posting Jobs

When a vacancy exists and a replacement is not available from the method of filling vacancies prescribed in Section 2 of this Article V, the Local Union Chief Steward and the responsible Management representatives shall arrange to post, for seven (7) calendar days, a notice of the vacancy to the extent deemed necessary and receive bids for the job. Employees desiring to be considered must make application during the prescribed period to the appropriate Management representatives and shall forward a copy to the Local Union Business Office. The Local Union Office and the employees making application will be notified of the results of each posting and the IBEW Local 1600 Seniority date used to select the successful bidder. For the purposes of administering this paragraph the Company may utilize a web- based system for posting vacancies, bidding on vacancies and all notifications to employees. Such notice of vacancies shall be posted for ten (10) calendar days.

L. Entry Level Jobs

- (1) When vacancies exist in the following entry level jobs, they shall be filled in the subsequent manner:

Drafter-Level I
Handyman Brunner Island/Montour
Handyman-Site Support Services
Operator Helper Susquehanna
Transportation Handyman
Materials Management I

- (a) The first and second vacancy shall be posted systemwide for all employees. For seniority purposes, they will be considered on the basis of their I.B.E.W. Local 1600 Seniority.
- (b) The third vacancy shall be filled by a newly hired employee. If no one bids the first or second vacancy, a new employee will be hired.
- (2) The jobs of Steno/Clerk-Entry will be filled by newly hired employees.

- (3) When vacancies exist in the following job titles, the first and second vacancy shall be filled by newly hired employees: Brunner Island Electrical and Instrument-Trainee-Shift, Brunner Island Fossil Specialist-Trainee, Chemistry Helper SSES, Facility Worker-Peaking Power, Fossil Laborer, Helper-Electrical-Nuclear, Helper-Mechanical-Nuclear, Helper FS Generation-Mechanical Shift, Helper FS Generation-Electrical Shift, Instrument and Control Technician Helper-Susquehanna, Montour Electrical and Instrument-Trainee-Shift, Martins Creek Specialist-Trainee and Montour Fossil Specialist-Trainee, Property Maintenance Repairer, Relay Test Technician, RP Technician Helper and Tool Repair 2nd Class.

The third vacancy shall be posted systemwide for all employees. For seniority purposes, they will be considered on the basis of their IBEW Local 1600 seniority. If no one successfully bids and accepts the third vacancy, a new employee will be hired.

M. Above Entry Level Jobs

- (1) If vacancies occur in other jobs and they cannot be filled in accordance with normal procedures, they shall be posted systemwide for all employees. For seniority purposes, they will be considered on the basis of their IBEW Local 1600 Seniority.
- (2) If no one successfully bids the vacancy, a new employee will be hired.

N. In the event the successful bidder for a posted job exercises return rights to his/her former job classification, the same job vacancy number and list of bidders will be utilized to fill the vacancy.

Section 3. Lay Off

A. <6 Months Employees with less than six (6) months service are subject to lay off without regard to function or departmental manpower requirements. During this six (6) month period, the Company shall have the sole and exclusive right to lay off such employee and Article III of the Agreement shall not apply.

B. >6 Months Regular, full-time employees covered by this Agreement with six (6)-months or more service may be subject to lay off in accordance with this Article.

C. Notification The Company will notify full-time employees ten (10) working days, exclusive of Saturdays, Sundays and holidays, prior to the effective date of lay off, provided such employee has attained 6 months of continuous service.

Section 4. Specific Temporary Employees

A. Personnel employed by the Company for temporary work, not to exceed nine (9) months, shall be designated as “specific temporary.” They shall not accrue job seniority and/or Company Service for the duration of their employment, and shall have no bidding rights. Upon completion of the temporary work, they shall be terminated.

The rate of pay for specific temporaries shall be in accordance with the duties being performed. They will be required to comply with Article II, Section 1 of this Agreement. Employee benefits and entitlements will be limited to: Workers’ Compensation and Accidental Death and Dismemberment Insurance; overtime will be paid in accordance with the provisions of this Agreement; change of shift premium; shift differential and meal allowances. The Company will have the sole and exclusive right to terminate such employees and Article III of the Agreement shall not apply.

If a specific temporary is used for nine (9) consecutive months, a vacancy will be filled in the appropriate job title and filled under the terms of this Agreement.

This provision will not limit the Company’s right to contract out work as stated in Article II, Section 5, Paragraph D or elsewhere in the Agreement.

ARTICLE VI

JOB DESCRIPTIONS, CLASSIFICATIONS AND SALARY TABLE PROCEDURES

Section 1. Job Descriptions - Classifications

A. The Company will maintain job titles and descriptions, job classifications and salary tables in order to secure a uniform and orderly method of determining compensation for various duties performed.

B. As needed to meet changed needs or conditions, management retains the right to prepare new, eliminate old, revise or modify job descriptions, qualifications and job classifications.

In the event a new or revised job is of substantially different content or qualifications than previously existed in the classification, the rate of pay shall be negotiated. Pending conclusion of the negotiations, affected employees shall be paid pursuant to management's initial proposal. In the event that the parties reach an impasse in their negotiations, the Union may submit the issue of the appropriate rate of pay to the grievance and arbitration procedure.

C. The job description for each employee describes, in general, his responsibilities and the duties he is expected to perform. All bargaining unit job descriptions shall be deemed to contain the phrase "Performs such other related duties as assigned or as necessary", which is intended to cover:

- (1) The performance of any assignments of lower classifications (or level of work).
- (2) The performance of any assignments of same classifications (or level of work) which are not specifically enumerated in the job description.
- (3) The performance of any assignment of higher classifications (or level of work) which is required in emergencies or to help for short and intermittent periods, or as a recognized part of the employees' training and progression.

Further, these duties shall also include other work for limited periods when necessary to meet service requirements or to substitute for sickness or vacation; or when normal work is slack; or while training for advancement to higher jobs.

The statement, "Duties include, but are not limited to" precedes a statement of the predominant and most important duties of the job. It is not practical to list in detail all duties that may be included, but all of major importance, both in determining the rate for the job and in time consumed, will be enumerated, and duties not enumerated will be incidental or of minor importance.

In the event an employee's job is significantly changed due to the regular assignment of duties of higher classifications, or the job is of substantially different content or qualifications than previously existed in the classification, the employee may request a reevaluation of his job under the provisions of Section 1.B. The denial of a request for a reevaluation of a job is subject to the grievance procedure.

D. The number of employees in each job title is limited by the amount and the nature of the work to be done.

Section 2. Salary and Hourly Wage Tables

A. This agreement provides for a general wage increase for all employees of **2.5% retroactive to May 21, 2018; 2.5% effective August 26, 2019; 2.5% effective August 24, 2020; 2.75% effective August 23, 2021; 2.75% effective August 22, 2022.**

B. See Exhibit A for Salary and Hourly Wage Tables.

Section 3. Temporary Transfers or Substitutions

A. When an employee temporarily relieves or substitutes for an employee in a higher classification who is off duty with regular pay due to sickness or injury, he shall be paid at the rate of his regular classification during such period of substitution. When the pay of the relieved employee is reduced during the period of substitution, or the relieved employee has been off duty for two (2) pay periods, the employee selected to fill the job shall then be paid the appropriate rate of the relieved employee's classification. When an employee temporarily relieves or substitutes for an employee in a higher classification due to vacation or other absence, he shall be paid at the rate of his regular classification during such period of substitution.

B. An employee who temporarily relieves or substitutes for an employee in a lower classification shall continue to receive the pay of his regular classification.

C. When one employee is substituted for another in a shift position, and a choice cannot be made without overtime, an employee with the same job title as the absent employee will be selected where possible. This provision will not increase overtime payments over the minimum necessary to accomplish substitution.

Section 4. Salary Progression for New, Reemployed, Rehired, Promoted, Transferred and Demoted Employees

A. NEW EMPLOYEES hired to fill any of the jobs covered by this Agreement shall be considered probationary for the first six (6) months of their employment. For jobs with multiple step increases, they shall be hired at the First Step and will receive the Second Step at the end of six (6) months, if they are to be continued in the Company's employ beyond the end of that period. Employees on the "A" salary table receive step increases in accordance with the appropriate Apprentice Program agreements.

B. STEP INCREASES FOR NEW EMPLOYEES who have completed their probationary period and who are performing satisfactorily in their jobs shall be made at salary table intervals measured from the date the Second Step was attained.

C. REEMPLOYED EMPLOYEES:

- (1) Those who had been laid off, but still retain their 1600 Seniority and Company Service, will be given the salary table rate to which they are entitled by a consideration of their Company Service. First step if Company Service is less than one (1) year; second step if Company Service is one (1) year or more but less than 5 years; third step if Company Service is five (5) years or more.
- (2) Step increases for reemployed employees who are performing satisfactorily in their new jobs shall be made at salary table intervals.

D. REHIRED EMPLOYEES

- (1) Those who resigned, were discharged, or were laid off and no longer retain their 1600 Seniority or Company Service, will be given:
 - (a) The First Step, if their previous service with the Company was less than one (1) year.
 - (b) The Second Step, if their previous service with the Company was one (1) year or more.

E. PROMOTED EMPLOYEES are those assigned to a job in a higher classification for which the maximum weekly rate is \$5.00 or more above the maximum rate for the old job. They will be considered as on probation for the first six (6) months in the new job. The salary table step for promoted employees will be the next higher rate above their present rate which provides an increase of \$5.00 per week, or the Third Step of the new rate (provided they have attained five (5) years Company Service), whichever is greater. Whenever the promotion date coincides with the date for a step increase, the step increase shall be made and the rate for promotion then determined.

Salary step treatment for employees on the “F” Table with less than two (2) years Company Service who promote to a new salary table group will be determined as follows:

- (1) Select “B” Table salary group that has a maximum rate corresponding to the “F” Table hourly rate.
- (2) Convert Company Service to a step on the “B” Table salary group.
- (3) Apply rules for promotion from that step to the new salary table group.
- (4) The next step increase will be based on Company Service.

F. STEP INCREASES FOR PROMOTED EMPLOYEES who have completed their probationary period and who are performing satisfactorily in their jobs shall be made at salary table intervals measured from the date of promotion, except:

- (1) If the amount of the promotion increase of the new job is \$5.00 or more but still less than the amount of the next step increase the employee would have received in his old job, the date of his next step increase will be the date on which he would have received a step increase in the old job.

G. TRANSFERRED EMPLOYEES are those assigned to another job for which the maximum weekly rate is less than \$5.00 above or below the maximum rate for the old job. They will be on probation for the first six (6) months in the new job. Transferred employees will receive the salary table step for the new job corresponding to the step they attained on the old job. The next step date will remain the same. Employees transferring from single rate jobs on the “F” Table to another salary table who have less than two (2) years’ Company Service will receive the salary step corresponding to their Company Service. The next step increase will be based on Company Service.

H. “A” SALARY TABLE: When employees on the “A” Salary Table change jobs to another salary table, their current step rate will be utilized to determine promotion, transfer or demotion.

I. DEFERRED STEP INCREASES: Step increases for employees who have been off duty for one (1) pay period or more, for reasons other than vacation, or step increases for employees on modified duty who are not performing the primary duties of their job description will be postponed for a corresponding period.

J. UNSATISFACTORY PERFORMANCE:

- (1) Any employee who is not performing satisfactorily in his job will be subject to demotion and, in unusual cases, to discharge. If he is an employee who has completed his period of probation but has not reached the maximum rate for his job, he will, if his progress in the job is unsatisfactory, also be subject to having his step increases held up until satisfactory progress is shown.
- (2) No action will be taken in accordance with the above until the employee has been forewarned by his supervisor and the reasons why his performance or progress is considered unsatisfactory fully explained to him. In all such cases, the Union's accredited representative will be kept informed regarding the employee's status and any contemplated change in his status.
- (3) When it is necessary to demote an employee due to his inability to perform his job, he will be given as much notice as possible and his salary rate will be reduced in accordance with the provisions of Paragraph K (2) or (3).

K. DEMOTIONS occur when employees change to jobs whose maximum weekly rate is \$5.00 or more below the maximum rate for their present job.

- (1) When it is necessary to demote an employee in connection with a job change as a result of the provisions in Article X, (Placement Process) and Article VIII, Section 10, Paragraph C (Disabled Employees), he will be given as much notice as possible, and shall have his salary reduced in 25% increments every 6 months for a period of 18 months in order to reach the appropriate rate of pay of the lower job. The first reduction will occur when the employee physically reports to the job.
- (2) When it is necessary to demote an employee because he has failed to meet the job requirements while on probation or upon completion of a temporary job, his salary rate will be reduced to the step he would have attained in his former job. The reduction in salary rate will be made immediately upon the employee assuming the duties of the lower job. The same procedure will apply when the demotion to his former job classification is at his request and for his personal advantage during the probationary period.
- (3) When employees demote after the probationary period, their salary will be reduced to the step for which their Company Service qualifies them or the next lower step rate below their present rate, whichever is less. The reduction in salary will be made immediately upon the employees assuming the duties of the lower job and subsequent step increases will follow in six (6) months or be determined by their Company Service depending on the method used to determine the rate.

L. TIME INTERVALS: The time intervals referred to in this Section 4 of Article VI shall be interpreted as follows, in conformance with present practices and interpretations.

<u>Monthly Interval</u>	<u>Equivalent Bi-Weekly Time Interval</u>
6 Months or 1/2 Year	13 Bi-Weekly Pay Periods
12 Months or 1 Year	26 Bi-Weekly Pay Periods
18 Months	39 Bi-Weekly Pay Periods

M. EFFECTIVE DATES: The salary changes referred to in this Section 4 of Article VI shall become effective at the beginning of the payroll period following completion of the prescribed period of employment.

Section 5. Bi-Weekly Pay Days

A. Bi-weekly salary and overtime for the current pay period will be paid on or before the fifth calendar day after the close of the pay period.

B. All paper pay checks and paper direct deposit advices will be mailed to an employee's specified address via the United States Postal Service. The Company will continue its current payroll practices of depositing pay checks in the mail 2 days before payday (e.g., Wednesday for a Friday payday) in an effort to ensure that employees will receive their checks on payday. The Company will continue to provide electronic payment (i.e., direct deposit) options to employees which will ensure that the employee's pay is deposited to their account and the funds are available on payday. If the Company fails to meet the deadlines specified above, the Company will reimburse employees for any resulting reasonable late fees or banking fees directly related to the Company not meeting the deadlines specified above.

ARTICLE VII
VACATION, LONGEVITY PAY, HOLIDAYS
FOR FULL-TIME EMPLOYEES

Section 1. Vacation Allowance

A. An employee having a period of employment with the Company of at least one (1) year shall be entitled to vacation allowances as shown below:

<u>Period of Employment</u>	<u>Vacation Allowance</u>
1 Year But Less Than 2 Years	40 Hours (5 Days)
2 Years But Less Than 5 Years	80 Hours (10 Days)
5 Years But Less Than 6 Years	88 Hours (11 Days)
6 Years But Less Than 7 Years	96 Hours (12 Days)
7 Years But Less Than 8 Years	104 Hours (13 Days)
8 Years But Less Than 13 Years	120 Hours (15 Days)
13 Years But Less Than 15 Years	136 Hours (17 Days)
15 Years But Less Than 22 Years	160 Hours (20 Days)
22 Years But Less Than 30 Years	200 Hours (25 Days)
30 Years Or More	240 Hours (30 Days)

B. Subject to the provisions covered in Sections 3 A and 3 B of this Article, an employee may elect to take any vacation allowance in excess of eighty (80) hours (ten (10) days) as longevity pay.

C. All vacation and longevity pay will be regular pay (based on salary tables) the employee would have received on his regular job. Longevity pay shall be paid on the basis of the employee's regular straight time rate in effect for the last complete pay period in November of each year and paid on the regular pay day for that pay period.

D. Employees leaving the Company due to a lay off will have the option to retain or be paid for their remaining vacation allotment. This allotment must be utilized/paid by year end. If reinstated, such employees must work for a period of four (4) pay periods before receiving any accrued vacation allowance. Employees leaving the Company due to a leave of absence will have the option to retain five (5) days of their vacation allowance. They will be eligible to take any remaining and accrued vacation allowance two (2) pay periods after reinstatement. In both cases, vacation allowance will be prorated on the basis of the actual time worked by the employees in the previous year.

E. Employees may convert eight (8), sixteen (16) or twenty-four (24) hours of their annual vacation allowance to Personal Time Off (Mini-Vacation). Employees are required to submit their request for this conversion to the Company prior to November 1st of the previous year.

Section 2. Period of Employment

A. An employee shall be considered to have had a period of employment of one (1) year as soon as he has been on the payroll twelve (12) full calendar months and shall be entitled to his first vacation in the calendar year during which he completes his first year of employment.

B. The periods of employment referred to in this Article VII shall be similarly measured.

C. For these purposes if a year of employment is completed between December 1 and December 31, inclusive, it will be considered as having been completed on November 30.

D. An employee's Company Service and 1600 Seniority shall terminate when he quits, is discharged for cause, is laid off and fails to return to work after due notice or has not been recalled to work within twenty-four (24) months after the date laid off. If rehired, new Company Service and 1600 Seniority dates will be established.

Section 3. Qualifications and Regulations—Vacations and Longevity Allowances

A. Vacation schedules covering the period from January 1 to March 31 of each year shall be prepared on or before November 1 of the preceding year. Schedules covering the period from April 1 to December 31 shall be prepared on or before March 1 of that year. These schedules shall be considered tentative and may be modified by, or with the approval of, the Department Head as unforeseen conditions develop.

B. These schedules shall be prepared by the Department Head using, as a basis, dates (first, second and third choices) selected by the employees. It shall be the responsibility of the Department Head to schedule these vacations throughout the entire year in order that the Company's business and operation may continue in an efficient manner. Whenever there is a conflict in dates, it will become a matter to be straightened out between the employees involved. If this procedure fails, the Department Head will decide the matter, taking into consideration length of service of the employees involved, the reasonableness of each employee's claim to the particular time, the settlement of similar conflicts in previous years and all other pertinent factors.

C. A vacation may begin at any time provided it is properly coordinated with the vacation periods of other employees involved.

D. Except as provided in Section 3 L of this Article, vacations may be split into periods of not less than eight (8) scheduled hours, with the approval of the Department Head.

E. Employees who work other than an eight (8) hour schedule, will take vacation in accordance with their normally scheduled hours. For these employees only, after scheduling all full day vacations, any partial day vacation hours remaining may be scheduled with supervisory approval.

F. All scheduled hours elapsing while an employee is on vacation shall be counted as a part of the vacation except that when a Contract Holiday falls on any W-day in the period, it shall not be counted as vacation.

G. Vacations shall not be postponed by the Company to avoid paying overtime.

H. An employee who is in the Company's employ on December 31 of any current calendar year, or the next preceding work day to such date, and whose employment with the Company does not terminate on such day, and employees laid off December 31 shall be entitled in the next succeeding calendar year to the same vacation period, including longevity allowance, to which he was entitled during the said current

calendar year. However, an employee who initially during such succeeding calendar year becomes entitled to increased vacation or longevity allowance under Paragraph A of Section 1 of this Article VII, upon meeting the eligibility requirements of said Sections shall be entitled to the vacation allowance therein provided.

I. In event of termination of employment of an employee for any cause prior to taking of the full vacation allowance or payment of longevity allowance to which he is entitled as provided in the next preceding Paragraph, such employee shall be paid the longevity allowance, if any, and an amount of vacation pay (as defined in Section 1 C of this Article VII) in lieu of such vacation allowance equivalent to the pay which he would have received in respect of such vacation period or the part thereof not completed, had such vacation been taken immediately prior to such employment termination. In the event of termination of employment due to death of an employee who has not received the vacation or longevity pay to which he is entitled, payment will be made to the person legally entitled thereto for his vacation and longevity allowance less any portion of that allowance the employee had previously received.

J. In addition to the vacation and longevity allowance provided in the foregoing provisions of this Article, an employee who retires shall receive an additional allowance. This allowance shall be determined by applying to his regular vacation and longevity entitlement for the current calendar year the same ratio as the number of full calendar months worked in the current calendar year bears to twelve (12) months and rounding the result to the nearest multiple of eight (8) hours. For the purpose of this Paragraph, an employee whose employment terminates because of long term disability shall be considered as one who retires. An additional allowance determined in the same manner will be paid to the person legally entitled thereto for an employee who dies.

K. Except as provided in Section 3 L of this Article, vacation allowance not taken in the calendar year during which the employee is entitled thereto cannot be accumulated and added to the vacation allowance of succeeding year or years unless the employee was prevented from taking his full vacation allowance because of illness, injury or at supervisory request with mutual agreement. Unused vacation allowance as a result of illness or injury shall be taken as soon as it can be scheduled after the first full pay period following the employee's return to work; and in the case of supervisory request, within the first three (3) months of the succeeding calendar year. When an employee is permitted to take such vacation, it shall not be considered part of the employee's vacation entitlement for any succeeding calendar year under the provisions of Section 3 H of this Article.

L. An employee, subject to the approval of the Department Head, may elect not to take all his vacation allowance in the calendar year in which he is entitled thereto, but may elect to carry over vacation allowance into the succeeding calendar year under the following conditions:

- (1) A minimum of eight (8) hours must be carried over and taken in one period within the first six (6) months of the succeeding calendar year.
- (2) Eligible employees shall indicate their intent to carry over vacation as early as possible in the current year but, in no event, later than November 1.

(3) When an employee is permitted to take such vacation, it shall not be considered part of the employee's vacation entitlement for any succeeding calendar year under the provisions of Section 3 H of this Article.

M. (1) When an employee is off duty because of sickness or injury at the time his vacation is scheduled to begin, the vacation may be rescheduled.

(2) Employees who become hospitalized while on vacation may reschedule that portion of their vacation which was spent in the hospital, provided the hospitalization was of more than one (1) day's duration and a hospital certificate containing the admission and release dates is submitted to the Company.

(3) When sickness or injury occurs after scheduled vacation has begun and the vacation period extends into the succeeding work week(s), the vacation scheduled for the succeeding work week(s) may be rescheduled, provided the employee properly reports off prior to the start of the next work week.

Section 4. Holidays

A. The following legal holidays will be recognized by the Company as Contract Holidays and observed on days when they are nationally observed, except as provided in Paragraph B of this Section 4: New Year's Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day; in addition, the day following Thanksgiving Day and the last Work Day (Monday to Friday, inclusive) preceding the day on which Christmas is observed will be recognized as a Contract Holiday.

B. When a Contract Holiday falls on a Sunday, it shall be observed on the following day (Monday) and the premium pay for the holiday shall apply on the Monday only.

When a Contract Holiday falls on a Saturday, the Company shall have the option of observing it on that Saturday and allowing eight (8) hours' pay to those employees who do not work on that day or of designating the preceding Friday or succeeding Monday as the day on which the holiday is observed, and the premium pay shall apply on the day observed only.

NOTE: Work groups whose schedules include Saturday and/or Sunday as W-days will observe New Year's Day, Independence Day, Christmas Day and the day preceding Christmas on the actual holiday and the premium pay shall apply to the actual day(s) only.

C. When a Contract Holiday is observed on a scheduled W-day, those employees who ordinarily work on that day and who are not required to carry on the Company's essential operations will be given their regularly scheduled hours off with pay. Those employees in positions from which they cannot be spared on the holiday will be compensated in accordance with the provisions of this Section 4

D. When a Contract Holiday is observed on an ST-day, employees will be allowed eight (8) hours pay at their regular rate, provided they did not work and receive holiday premium.

E. When an employee works a Contract Holiday, he shall be paid double time for all hours worked. In addition, the employee will be paid holiday pay at straight time equal to the number of hours the employee was scheduled to work, i.e. an employee who is

scheduled to work eight (8) hours on the holiday will receive eight (8) hours of holiday pay, an employee scheduled to work ten (10) hours on the holiday will receive ten (10) hours of holiday pay, an employee scheduled to work twelve (12) hours on the holiday will receive twelve (12) hours of holiday pay.

F. When an employee is scheduled to work a holiday and requests off and the request is approved by the supervisor, the employee will be paid straight time for the holiday equal to the number of hours the employee was scheduled to work, i.e. an employee who is scheduled to work eight hours on the holiday will receive eight (8) hours of holiday pay, an employee scheduled to work ten hours on the holiday will receive ten (10) hours of holiday pay, an employee scheduled to work twelve (12) hours on the holiday will receive twelve (12) hours of holiday pay.

G. Employees who are absent with pay on the day before and/or the day after a holiday, due to illness or injury, will receive holiday pay for the holiday. An employee who is absent from work without pay on the W-day preceding a Contract Holiday and the next W-day following a Contract Holiday shall forfeit his right to holiday pay.

ARTICLE VIII GENERAL PROVISIONS

Section 1. Sick Pay

A. Employees hired after May 16, 2010 will receive 40 hours of sick pay on the anniversary date of their employment. Unused sick time can be accumulated to a maximum of 160 hours.

Employees hired prior to May 16, 2010, will receive no further accruals to their sick bank until his/her sick bank falls below 1040 hours, and thereafter may receive up to a maximum of 80 hours of sick pay on the anniversary date of their employment but will not accumulate more than a maximum of 1040 hours going forward.

The day an employee becomes ill is the date from which the sick pay entitlement for that period of disability is determined. Therefore, when a disabled employee crosses an anniversary date of Company Service, any additional entitlement is not available for the period of disability already in progress. However, the additional entitlement is available for future absences upon the employee's return to work. Employees who work other than an eight (8) hour schedule, will take sick pay in accordance with their normally scheduled hours. All sick pay is paid at the straight-time hourly rate.

B. All full-time bargaining unit employees will be eligible for a Short-term Disability (STD) plan. Short-term Disability (STD) will be provided at 60% of base pay after five (5) work days of continuous absence or after full sick pay is exhausted if the absence exceeds five (5) work days. Maximum duration of the STD program is 180 calendar days of continuous absence or until eligible for long-term disability or recovery, whichever occurs first. Short-term Disability will be provided in accordance with the Talen Short-term Disability Program for Bargaining Unit Employees.

C. To be eligible for sick pay, an employee must have completed a period of employment of six (6) months and have properly reported the cause of the absence

in accordance with established procedures. New employees who complete their six (6)-month probationary period will be eligible to borrow sixteen (16) hours of sick pay from the forty (40) hours that they will be entitled to after one year of employment.

D. All cases of illness or injury must be bona fide. If there is a question regarding the nature of the illness or injury, medical certification may be required. False claim for sick pay shall subject employees to disciplinary action.

E. Employees are required to furnish medical certification of illness for all absences in excess of three (3) in a pay period year or anytime an employee is out three (3) or more consecutive days. All medical certification is to be an original (e.g., no copies or fax) and must be submitted to the employee's supervisor or Company designee at the employee's start time when the employee is cleared to return to work.

All Medical Certification must include the following:

1. The healthcare provider's signature/stamp with facility contact information;
2. Patient's name;
3. Date services provided;
4. Return to work date;
5. Any work restrictions (if applicable)

In addition, for all absence occurrences in excess of three (3) in a pay period year, a proper medical certification must also include: 6) information stating that the illness covered the complete period for which the employee is seeking pay. This information may be based on the health care provider's actual knowledge or information reported to the health care provider by the employee.

All requests for sick leave beyond three (3) consecutive days will be administered in the same manner as the Company's Short-Term Disability Plan. The supervisor will make the initial contact to the disability administrator.

Employees returning to work without proper certification will have the period of absence charged to "Time Off Without Pay - No Permission" as follows:

1. From the fourth occurrence of illness and each subsequent illness within the pay period year; or,
2. After an employee is out three (3) or more consecutive days

Employees scheduled to work either Saturday or Sunday, who are ill on one or both of these days, and properly report off, shall have up to a maximum of forty-eight (48) hours to obtain medical certification for the conditions specified in 1 and 2 above.

F. The Company will pay the difference between the employee's full pay and the amount paid by Workers' Compensation for employees absent from work due to occupational disease or injury. The amount of time available for such allowances will be calculated in the same manner as basic sick pay under Paragraph A above (e.g., employees hired after May 16, 2010, will have a maximum of 40 hours per year and total of 160 accrued hours). When such allowances are exhausted, employees will receive Workers Compensation and/or Long Term Disability payments in accordance with the eligibility requirements of those programs.

- (1) To be eligible for such payments, employees absent from work due to occupational injury must properly notify the Company of an accident before the end of the W-day if the injury occurs during non-scheduled hours in the absence of a supervisor. Occupational disease must be reported as soon as possible but no later than forty-eight (48) hours after the onset of the disease to be eligible for the payments provided in this Paragraph.

Section 2. Absences From Duty With and Without Pay

A. (1) Employees having a period of employment of six (6) months or more will be allowed time off with pay in the event of the death of someone in their immediate family. Except as otherwise provided in this Paragraph, they will be excused from all work schedules from the time of notification of the death and will be expected back to work on their first scheduled work day following midnight of the day after the funeral. In cases where the absence exceeds six (6) calendar days, employees are required to secure their supervisor's approval. However, in unusual circumstances where burial delays occur such as military deaths, etc., the absence may be deferred following a review of the circumstances and with supervisor's approval. Any additional time required by the employee may be charged to vacation, personal time off (mini-vacation) or taken as time off without pay. Definition of immediate family is employee's wife (or husband), father, mother, stepfather, stepmother, mother-in-law, father-in-law, brother, sister, son, daughter, stepchild, grandmother, grandfather, granddaughter, grandson, legal guardian, spouse's legal guardian, domestic partner (Affidavit of Domestic Partnership required) or any relative residing in the immediate household of the employee. An employee shall be granted one (1) day leave to attend the funeral in the event of the death of his stepbrother, stepsister, half brother, half sister, step-grandfather or step-grandmother. If an employee is on vacation when a death occurs in the employee's above family relationships, that portion of remaining vacation which coincides with the allowance for time off under this provision may be rescheduled.

- (2) Employees having a period of employment of six (6) months or more will be allowed time off with pay during regularly scheduled hours:
- (a) To serve on a jury, providing they are chosen at random and are not volunteering for the duty; or subpoenaed as a third party witness to a dispute for appearance at court. However, employees acting as an agent, employee or arresting officer of a governmental authority, agency or business precipitating the litigation shall not be considered as a third party witness and this time off shall be charged to the proper personal time off codes.
 - (b) To serve on election day at a Polling Place provided the employee serves in the capacity of Constable, Judge of Elections, Majority Inspector, or Minority Inspector.
 - (c) To serve with their National Guard or Reserve Unit for short emergency duty.
 - (d) To report for veteran's periodic medical examination in connection with a military disability.

B. Personal Time Off (Mini-Vacation)

- (1) Employees having a period of active employment of six (6) months or more in the previous calendar year:

If they are on the active payroll anytime during the current year, they will be allowed twenty-four (24) hours off with pay during that year, to be used for Personal Time Off (Mini-Vacation); such as illness in the family, attendance at funerals other than Paragraph A (1), dentist or doctor appointments, tardiness or absence due to snowstorms, attendance at graduation ceremonies, religious holidays, or for any other personal reason.
- (2) Employees who had less than 6 months of active service in the previous calendar year:

If they are on the active payroll between January 1st and June 30th inclusive, they will be allowed sixteen (16) hours of Personal Time Off (Mini-Vacation) that year. If they are on the active payroll between July 1st and December 31st inclusive, they will be allowed eight (8) hours of Personal Time Off (Mini-Vacation) that year.
- (3) New employees (those who have not completed their initial probationary period) must attain 6 months of service before they are eligible for any Personal Time Off (Mini-Vacation). If they attain 6 months of service between January 1st and June 30th inclusive, they will be allowed sixteen (16) hours of Personal Time Off (Mini-Vacation) that year. If they attain 6 months of service between July 1st and December 31st inclusive, they will be allowed eight (8) hours of Personal Time Off (Mini-Vacation) that year.
- (4) All Personal Time Off (Mini-Vacation) may be taken in increments of at least one (1) hour and must be approved by the employee's supervisor. In unusual circumstances or extreme weather conditions, this Personal Time Off (Mini-Vacation) may be granted in less than one (1) hour increments at the request of the employee and with the approval of the supervisor. In addition, employees may convert eight (8), sixteen (16) or twenty four (24) hours of their annual vacation allowance to Personal Time Off (Mini-Vacation). Employees are required to submit their request for this conversion to the Company prior to November 1st of the previous year.
- (5) An employee may carry over any unused entitlement of this Personal Time Off (Mini-Vacation) from one year to the next but not to exceed a total of eighty (80) hours. If employees resign, retire or promote to a supervisory position with entitlement remaining, the following options will be available:
 - (a) If they can be spared, they will be allowed to utilize the remaining entitlement prior to their leave from the Company or non-supervisory job. However, this entitlement cannot be utilized to become eligible for the following year's entitlements.
 - (b) If they cannot be spared or elect not to utilize their remaining entitlement as time off, employees will be compensated for the remaining entitlement.
 - (c) If employees are discharged, all remaining Personal Time Off (Mini-Vacation) will be canceled.

- (6) In the event of the death of an employee, payment for any accumulated Personal Time Off (Mini-Vacation) hours remaining will be made to the person legally entitled thereto.

C. Absence from duty because of illness must be reported in the following manner:

- (1) It is the responsibility of employees to report off to their supervisor or a designated Company representative before the usual starting time every day of their illness which includes reporting off on ST-days if employees are scheduled for prearranged work.
- (2) Employees returning from absence after 5 or more scheduled work days with restrictions shall provide the restrictions to their supervisor or a designated Company representative prior to their return to work. The Company reserves the right to review the restrictions to determine if the employee can be allowed to return to work. The review of restrictions will be completed within 3 business days. If the review exceeds 3 business days the employee will be paid “Time-off with pay with permission”.
- (3) When an employee is hospitalized or has an illness that can result in a lengthy absence, it is the responsibility of the employees to establish a line of communication with their supervisor whereby an understanding is reached concerning the approximate duration of the illness. Once this line of communication is established, agreement for intervals of periodic reporting should be reached between the supervisor and the employees.
- (4) To be eligible for call-outs and/or prearranged work, employees must report their availability to their supervisor or a designated Company representative at least one (1) hour before the end of their last scheduled W-day prior to the day of the prearranged work and/or call-out roster duty.

D. Unexcused absences will be subject to disciplinary action as provided in Section 5 A of Article II. Such absences include time off without permission, time off for illness not properly reported and time off for alleged illness which subsequent investigation proves to be not valid.

E. Time off without pay may be granted in unusual circumstances with supervisory permission after all accumulated mini-vacation entitlements have been utilized.

F. Pay will also be deducted for time off for disciplinary purposes.

Section 3. Leave of Absence Without Pay

A. Employees will be eligible for a Child Care Leave of Absence in accordance with the terms and conditions outlined in Exhibit D.

Section 4. Inclement Weather

A. Certain normal work will be postponed by the Company’s supervisors or their designated representatives due to severe weather conditions and employees will be held during scheduled hours for emergencies. Workmen will be excused from working aloft on poles or structures, etc., when temperatures are 10°F or below at the job location. Sound judgment will be used in determining the type of work to be done at

temperatures above 10°F where wind is a factor. Electrical and Mechanical Crews will restrict their work to indoor activities when temperatures drop to 5°F or below. Work during emergencies will be performed regardless of weather conditions.

B. When outside work is postponed, employees may be given First Aid, Safety, or other instructions, or may be assigned to work indoors or in sheltered locations.

C. Employees will not lose any scheduled time due to inclement weather, provided they accept miscellaneous assignments during such weather.

Section 5. Meal Allowance

A. An employee will be expected to provide one (1) meal for a regularly scheduled or prearranged work period.

B. The allowance for all meal entitlements will be \$16 per meal and will be accounted for on the employees' time tickets. (This amount will include tax and gratuity for the meal.) An employee shall not be eligible for more than one (1) meal entitlement in a Work Day.

C. The Company will pay the appropriate meal allowance specified in Paragraph B as follows:

- (1) An employee will receive one (1) meal entitlement if working two (2) or more hours before or after the employee's regular or prearranged shift.
- (2) An employee will receive one (1) meal entitlement if called out to work for four (4) or more hours not contiguous to their regular or prearranged shift.

D. If the Company furnishes or pays the cost of the meal, the meal allowance is not applicable.

E. When work periods involve a meal time during scheduled or non-scheduled hours, the time to eat the meal shall not be considered time worked for compensation purposes. The meals shall be taken when practicable.

Section 6. Travel Expenses/Per Diem Allowance

A. The Company will pay expenses for employees who are required to temporarily work away from their regularly assigned Headquarters or attend training schools within the Company's designated service area. Compensation shall be administered in accordance with the procedures described in this Section 6 and Exhibit C.

- (1) Exhibit C for both temporary work assignments and training assignments within the service territory.
- (2) Emergencies, see Paragraph E.
- (3) Mileage computation, see Paragraph F.

For purposes of this Section 6, the Company's designated service territory shall be defined as the Company's geographical franchised area or any Company-owned facility.

B. For purposes of assignments lasting more than one day as described in Paragraph A of this Section 6 employees have a daily choice of either "staying" or "commuting".

(1) STAYING

(a) Employees who are assigned to a temporary work location or to a training assignment 50 or more one-way miles from their residence, will receive a per diem allowance of \$110 for each work day of the assignment. The allowance shall be increased to \$120.00 January 1, 2019 and to \$130 January 1, 2021.

(2) COMMUTING - Employees who elect to travel on a daily basis shall receive only the expenses as defined in Exhibit C under the appropriate commuter column.

C. For purposes of assignments as described in Paragraph A of this Section 6, lasting one day or less, employees are considered as “commuting” and shall receive only the expenses as defined in Exhibit C under the appropriate commuter column.

D. For temporary work assignments or training assignments outside the service territory the following shall apply:

(1) The Company reserves the right to decide the method, assume the cost and arrange transportation.

(2) For pay purposes, only time spent traveling during hours that coincide with regular scheduled hours shall be considered time worked, provided the employee is traveling by public transportation. For all other modes of transportation, only the operator of the vehicle shall be compensated for travel time that coincides with regular scheduled hours. When traveling on ST-days, for purposes of determining the coinciding hours that relate to regular scheduled hours, all employees shall be considered to be working a schedule beginning at 7:00 A.M. and ending at 3:00 P.M.

(3) The Company shall provide lodging. The type and location of lodging shall be at the discretion of the Company. There shall be no monetary allowance in lieu of Company-provided lodging.

(4) The Company will pay reasonable out-of-pocket expenses.

(5) There shall be no compensation for study time during non-scheduled working hours.

E. In emergency conditions, the Company will pay reasonable out-of-pocket expenses for all employees assigned away from their regular Work Headquarters to a temporary Work Headquarters. The emergency shall be considered in effect from departure at the regular Work Headquarters and terminate upon return arrival at the regular Work Headquarters. Therefore, during this time period, the meal allowances and entitlements as provided in Section 5, Paragraphs B and C of this Article VIII are not applicable.

In emergency conditions, employees who are assigned to their regular Work Headquarters shall continue to receive the meal allowances and entitlements as provided in Section 5, Paragraphs B and C of this Article VIII unless the Company furnishes or pays the cost of the meal.

F. The mileage allowance for employees utilizing their personal vehicles with the authorization of the Company in the performance of their job duties or under Exhibit C of the Labor Agreement will be the current IRS rate. During the remainder of this

Agreement, the mileage reimbursement rate will be the maximum allowance permitted by the IRS code without documentation. In addition, employees who are being reimbursed for mileage or while driving a Company vehicle on Company business will also be reimbursed, with receipts, for actual tolls and parking fees.

G. Travel expenses for incidental mileage, e.g., training school or work assignment to motel, motel to restaurant, etc., are not eligible for reimbursement.

H. Employees who request and are granted the right to utilize their personal vehicles in the performance of their job duties while on Company business shall be paid total mileage in accordance with Paragraph F of this Section 6.

I. Employees shall be eligible for moving allowances and reimbursement for moving expenses under the Company's moving expense policy.

Section 7. Safety and Health

A. The Company shall establish health, safety and other rules and regulations for observance by employees. All employees shall be subject to such rules and regulations and disregard or violation thereof shall constitute cause for disciplinary action.

B. It is agreed that Safety and Health Committees consisting of non-supervisory and supervisory employees will be maintained at various locations as required. Bargaining unit employees on local Safety and Health committees will be appointed by the Local 1600 President.

C. Bargaining Unit Safety and Human Performance Advocate (BUSHPA) is a temporary/rotational role with process and responsibilities highlighted below. Talen plants may utilize the BUSHPA role in the following manner:

- (1) Management will canvass site-wide Bargaining Unit (BU) employees for interest to fulfill this role at their respective location.
- (2) Management and Union leadership will meet to review the list of interested BU employees.
- (3) Management will select a volunteer to fulfill the role.
- (4) Terms of the assignment will be mutually agreed to prior to implementation and will generally be 6 to 12 months in duration; a temporary increase of 5% above current normal hourly rate for the employee during the assignment; a Monday through Friday 8-hour work day default schedule, with overtime as assigned to be paid in accordance with the labor agreement. Training and qualifications for the individual's normal position will be maintained while serving in the role of BUSHPA.

Duties and responsibilities include, but are not limited to, providing input on safety policies and procedures/rules; performing in-field observations of both work preparation and the work itself; performing training on safety observations and feedback sessions; participating in job safety analyses; providing report-outs to plant leadership on observations, safety concerns, potential or actual violations; carrying out intervention or stop-work if warranted; other safety related tasks may include reviewing and providing input on event investigations, attending safety committee meetings, etc.

Section 8. Equipment Furnished

A. The Company shall furnish to the employees working on or near energized lines and equipment and the employees shall use, as instructed, all equipment necessary to provide protection.

B. The Company shall furnish, and the employees shall use, as instructed, raincoats, rain hats, rubber boots and other similar equipment which is necessary over and above the employees' normal work clothing to protect the employees when required to work in wet weather.

C. The Company will furnish certain employees with uniforms for identification purposes and the employees will be required to wear the complete uniform at all times while performing the duties of their job.

D. The Company will provide an employee with all tools required by the Company for the performance of the job and will replace the employee's present tools as they wear out.

E. The Company shall furnish welders with special protective equipment.

F. The Company will furnish radiation protective clothing and equipment which must be utilized by employees in accordance with Susquehanna S.E.S. procedures. This protective clothing and equipment shall be maintained by the Company.

G. On an individual basis, the Company will issue and maintain fire retardant clothing to all employees that have electric work or equipment operations in their job descriptions. Employees will be required to wear the fire-retardant clothing while performing such duties.

Section 9. Medical Examinations

A. Applicants for employment shall be required to take medical examinations at the expense and direction of the Company.

B. The Company may also require, at its discretion and expense, medical examinations of employees at any time and will give weight to the results of such examinations in determining their future status in accordance with procedure outlined in Section 10 of this Article VIII. Under this provision, mental/nervous disabilities must be certified by a psychiatrist or psychologist (masters level or above) licensed to practice independently as a behavioral health professional.

C. Biological Monitoring Medical Examinations will be provided as necessary and employees will be required to comply with these examinations. A waiver to the X-ray portion of the examination may be granted to an employee upon substantiation of having been subjected to X-rays in the previous six (6)-month period. When granted, employees must sign the waiver.

Section 10. Disabled Employees

A. If an employee becomes permanently partially disabled and is either unable to perform the essential functions of their regular job after reasonable accommodations have been made, or when a change in jobs is indicated by a physician, the case shall

be referred to a joint committee of Union and Company representatives known as the Disability Committee. The Joint Disability Committee will authorize the request to have the employee release medical information to the Joint Disability Committee. The Committee shall study all factors and giving due emphasis to the length of service, pay and regular job, shall place the employee as advantageously as possible into a vacant position in which the employee is able to perform the essential functions satisfactorily. The disabled employee being reassigned by action of the Disability Committee will be given preference over any other employees, with less 1600 Seniority, for any vacancy they are capable of filling. The Joint Disability Committee will have access to the applicable provisions of Article X to provide additional opportunities to permanently place this employee. The rate of pay shall be the same as that paid other employees in that position except as provided in Paragraphs B and C of this Section 10.

If there is a conflict in medical opinions, the employee shall be examined by an impartial physician or specialist selected by the Joint Committee and paid for by the Company. When an employee cannot be reasonably accommodated in their existing position, employees will be provided meaningful work within their limitations to the extent such work is available and consistent with their current rate of pay until placement by the Committee.

If the Committee is unable to resolve a particular issue brought to it within 90 calendar days after the Committee receives all information pertaining to the case, the employee will be temporarily placed in the title of "Utility Person" until such time as the Committee places the employee in an available job consistent with the employee's capabilities. Placement in the "Utility Person" classification will be on an incumbent only basis. Duties assigned to such individuals will vary depending upon their capabilities. The rate of pay shall be the same as that paid other employees for comparable assignments except as provided in Paragraphs B and C of this Section 10.

Employees in the "Utility Person" classification will be provided on-the-job training as the circumstances justify to improve their future job prospects.

Any unilateral placement by the Company without concurrence of the Committee may be submitted to arbitration in accordance with Article III of the Labor Agreement.

After having been placed in another job by the Disability Committee, employees with twenty (20) or more years of service will not be subject to further demotion, because of such disability, as long as they remain at work. However, when circumstances warrant, they may be reassigned other duties.

B. Employees placed in alternative positions as a result of disability shall receive the rate of pay and all pay increases applicable to the job classification to which they are assigned. However, if such assigned job has a lower rate of pay than their regular job, they shall not receive a rate of pay less than the following percent of their regular rate of pay in their former job at the time of placement if they have a period of employment of:

- Less than 20 years - 75%
- 20 or more years - 100%

Should they recover from the disability, they may be employed in their former job with accumulated seniority and other privileges if they are physically and mentally qualified to perform the duties required.

C. An employee assigned to a job having a lower rate of pay than their regular job under this Section 10 shall have their rate of pay reduced in accordance with the provisions of Article VI, Section 5 K (1).

Section 11. Extended Illness or Temporary Disability

A. An employee who is absent due to illness or temporary disability will accrue job seniority, 1600 Seniority, and Company Service during the entire period of time the employee is absent. Refer to Exhibit F for job seniority adjustments while on Long Term Disability.

When a promotional opportunity occurs, the Company will contact the employee who is off duty to determine if he is interested in the vacancy. If the employee elects to promote and is accepted, they must be able to fill the position within six (6) months. If so, the vacancy will be filled on a temporary basis and will be held for the employee. The employee's former job will then be filled on a permanent basis.

When a promotion is held for an employee, the appropriate pay credit and six (6) months' probationary period will begin at the time the employee actually reports to the new job. The employee will be credited with job seniority from the start of the first pay period after notification of selection.

B. All temporary transfers or substitutions made as a result of extended illness or temporary disability will be handled in accordance with Article VI, Section 3.

C. Step increases or apprenticeship program increases and anniversary dates for employees who have been off duty for one pay period or more for reasons of illness or temporary disability or step increases for employees on modified duty who are not performing the primary duties of their job description will be postponed for a corresponding period. Additionally, general wage increases for employees off duty for one pay period or more for such reasons will be deferred until the employee returns to full duty unless the employee is on modified duty as the result of an on-the-job accident in which case the employee will receive the general wage increase applicable to the job the employee is performing.

Section 12. Non-Supervisory Work By Supervisors

A. A supervisor shall not perform regularly scheduled non-supervisory work which interferes with his supervisory responsibilities or results in the elimination of a non-supervisory job. A supervisor shall not do the work ordinarily performed by a non-supervisory employee solely to prevent overtime work by a non-supervisory employee. This shall not prevent a supervisor from doing any type of work in an emergency or for the purpose of training and instruction.

This Section shall not prevent working supervisors from performing such work as has been a customary part of their job in the past.

Section 13. General Office Bus and Parking Subsidy

A. The General Office Bus and Parking Subsidy shall be continued during the term of this Agreement. The \$24 fee paid by employees toward the cost of parking in the General Office will be paid monthly on a before-tax basis.

Section 14. Safety Shoes

A. The allowance toward the purchase of safety shoes will be \$65 per year. Employees who do not buy safety shoes in a calendar year may carry over the \$65 annual allowances for up to four (4) successive years in order to accumulate a maximum allowance of \$260. Employees will be eligible for reimbursement for the purchase of one or more pair of shoes in a calendar year, but the purchase of one or more pair must be submitted in one settlement transaction for the calendar year they were purchased. Any unused portion of the carryover allowance may not be carried over into any other succeeding calendar years. Reimbursement will continue to be provided for actual expenses up to the applicable maximum allowance.

Effective January 1, 2019 increase the allowance to \$80 per year and the maximum allowance to \$320. Effective January 1, 2021 increase the allowance to \$90 per year and the maximum allowance to \$360.

B. If safety shoes are required for their job, new employees, after six (6) months of employment, will be eligible for reimbursement for up to \$130 for the purchase of safety shoes during their initial year of employment. Reimbursement will be provided for actual expenses only. Any unused portion of the \$130 allotment in the initial year of employment can be carried over to the next calendar year. Employees who receive this \$130 allotment will not be eligible for the \$65 annual safety shoe allowance during the next calendar year.

Effective January 1, 2019 increase the reimbursement for new employees to \$160.

Effective January 1, 2021 increase the reimbursement for new employees to \$180.

Section 15. Safety Glasses

A. The allowance toward the purchase of prescription safety glasses, if required for your current job, will be \$60 per year. Employees who do not buy safety glasses in a calendar year may carry over the \$60 annual allowance for up to three (3) successive years in order to accumulate a maximum allowance of \$180. Employees will be eligible for reimbursement for the purchase of one or more pair of glasses in a calendar year, but the purchase of one or more pair must be submitted in one settlement transaction for the calendar year they were purchased. Any unused portion of the carryover allowance may not be carried over into any other succeeding calendar years. Reimbursement will continue to be provided for actual expenses up to the applicable maximum allowance.

Effective January 1, 2019 increase the allowance to \$100 per year with a maximum allowance of \$300. Effective January 1, 2021 increase the allowance to \$120 per year with a maximum allowance of \$360.

B. If safety glasses are required for their job, new employees, after six (6) months of employment, will be eligible for reimbursement for up to \$90 for the purchase of safety glasses during their initial year of employment. Reimbursement will be provided for actual expenses only. Any unused portion of the \$90 allotment in the initial year of employment can be carried over to the next calendar year. Employees who receive this \$90 reimbursement will not be eligible for the \$60 annual safety glasses allowance during the next calendar year.

Effective January 1, 2019 the reimbursement for new employees will be \$150.

Effective January 1, 2021 the reimbursement for new employees will be \$180.

ARTICLE IX MILITARY SERVICE

Section 1. General

A. The Company and the Union have agreed on a detailed plan for employees who enter and return from military service, which meets the reemployment provisions of the Universal Military Training Act as amended by the Vietnam Era Veterans Readjustment Assistance Act of 1974. The Company will grant military leave and intends to treat every employee returning from military service, insofar as possible, as though there had been no interruption in his employment.

Section 2. Leave of Absence

A. Employees who enter military service will be considered to be on military leave for the period and under conditions prescribed by law. Although the law makes no provision for employees entering the Merchant Marine, the Company will give due consideration, with respect to leave of absence, to each such case.

B. In order that employees entering the military have time off to settle personal affairs before leaving for military service, they will be allowed time off with pay as follows:

- (1) When enlisting or drafted as an active employee for the first time – up to 5 work days off
- (2) Mandatory periodic training – no days off
- (3) Call-up to active duty for less than 60 days – up to 3 work days off
- (4) Call-up to active duty for 60 days or more – up to 5 work days off

Time off with pay for employees who volunteer for active duty will be reviewed by the parties on a case-by-case basis. Each employee entering military service will be entitled to the same vacation allowance as he would be if he were voluntarily leaving the Company. If he should need more time without pay for this purpose, his leave will start at a mutually agreeable earlier date.

C. An employee entering military service will be paid in full, for time worked and allowed with pay, on the day he is released from duty with the Company or as soon thereafter as practicable.

D. The entire cost of the Group Life Insurance of a participating employee entering military service will be borne by the Company for a period of two (2) calendar months following the last calendar month in which the employee worked. At the end of such two (2) calendar months, the Group Life Insurance coverage will cease. However, the employee's life insurance will be paid in the event of his death during the following thirty-one (31)-day period. During such two (2) calendar months and during such thirty-one (31)-day period, he has the privilege of converting all or part of his Group Life Insurance, without medical examination, to a regular policy.

E. Employees who enter military service will have their participation in the Retirement Plan suspended until their return to active employment. Benefit entitlement for employees who do not return to active employment will be determined in accordance with the termination of employment provisions of the Plan.

Section 3. Reinstatement

A. Employees who return from military service and comply with the reemployment provisions of the Act will be restored to their former positions, or to positions of like seniority, status and pay, unless circumstances have so changed as to make it impossible or unreasonable. In addition, such employees will:

- (1) Be credited with the time they were in military service in determining their position on the salary tables.
- (2) Be given promotions to such jobs in the regular line of progression as may have become vacant during their absence, provided that they are qualified and would have been selected by Management as the logical persons to fill the jobs.
- (3) If pay is based on salary tables, the promotion date for determining the salary table step will be the date or dates the employee who replaced the veteran was promoted. If such dates are not available, the promotion date for determining the salary table step will be the date the veteran starts in the higher job.

If pay is based on wage tables, the pay will be the present hourly pay for the job to which the veteran is promoted.

B. In order for an employee returning from military service to be eligible for the benefits under this Plan, he must:

- (1) Have left a position other than a temporary position.
- (2) Have a certificate of satisfactory completion of such training and service.
- (3) Be qualified to perform the duties of such position.
- (4) Apply for reemployment within ninety (90) days after he is relieved from such training and service or from hospitalization continuing after discharge for a period of not more than one (1) year.

C. A disabled employee returning from military service if not qualified to perform the duties of his former position by reason of disability sustained during such service, but qualified to perform the duties of any other positions, will be restored to such other position as will provide him with like seniority, status and pay or to a position which is the nearest approximation thereof consistent with the circumstances in the case.

D. Group Life Insurance Plan:

An employee returning from military service will be eligible for the regular amount of insurance based on his annual earnings.

E. Retirement Plan:

- (1) The time spent in military service will be counted in determining eligibility, vesting and benefit accrual. This affords the employee the opportunity to receive the same retirement benefits under the Plan as if there had been no interruption in employment.
- (2) If contributions were required under the Plan during any period of the employee's absence, the employee will be able to receive contributory credit for that time provided the employee pays the monthly contributions which were not made during the leave.

F. Vacation and Longevity Allowance:

The time spent in military service will be counted as a period of employment with the Company in determining vacation and longevity allowance.

G. Attending School:

- (1) Employees who decided to attend school before resuming work and so notify the Company:
 - (a) Will be given preference over other applicants if they wish to work for the Company on leaving school, and
 - (b) If hired, will be treated as former employees and the time spent with the Company and in military service will be counted as a period of service with the Company.

Section 4. On-The-Job Training

A. The Company will continue its on-the-job training programs as long as there is a need for the training, and will establish new programs as needed in order that veterans may take advantage of the training provided under applicable laws.

Section 5. Periodic Military Training

A. Where an employee who is a member of a reserve military organization of the United States requires absence from work in order to attend a mandatory training period, the Company will, in any calendar year, grant such employee a leave of absence of up to two (2) weeks (eighty (80) scheduled hours) and will pay such employee the difference between the regular pay he would have received if he had worked and his Government pay. To the extent that the mandatory training period exceeds two (2) weeks, the Company will grant additional time off without pay.

**ARTICLE X
PLACEMENT PROCESS**

Section 1.

The Company will give ten (10) working days' notice to the Local 1600 Union office of any decision to reduce employees as a result of a job elimination or reduction, elimination or reassignment of work. The Company's notice will identify the progression line/job classification and location of the excess positions.

Section 2.

The Company will canvass the employees in the identified progression line/job classification for volunteers to retire or sever. Employees who volunteer to retire or sever will be eligible to receive the benefits listed in Section 7.

A. The canvass for volunteers will last no more than five (5) working days from the day the employee receives the volunteer form from the Company.

B. The volunteer will have five (5) working days to accept the offer of retirement or severance after receiving their benefit information from the Company.

C. If more than one (1) employee in the identified progression line/job classification volunteers for retirement or severance, the most senior employee based on Local 1600 seniority may retire or sever.

D. If sufficient volunteers reduce the number to the level of employees identified by the Company, no further action is required.

E. If the volunteers do not reduce the number of employees to the level identified by the Company, the most junior employee(s) based on Local 1600 seniority in the identified progression line/job classification will be displaced. The local chief steward or Union representative will meet with the appropriate Company representative to identify the most junior employees. In the event two (2) or more employees have a common seniority date, representatives from the Local 1600 Union office will rank those employees during this ten (10) day period.

Section 3.

A. In the event an employee(s) is displaced under Section 2 E, the Company will canvass employees in the displaced employee's work location (Nuclear or Fossil) for volunteers to retire or sever. The displaced employee may select a job from among the volunteers provided he has the Local 1600 seniority and meets the minimum qualifications for the job. An employee with fifteen (15) or more years of Local 1600 seniority will have "Red-Tag" pay security as defined below. An employee who volunteers to retire or sever and is replaced will be eligible for the benefits set forth in Section 7.

B. In the event a volunteer is not obtained within the employee's work location, Company will canvass all bargaining unit locations for a volunteer to retire or sever, subject to the same provisions as in Section 3 A.

Section 4.

If a displaced employee is unable to secure a job in Section 3, he may bump the least senior employee in a position in his work location (Nuclear or Fossil), for which he meets the minimum qualifications. If there is no position available, he may bump the least senior employee Company wide in a bargaining unit position for which he meets the minimum qualifications. An employee who is bumped may in turn bump the least senior employee Company wide in a bargaining unit position for which he meets the minimum qualifications. If the displaced employee is not eligible to bump or does not elect to select a job, he will be subject to layoff. Employees with fifteen (15) or more years of Local 1600 seniority will have Red-Tag pay security as defined below. The Company will ensure that all bumping will be done on a seniority basis.

Section 5.

A displaced or bumped employee may elect layoff, severance or retirement at any step of the process.

Section 6. Associated Issues

A. Recall Rights/Reemployment. Employees who are displaced will retain recall rights to their former progression line/job classification from which they were displaced for a period of four (4) years. However, an employee who refuses recall back to their former job at their former work location will lose their recall rights. Employees who have been laid off shall have reemployment rights to their former progression line/job classification for two (2) years. An employee who refuses a reemployment offer will be considered to be resigned. Filling of vacancies through recall/reemployment provisions will be filled based on Local 1600 seniority. In the event a vacancy is not filled through recall/reemployment provisions, the vacancy will be filled in accordance with the labor agreement.

B. Red-Tag. The term Red-Tag shall mean the employee's regular rate of pay shall not be reduced from that which he received in his former job and he will receive all applicable pay increases or portions thereof when the maximum rate of the job he is performing equals or exceeds such pay. Employees who are red-tagged and subsequently bid into a new progression line will lose their red-tagged rate and be paid in accordance with the new progression line.

C. Bumping Criteria. The bumping criteria for all jobs will be consistent with the minimum entry requirements as set forth in the job descriptions.

D. Probationary Period. Does not apply to jobs accepted through the placement process.

E. Pay Taper. Employees who have been demoted in connection with a job changes as a result of the placement process shall have their salary reduced in 25% increments every six (6) months for a period of 18 months in order to reach the appropriate rate of pay of the lower job. The first reduction will occur when the employee physically reports to the job.

F. Service. Employees recalled/reemployed to their former job will have their previous job seniority date restored. Employees who are laid off and return to employment will not have their Company Service or Local 1600 seniority adjusted for the time while on layoff.

G. Vacation/Mini-Vacation. Employees headed for layoff will have the option to retain or be paid for their remaining vacation/mini-vacation allotment. The allotment must be utilized/paid by year end.

H. Layoff. Employees to be laid off in accordance with Section 4 and 5 of this Article will be laid off on the date established by the parties in accordance with the provisions of this contract.

Section 7.

Employees who qualify as volunteers or are displaced or bumped will be eligible for the following benefits:

A. If the employee has attained age 55 or over he will receive:

- (1) One week's pay for each year of Company service prorated to the nearest full month, payable in the form of a lump sum at the date of retirement; and

- (2) 100% of their pension benefit accrued to the date of their date of retirement in the form of a single life annuity.

B. An employee who qualifies as a volunteer or is displaced or bumped and is not eligible for or elects not to retire, will be eligible for enhanced severance benefits equal to two (2) weeks' pay for each year of Company service, prorated to the nearest full month, payable in the form of a lump sum at the date of termination.

C. Employees who voluntarily accept retirement or severance under the provisions of this Article will:

- (1) Be required to release the Company from liability for any claims under federal and state laws. Financial settlements will be held until a valid release is received and takes effect;
- (2) Will retire or sever on the first day of the month approved by the Company, taking into consideration the availability of qualified replacements, and early transition of duties and the employee's preference.

Section 8.

In the event of a job elimination or a job reduction due to a site or plant closing or plant conversion, the parties shall meet for a sixty (60) day period to negotiate job placements, severance and retirement options, specific to the employees affected by the closing or conversion. In the event the parties cannot reach an agreement, the terms of this Article shall apply.

ARTICLE XI SUSQUEHANNA STEAM ELECTRIC STATION

Section 1. General

A. As provided herein, this Article XI contains provisions solely for the purpose of operating the Company's Susquehanna Steam Electric Station (SSES).

B. At any time the Company determines it will not have a sufficient number of licensed operators for plant operation, the Company reserves the exclusive right to employ or utilize qualified individuals to assume these licensed positions. The employment or utilization of such individuals will have no adverse effect on promotions to Plant Control Operator.

C. In case of an emergency in which the Company activates the Nuclear Emergency Response Organization (NERO) nothing in the Labor Agreement shall, in any way, inhibit or restrict the Company from taking any action it feels necessary to protect the health and safety of the public or the station's employees or facilities.

D. Unescorted Access – In order to comply with regulations of the Nuclear Regulatory Commission (NRC), the Company has developed a "Fitness For Duty Program" and an "Access Authorization Program" for certain employees who work at Susquehanna SES or who otherwise require unescorted access authorization/unescorted access (UAA/

UA) as part of their assigned job duties. The Company will discuss with Local 1600 any changes to these programs prior to their effective date. The Company and Union agree upon the following with regard to bargaining unit employees:

- (1) Confidentiality of all information obtained during the fitness for duty or security screening process will be protected as described in station procedures in accordance with applicable NRC regulations.
- (2) Access Authorization processing for employees with UAA/UA or otherwise seeking UAA/UA will be accomplished in accordance with the Fitness for Duty procedures and Site Access Program procedures. The local union will be notified when a determination is made with regard to the denial or revocation of access of one of their members. The aforementioned decisions are subject to the review and appeal process in accordance with 10CFR Parts 26 and 73.56. The provisions of this section of Article XI are intended to deal only with the status of an employee's UAA/UA. Any discipline imposed as a result of a violation of company policy is not covered by this section and will be addressed in accordance with the appropriate Company policy or procedure.
- (3) Every job posting for positions requiring UAA/UA will clearly notify the applicant that the position requires unescorted access authorization and/or unescorted access. During employment interviews, the applicant will be advised that he or she will be subject to a background check, Fitness for Duty (FFD) testing, psychological evaluation and other requirements for the purpose of determining eligibility for UAA/UA, and is required to sign written authorization to this effect.
- (4) APPLICATION FOR Unescorted Access Authorization (UAA)/ Unescorted Access(UA)
 - (a) Employees within the Company without UAA/UA who apply for a position requiring UAA/UA and are denied UAA/UA will be returned to their former position.
 - (b) Employees who currently hold UAA/UA will be treated as follows:
 - i. For employees whose unescorted access authorization is placed on administrative hold, the employees will continue to be compensated at their full-time regular pay without any allowance for overtime. During such time, management may at its sole discretion provide work for the employee to perform that does not require UAA/UA.
 - ii. For employees who are denied UAA/UA, the employee will have ninety (90) days to address all issues identified as the basis for the denial, and to reapply for UAA/UA. During this period the employee may be offered a temporary work assignment by the Company if available. If a temporary work assignment is not available, the employees will be placed on an unpaid leave of absence. The employees will be paid only for hours actually worked as assigned by management.
 - iii. If the employee reapplies for UAA/UA during the initial ninety (90) day period and is again denied UAA/UA, the employee will be granted an additional ninety (90) day unpaid leave of absence to address all issues identified as the basis of the denial.

- iv. If the employee does not receive UAA/UA by the end of the 180-day period, the Company and the Union will meet. After the meeting, the Company may terminate the employee's employment, unless the issue is dependent on a judicial proceeding, in which case an additional unpaid leave will be granted until the judicial proceeding is resolved. The time periods set forth in this Section may be extended by the Company or by agreement of the parties.
- v. During the period of UAA/UA application up to and including any extended application period as determined by the Company, the employee is eligible to bid on and be considered for internally and externally posted IBEW Local 1600 positions Company-wide.

(5) FITNESS FOR DUTY/BEHAVIOR OBSERVATION PROGRAM

- (a) The company currently has in effect a Fitness for Duty (FFD)/Behavior Observation Program (BOP) which complies with applicable NRC regulations. Penalties for confirmed positive drug or alcohol tests as well as any violation of the FFD program will be imposed in accordance with applicable NRC regulations and Exhibit H. Employees losing UAA/UA as a result of a violation of the Drug and Alcohol or the Behavior Observation programs will be handled in accordance with paragraph 4.b above.
- (b) Employees may reapply for UAA after successful completion of any treatment as determined by the Substance Abuse Expert (SAE).
- (c) The Company will discuss with the Union any decisions with respect to changes to the Company's Fitness for Duty/Behavior Observation program prior to the effective date of such changes. The Company shall maintain the sole and exclusive right to determine the employment status of employees refusing to enter, participate in, or be screened as part of the Program and Article III of this Labor Agreement shall not apply. In such cases the employee will be required to provide the Company with a written statement that he/she has refused to participate in the access authorization screening process.

E. ALARA – Work assignments and overtime assignments will be made with consideration given to the radiation exposure level of the employee and the station ALARA goals in addition to other factors such as type of work and skills required.

F. On-Site Inspections – Employees will be required to fully cooperate with the Nuclear Regulatory Commission Inspectors and inspectors from other regulatory agencies.

G. Medical and Psychological Examinations – The Company may require medical and psychological examinations of employees at its discretion and expense.

H. Handyman Site Support Services Fire Brigade Bonus – Employees in the classification of Handyman Site Support Services at Susquehanna, who have successfully completed Fire Brigade Training will be paid a premium of \$3000.00 for such duty. The premium will be paid to the affected employees who hold the classification of Handyman Site Support Services on December 31 of each year as

a lump sum payable no later than the second pay period of the following year. The \$3000.00 premium will be prorated for employees who did not hold the classification of Handyman Site Support Services for the entire year. Employees who voluntarily leave the position of Handyman Site Support Services prior to December 31, will not be eligible for any premium payment for that year. Employees who are involuntarily separated in accordance with Article X will be eligible for a pro-rata premium payment.

I. Temporary Promotions to Training Instructor – The Company may, from time to time, promote bargaining unit employees to the non-bargaining unit of Training Instructor. Such assignments may be for a minimum of one day and a maximum of six months. Bargaining unit employees promoted under this provision will remain in the bargaining unit and continue to accrue Local 1600 and job seniority and pay Union dues. Selection will be on a voluntary basis by job classification seniority when fitness and ability among volunteers are substantially equal. Management reserves the right to specify the criteria to be used in selecting individuals for this assignment. If there are no volunteers management may use other methods to fill the position. Employees temporarily promoted under this provision shall receive a premium of 15% above their current rate of pay. It shall not be considered a promotion for any employee to assist an Instructor or perform OJT/TPE. This provision does not apply to any employee where classroom training is considered part of the job description or SSES Operations Employees which are covered in Section 2 below. An employee on temporary assignment to Training Instructor shall not be eligible for call-out/overtime unless the call-out/overtime roster is exhausted and additional personnel are needed.

J. Temporary Promotions to Supervisor – Non-supervisory employees may be temporarily promoted to supervisory positions for a period of time not to exceed six (6) months from the date of promotion for major overhauls and the refueling process. Such temporary promotions will be limited to the actual period of time required for such events plus a period of time not to exceed three (3) pay periods (42 days) prior to the start of the outage for preparatory work and two (2) pay periods (28 days) following completion of the outage for total associated work. The following conditions will apply for these assignments:

- (1) They will sustain no loss in job seniority or bargaining unit service for time spent in the supervisory status.
- (2) They will be removed from the call-out roster.
- (3) They will continue to pay Union dues at their permanent rate of pay.

Supervisory replacement for substitution purposes will be handled in accordance with Article VI, Section 3, Paragraph A.

K. In connection with the elimination of the Junior and Senior Instrument Technician positions in progression line B76, the current Radiation Protection Instrument Technicians will be promoted to Senior Radiation Protection Technician (B18) effective January 1, 2019.

Section 2. Operations Employees (Provisions specifically for employees in the Operations Department, both Licensed and Non-Licensed classifications)

A. Entry, Progression, Licensing, and Requalification of Operations Employees

- (1) Except for candidates hired as Plant Control Operator in Training (PCOIT), employees will enter the NPO progression line as an Operations Helper. Upon entering the NPO training class, the employees will be promoted to Nuclear Plant Operator in Training (NPOIT). Upon successful completion of the training program, the employees will be promoted to Nuclear Plant Operator (NPO).
- (2) All employees entering the NPO line of progression after May 12, 2014 (“New NPOs”) shall be required to progress to Plant Control Operator – Susquehanna (PCO). Employees already in the line of progression as of May 12, 2014 (“Current NPOs”) are not required to progress to PCO.
- (3) NPO Progression
 - (a) NPOIT’s will progress to NPO upon completing all required qualifications in accordance with the station’s Non-Licensed Operator Training Program.
 - (b) Employees who are unable to complete the program or otherwise fail the training program in accordance with the NPO Training Program Procedures will be demoted to Handyman-SSS. Such employees may be allowed to re-enter the NPO line of progression only with management’s approval.
- (4) Employees in the classification of NPO are required to maintain their qualification. In the event an employee has NPO qualifications that are temporarily suspended or removed the employee will be provided remediation in accordance with station procedures. If an employee is unable to regain the suspended qualifications, the employee’s NPO qualification may be revoked. If revoked, the employee will be demoted to Site Support Services. Such employees may be allowed to re-enter the NPO line of progression only with management’s approval. NPO’s will be paid a lump sum of five hundred dollars (\$500.00) for passing Job Performance Measures and a comprehensive examination on the first try during annual requalification exam.
- (5) NRC Initial Licensed Operator Program (ILO)
 - (a) When management determines to conduct an Initial License Operator (ILO) class, management will fill the training class with NPO’s, other internal candidates (posting) or external candidates as set out below.
 - i. The Company will first notify NPO’s prior to the start of training and the NPO’s must then notify the Company within two weeks after receiving notification whether they choose to enter the ILO Training Class.
 - ii. If there are not enough NPO volunteers to fill the number of positions set for ILO class, management may post the remaining positions system-wide, select candidates from outside the bargaining unit or may select “New NPO’s” by seniority, starting with the most senior based on job class seniority.

- iii. “New NPO’s” may decline the first offering of attending ILO class, however, such employees must accept any further offer to attend ILO class. “New NPO’s” declining a second offer to attend will be terminated.
 - iv. Candidates selected to enter the ILO class will be promoted to the position of Plant Control Operator in Training (PCOIT).
 - v. PCOIT’s will not be eligible for plant related overtime (except during outages) while in ILO class and will be required to make vacation schedule adjustments to coincide with the ILO class schedule.
- (b) PCOIT’s and PCO’s are restricted, except by mutual agreement of the Company and the Union, to bid a posted vacancy outside the Susquehanna SES operations progression line for a period of five (5) years following the start of formal operator license training. During this period, these employees are not eligible for a leave provided in Article II, Section 9 of this Agreement.
- (6) NRC Licensing
- (a) Management retains the right to determine if a PCOIT will take the NRC License Examination.
 - (b) PCOIT’s who successfully pass the NRC Licensed Operator Examination and have obtained the qualifications to work on the shift (i.e. GAP Training & Proficiency or completion of 4 pay periods of work whichever occurs first) will be promoted to PCO in accordance with the Collective Bargaining Agreement.
- (7) Failure to License
- (a) A PCOIT who is not selected to take the NRC exam, fails the exam, or is removed at any time prior to taking the exam, is considered to have failed to license.
 - (b) If there is a concurrent ILO class being conducted the employee may be placed into that concurrent class upon agreement between management and the affected employee. Employees not immediately placed in an existing class will be demoted to NPO provided they have previously held the position at Susquehanna.
 - (c) If the employee failing to license was a “Current NPO” he may re-apply for selection into a future class at management’s discretion.
 - (d) If the employee failing to license was a “New NPO” he must re-apply for the next offered class. A “New NPO” who fails to re-apply or fails to license on the second opportunity will be terminated unless the “New NPO” has held the position of “New NPO” at SSES for a period of eight (8) years or more then they will remain as a NPO at SSES.
 - (e) “New NPO’s” will not be subject to being required to attend ILO class, as long as there continues to be enough volunteers to attend ILO class or management decides to fill remaining positions in ILO class with external candidates.

(8) License Requalification

- (a) Plant Control Operators must maintain their operating license in accordance with station procedures.
 - (b) PCO's who re-qualify during the annual license requalification will be paid a premium each pay period equal to \$1.00 per hour for all hours paid as a PCO. The premium amount will continue until the next annual requalification period. The premium amount will also continue each time the PCO successfully completes the subsequent annual requalification.
 - (c) In the event an employee's PCO License Operator qualification is temporarily suspended or removed, the employee will be provided remediation in accordance with station procedures. If an employee is not able to regain the Licensed Operator qualification or the employee's license is revoked by the NRC, the employee will be demoted to NPO provided the employee previously held the position. Employees who have not previously held the position of NPO and have held the position of PCO at SSER for a period of eight (8) years or more will be demoted to NPO, otherwise they may be terminated. Management retains the right to determine if a PCO who has had his license revoked will be allowed to attend ILO class at a future time. Employees who were promoted to PCO who were previously considered a "New NPO" may be required to attend ILO class again in accordance with section 5, above.
- (9) The parties recognize that obtaining a Reactor Operator's license is a serious commitment by both the Company and the employee. Therefore, employees promoted to PCOIT shall have 3 months from the start of ILO class to make a decision to voluntarily return to his previous position, if the employee has previously held a position with the Company. Employees who are promoted to PCO shall have no voluntary return rights to any position.
- (10) SRO Progression – Employees entering the Senior Reactor Operator (SRO) license program will be immediately promoted to a position outside the bargaining unit. Such employees may voluntarily return to their previous position in accordance with Article V, Section 2, Paragraph C.2 of the Labor Agreement.

B. Licensed Operator Class Incentives

- (1) No overtime will be paid for study time. Three lump sum payments will be made upon the successful completion of the following exams if passed on the first attempt:

Generic Fundamentals	\$2000.00
Systems Finals	\$2000.00
Plant Certification	\$6000.00
- (2) Employees who pass the above exams on a subsequent attempt will receive 50% of the bonus amount for that exam as referenced in Paragraph B.1.
- (3) Any employee removed from ILO class or any PCO who is demoted and returns to ILO class is prohibited from receiving any of the bonuses referenced in Paragraph B.1 the employee may have previously received.

- (4) Employees promoted to PCO will be paid a lump sum payment of \$20,000 upon promotion.

Section 3. Operations Special Projects and Temporary Promotions

A. Special Projects – This section addresses any assignment that is off normal shift rotation for a period of greater than 60 calendar days in one calendar year.

- (1) Assignments will be for a maximum of two years. Special projects shall be assigned at management's discretion. Once a job is selected the volunteer is not eligible for other assignments until the time period is over. If involuntarily removed from an assignment before two years, the individual will be available to select from the next assignment(s) offered based on seniority. An employee who is involuntarily removed due to poor performance will not be allowed the same opportunity without approval by management. Employees may request to be removed from the assignment and will be released when a replacement is selected and turnover is complete.
- (2) Whenever an assignment is available, it will be offered on a volunteer basis using IBEW Local 1600 Job Class seniority, when fitness and ability among operators are substantially equal. If no volunteers are obtained, the Company may select the most junior NPO or PCO to fill the position.
- (3) Notification of the availability of an off-shift assignment will be made to each eligible person via e-mail. Once notified, an answer must be given within 14 working days of the date the e-mail was sent. If no answer is received, this will be considered a refusal.
- (4) Any current off-shift positions expiring prior to 1/1/2020 shall remain in their current positions. All off-shift positions will be rebid to begin on 1/1/2020.

B. Temporary Promotions – All temporary promotions shall be made at management's discretion. Operators temporarily promoted under this provision will be allowed to perform the duties of the assignment and still maintain the ability to perform their bargaining unit job function. Operators temporarily promoted under this section will continue to pay union dues and will sustain no loss of Local 1600 or job seniority.

- (1) Selection will be on a voluntary basis by job classification seniority when fitness and ability among the volunteers are substantially equal. Management reserves the right to specify the criteria to be used in selecting individuals for the temporary promotion. If there are no volunteers management may use other methods to fill the required position.
- (2) An employee who is involuntarily removed due to poor performance will not be allowed the same opportunity without approval by management. Employees may request to be removed from the assignment and will be released when a replacement is selected and turnover is complete.
- (3) Operators temporarily promoted under this section shall receive a premium of 10% above the employee's current rate of pay.
- (4) Temporary Promotion to Operations Instructor
 - (a) Requires a union operator's involvement for a time period of approximately two years. Operators will remain in the bargaining unit and continue to accrue seniority and pay union dues.

- (b) Selection will be on a voluntary basis by job classification seniority when fitness and ability among the volunteers are substantially equal. Management reserves the right to specify the criteria to be used in selecting individuals for the temporary promotion. If there are no volunteers, management may use other methods to fill the required position.
 - (c) An employee who is involuntarily removed due to poor performance will not be allowed the same opportunity without approval by management. Employees may request to be removed from the assignment and will be released when a replacement is selected and turnover is complete.
 - (d) Notification of the training assignment will be made to each eligible employee via e-mail. Once notified, an answer must be given within 14 working days of the date the e-mail was sent. If no answer is received, this will be considered a refusal.
 - (e) Vacation picks for training assignments shall be selected within the training group and logged in the appropriate book. These picks will not affect vacation selection for the on-shift operators. If involuntarily removed from a training assignment before the two-year period is up, any vacation selected will be granted. If voluntarily removed from the assignment, vacation must be selected from the available vacation in the on-shift vacation book.
 - (f) Operators promoted under this section to Operations Instructor shall receive a premium of 15% above the employee's current rate of pay. To be considered a promotion to Operations Instructor the Operator will normally be assigned to the Training Department to perform the duties of a non-bargaining unit Instructor. It shall not be considered a promotion for any Operator to assist an Instructor with training, validate tests, or perform OJT/TPE.
- (5) Temporary Promotions to Operations Procedure Writer – Nuclear Plant Operators who are assigned to the Site Procedure Group to create new procedures where none exist will be paid a premium of 10% above their current rate of pay during this assignment.
 - (6) Temporary Promotions for ILO Surrogate – Plant Control Operators who are asked to fill in as a surrogate for initial license operator training will be paid an upgrade of 5% above their current rate of pay during this assignment. Management may change the schedule of the selected employee to accommodate the training schedule.

Section 4. Outage Provisions

A. Chemistry – During outages, for a period of up to one week before breaker opening and up to one week following breaker closure. Chemistry Technicians at SSES may volunteer to work in the RP Department and continue to be paid their current rate of pay. If there are not enough volunteers, the junior most qualified Chemistry Technicians may be forced to work in the RP Department. Duties will be limited to the following: RCA greeter, analysis and calculations required to complete airborne concentration evaluations, assist with routine surveys under the direction of a qualified RP Technician and assist with the issuance of special dosimetry under the direction of a qualified RP Technician. Any qualifications received will be suspended upon completion of the assignment.

Section 5. Nuclear Maintenance

A. Promotions to Leader – When management determines to promote to a Leader on either a permanent or temporary basis, employees will be selected from the Leader pool based on job classification seniority. Temporary Leader assignments may also require specialty qualifications. (For example, if a temporary Leader position requires the incumbent to be a qualified welder, more senior employees without the welder qualification may be bypassed for selection). Management will notify a Local 1600 Chief Steward if a less senior employee is selected on this basis.

Temporary Leader assignments will be for a minimum of one day to a maximum of six (6) months.

B. In addition to incumbent Leaders, a Leader pool will be established by volunteers from the Journeyman classifications based on Progression Line seniority, ties will be broken by Local 1600 seniority. Management will determine the number of employees needed in the Mechanical and Electrical Leader pool at Susquehanna. Once the pool is established candidates will be provided leadership training.

Candidates will be expected to successfully complete the leadership training within 12 months of assignment to the Leader pool.

Candidates will not be removed from the pool after 12 months if the candidate was available and was not offered leadership training.

Candidates will be designated as:

- (1) Ready - Leadership training completed
- (2) Not ready: Leadership training in progress. (Candidates who are not ready will remain in the pool but will be bypassed for promotion to Leader until such time they meet all the requirements of the Leader training program.)
- (3) Did not demonstrate necessary skills to be promoted to Leader. (Candidate will be allowed to reenter the leader pool upon next Canvass opportunity)

Management discretion can be utilized to promote candidates designated as not ready to a Leader position if all candidates designated as ready decline the promotion.

When a new Leader position becomes available the Leader will be selected in accordance with Article V Section 2 Paragraph A

Upon promotion to Leader, the employee will be subject to a 6-month Probationary period. Voluntary return rights will be afforded per Article V, Section 2, D during this probationary period.

Performance monitoring will be performed by the Leader's Management. An evaluation of the Leader's performance with regards to the Leader job description will be performed at regularly scheduled intervals not to exceed 1 month to document performance and provide opportunities for improvement. Unsatisfactory performance will be subject to Article VI, Section 4 J and possible demotion per Article VI, Section 4 K(2) during the 6 month probationary period. Demotion will be at management discretion based on evaluations performed during the 6-month probationary period and will follow the guidance per the articles listed above.

Section 6. Schedules

To the extent any matter regarding scheduling of employees at SSES is not expressly provided below, these employees at SSES shall be covered by the remainder of the collective bargaining agreement, as applicable.

Rotating Shift Schedules

The parties agree that employees in the Radiation Protection, Operations, and Chemistry progression lines and the Handyman-SSS classification are considered shift workers and may work schedules of either eight, ten or twelve hour shifts and schedules containing such shifts. All other employees will continue to work schedules in accordance with Article IV.

(1) Normal Schedules

Management will establish a rotational schedule for each of the above groups. Prior to January 1, of each year, management will meet with the affected group to determine if a new rotation is desired by either party. Start times for the 12-hour portions of the schedule will normally begin at 7:00 am or 7:00 pm. Start times for the 5-8's portion will normally begin at 7:00 am. The Company shall meet and discuss with the Union any decision to make changes to start times for other than a temporary nature.

(2) Temporary Schedule Changes

Temporary changes in start times may be made for business reasons. Changes to schedules may be made in accordance with the provisions of Article IV, Section 3.

(3) Overtime

Emergent needs for night shift or weekend coverage of less than a full schedule week may be filled by pre-arranged or callout overtime in accordance with the overtime provisions of Article IV. No employee shall work an overtime shift that subsequently makes that employee unavailable for the employee's normal shift, without management's approval.

ARTICLE XII FOSSIL ORGANIZATION

This section applies only to those employees in the Fossil Organization.

Section 1. General

A. Progression Lines

The Fossil progression lines attached to the end of Article XII will be for promotions, demotions, or transfers.

- (1) Brunner Island and/or Montour Operation and Mechanical Progression Lines may elect to go to the Fossil Specialist Progression Line during the term of this Agreement.
- (2) Brunner Island and/or Montour Electrical and Instrument Progression Line may elect to go to the Electrical & Instrument Progression Line during the term of this Agreement.
- (3) New progression line job classifications that are being merged will be slotted by former job progression line seniority.
- (4) Any incumbent that elects not to select the new progression line/title will remain in their existing progression line/title.
 - (a) All future hires/postings to fill vacancies will be to this new progression line if the new line is instituted at a plant per Article V.
 - (b) In the event of a displacement, any incumbent shall retain their rights in the Placement Process/Reduction in Work Force for voluntary retirement or elect to merge into the appropriate new progression line.
- (5) Staffing.
 - (a) For initial staffing at Brunner Island or Montour, all volunteer incumbent Journeyman Mechanics, Plant Equipment Operators and Trainees will be Fossil Specialists II.
 - (b) For initial staffing at Brunner Island or Montour, all volunteer incumbent Journeymen, Electricians and Instrument Men will become Electrical & Instrument-Shift (F12).
 - (c) If additional personnel are required to fill vacancies then any unattached FS-Generation Journeyman Electricians, FS-Generation Journeyman Mechanics or Mechanics with re-call rights will be solicited prior to internal or external posting.
- (6) Specialties.
 - (a) The number of specialties within Fossil Specialists (Welder, Machinist, and Equipment Operator) will be designated by the Company at each location.
 - (b) A Fossil Specialist with a specialty as described below will be a Fossil Specialist Level II.
 - i. Employees can apply for these specialties and selections will be based on seniority and demonstrated ability.
 - ii. Employees desiring to obtain a specialty will be given the opportunity based on the need within a classification.

- iii. Employees will communicate their interest in a specialty by letter to management with a copy to the Local Union stating their classification and the specialty desired.
 - iv. Upon an anticipated need for the specialty within the Fossil specialty classification, management will train the employee based on seniority in the classification of those who have submitted a request.
 - v. Employees who desire to discontinue their specialty status will submit a letter to management with a copy to the Local Union stating their intent to discontinue the specialty and reasons for the request. Requests for certified medical reasons will be granted. Other requests to discontinue a specialty will be granted based on securing a trained replacement.
- (7) Temporary Promotions.
- (a) Fossil Specialist Trainees may be temporarily promoted to Fossil Specialist II as needed to meet Fossil Organization welding needs.
 - (b) Electrical & Instrument may be temporarily promoted to Leader as needed to meet Fossil Organization needs.
 - (c) Fossil Specialist may be temporarily promoted to a F-13 rate of pay for the performance of Leader duties.
- (8) The Fossil Laborer shall not be attached to any Progression Line and may assist any Progression Line.
- (9) Incumbent Martins Creek Specialist will become Specialist II effective the first pay period following ratification.

B. Schedule

- (1) The Fossil Organization will have the right to place Fossil Specialists and Electrical & Instrument on 8-hour, 10-hour or 12-hour shifts.
- (a) All future schedule changes will become effective January of the next year.
 - (b) The parties will meet and discuss any schedule changes prior to them being finalized. The union will have input into working with the company to determine the possible schedules that meet the criteria set by the company.
 - (c) Once a set of company approved schedules, up to a maximum of three, have been developed, the affected work group will vote on which of the proposed schedules will be implemented.
 - (d) The proposed schedule change will be finalized by September of the preceding year of implementation.
- (2) Short Shifting.

Employees who have their work schedule changed, per the Labor agreement, will have at least eight (8) hours of rest at home, including when they return to their regular schedule. They will be released from their regular assignment at the time they are notified. Employees who have their work location changed will have at least eight (8) hours of rest at home before reporting to the new location.

- (3) Sharing of resources between Martins Creek and Lower Mount Bethel Energy Martins Creek Specialists, Instrument Man and Trainees and Lower Mount Bethel Combined Cycle Techs may be assigned to either plant and are subject to the following:
- (a) Assignment to alternate site is not intended to provide for substitution of any operating positions. All volunteers from the site must be considered prior to assignment of any employee unless the specialty required is not available at the specific site.
 - (b) All employees will supply their individual PPE and tools as required for the work, specialty tools will be provided as needed by each site.
 - (c) The employees will typically start the work day at their appropriate location unless specifically agreed to prior to the start of the project.
 - (d) Work performed at either location includes only those duties in the individual's job description.
 - (e) Duties that are in the individual's job description will not be contracted at Martins Creek while any Martins Creek Specialists are at LMBE or vice versa unless agreed to by both parties.

C. Overtime Procedures

The parties agree to meet and agree on the overtime and substitution procedures at each individual company location for all departments and progression lines and will reach an agreement by April 1st, 2019.

- (a) Fossil Specialist Level I and II will be treated as a single group for purposes of overtime, promotions, etc.
- (b) If a specialty skill is required then overtime will be offered based on lowest overtime for the specialty required.

D. Training

The parties agree to establish joint management/bargaining unit teams at each individual company location to assess training courses and develop new progression line training curriculums commensurate with the Fossil Organization job descriptions. The teams will recommend those core training courses where successful course completion is a pre-requisite for promotion to the next step in the progression line. The union and company will agree on the number of team members.

- (1) As the employee completes various training modules associated with the respective levels in the progression line, the job duties will be based on the training given and the satisfactory completion of the training modules.
- (2) An employee who cannot successfully complete the training required for promotion to the next step will be held in the current step. Within a period of 6 months, this person will be allowed to retake the tests necessary for promotion. If unsuccessful on a second attempt to pass these tests, specifics of the case will be reviewed by the parties.

- (3) The entry level tests for Fossil Specialist and Electrical & Instrument progression lines will be the appropriate Edison Electric Institute (EEI) Aptitude tests as validated by EEI, currently the MASS/POSS.
- (4) The Power Production Bargaining Unit Trainer is a temporary position which may be retained for a continuous period to conduct various types of training associated with training programs and evaluate the trainees.
 - (a) The company will have the sole and exclusive right to select employees for this job.
 - (b) Power Production Bargaining Unit Trainer will be paid at their current rate plus 10%.
 - (c) Employees in this position will continue to be members of Local 1600, retain seniority including their 1600 seniority and are eligible for all benefits stipulated in the Labor Agreement.
 - (d) The Power Production Bargaining Unit Trainer will pick their vacation separately from the other operations personnel and to the extent possible, vacations will be scheduled to avoid conflicts with training.
 - (e) The Power Production Bargaining Unit Trainer will be the last called for overtime, will only be called prior to forcing operations personnel, will retain the right to return to their former position with at least 30 days' notice, and retain promotional rights within their progression line.

E. Safety

The parties agree all employees need to be committed to maintain an accident-free environment. No employee will be expected to perform work assignments for which they have not been trained or have an equivalent level of practical experience.

Section 2. Modified Duty

A. Employees who are released for limited duty by a physician or medical specialist following a period of illness or injury will be considered for available work under the following conditions:

- (1) Modified duty resulting from an occupational disease or injury will be provided if the employee is able to perform satisfactorily.
- (2) Modified duty resulting from a non-occupational disease or injury may be provided if the employee is able to perform satisfactorily.

B. Employees who are on modified duty as the result of an occupational disease or injury will have preference for any available work and for assignments closer to their permanent residence.

C. The rate of pay for employees on modified duty will be determined in accordance with Article VIII, Section 11C.

D. Work assignment and training school expense provisions of this Agreement will apply when an employee is on modified duty.

- (1) The assignment of overtime will be at the discretion of the Company.

E. This provision for modified duty will not apply when the sickness or injury is the result of willful intention to injure one's self (or some other person), by commission of any crime, or as a consequence of working for an employer other than the Company or working for remuneration through self-employment.

Section 3. Temporary Furlough

A. In the event the workload declines to a level where there is a need to reduce the workforce, management will identify the excess employees by job classification and work location.

- (1) A temporary furlough is defined as unpaid time off, on a temporary basis, for a projected period of time, for a minimum of thirty (30) calendar days, but not to exceed one hundred twenty (120) calendar days.
- (2) The Company will give employees a ten (10) calendar day notice of temporary furlough status.
- (3) The Company agrees that it will not contract out work at the specific work location, unless:
 - (a) It is work not normally done by the temporarily furloughed bargaining unit employees;
 - (b) It is associated with major plant modifications or major projects; or
 - (c) There is unscheduled, critical work not lasting more than ten (10) calendar days. If contractors are utilized and exceed ten (10) calendar days, and affected employees are not offered the opportunity to return, such employees will be paid at the rate of pay for their regular classification for all days in excess of the ten (10) days that the contractors work at their specific work location. This payment will be made in the first pay period upon return to work.

B. The process for employee selection for temporary furlough status will be as follows:

- (1) The Company will inform Local 1600 of the number of employees by job classification within their respective progression lines to be temporarily furloughed and the qualifications within the classifications that must be retained.
 - (a) This notification will be completed at least five (5) calendar days prior to the notification to the affected employee(s).
 - (b) The Company will ask for volunteers in those classifications identified.
 - i. The company reserves the right to reasonably deny volunteer requests based on qualifications needed to complete remaining work.
 - ii. Whenever qualifications are equal, Local 1600 seniority will be utilized.
 - (c) If the Company cannot meet the requirements of the needed reductions with volunteers, then the employee with the lowest Local 1600 seniority in the identified classifications will be temporarily furloughed.

- (d) Employees identified for temporary furlough will be allowed to “bump” into lower classifications within their progression line and work location, provided they have the qualifications based on training requirements to perform the work.
 - i. Employees who bump down in classification will retain their current rate of pay.
 - ii. Step increases will not be deferred.
 - iii. During a temporary furlough status, apprenticeship and/or training programs may be suspended.
 - (e) For those employees identified for temporary furlough, either volunteers or non-volunteers, they will continue to receive full time benefit plans contained in [Exhibit G], excluding coverage for any injury while working for another employer.
 - i. The company will pay the employee contribution for medical, dental, vision, life and AD&D while on unpaid temporary furlough status, based on employee elections at the time of temporary furlough.
 - ii. These employees will also continue to earn company seniority, Local 1600 seniority and job classification seniority on a continuous basis throughout the period of temporary furlough.
 - (f) Employees may elect to use vacation while on temporary furlough, sell it back, reschedule during the current calendar year or carry vacation over to the following year.
 - i. Employees will continue to accrue vacation while on temporary furlough.
 - (g) Employees may elect to use mini vacation while on temporary furlough.
 - i. In the event the temporary furlough extends into the new calendar year, employees will be paid for mini vacation in excess of the maximum allowable carryover upon return to work.
 - ii. Employees will continue to accrue mini vacation while on temporary furlough.
- C. Recall from temporary furlough status.**
- (1) Employees will be recalled from temporary furlough status based on the following:
 - (a) The company will inform Local 1600 of the classification(s) and qualifications needed for its operations.
 - (b) Then, the recalls will be based on Local 1600 seniority, recalling the most senior qualified employee first.
 - (2) The company will provide ten (10) calendar days’ notice for an employee recall.
 - (a) However, if the Company recalls employees due to unscheduled, critical work, only five (5) days’ notice will be provided.
 - (b) In this situation, if employees do not return to work on the specified date, the “rate of pay” penalty will not apply to the respective employee.

- (3) Employees will be notified by their current phone number on record, and a certified letter will be sent to employees. (It is the employee’s responsibility to ensure that the company has accurate contact information).
- (4) If an employee is recalled from temporary furlough status in accordance with the original projection, and the employee does not return to work on the specified date of recall, the company will consider the employee to have voluntarily terminated employment, absent a valid illness, accident or emergency.
- (5) When an employee is recalled back to work prior to the end of the projected temporary furlough period, the employee must make every reasonable attempt to meet this return date.
 - (a) However, if an employee cannot meet this return date, the parties agree to meet and discuss on a case-by-case basis.

Fossil Specialist Progression Lines and Pay Grades

Brunner Island Fossil Specialist

Montour Fossil Specialist

B.I. Fossil Gum Specialist (F13)	Montour Fossil Gum Specialist (F13)
B.I. Fossil PCO Specialist (F12)	Montour Fossil PCO Specialist (F12)
B.I. Specialist Level I (F10) or Level II (F11)	Montour Fossil Specialist Level I (F10) or Level II (F11)
B.I. Fossil Specialist – Trainee (F06, F07, F08)	Montour Fossil Specialist – Trainee (F06, F07, F08)

Electrical & Instrument Progression Lines and Pay Grades

Brunner Island Electrical and Instrument

Montour Electrical and Instrument

B.I. Electrical and Instrument – Leader (F13)	Montour Electrical and Instrument – Leader (F13)
B.I. Electrical and Instrument – Shift (F12)	Montour Electrical and Instrument –Shift (F12)
B.I. Electrical and Instrument – Trainee – Shift (F06, F08, F10)	Montour Electrical and Instrument – Trainee – Shift (F06, F08, F10)

Other

Fossil Laborer

Fossil Laborer (F01)

Fossil Incumbent Progression Lines and Pay Grades

FS Gen Mechanical - Shift Incumbent

FS Gen Electrical - Shift Incumbent

Journeyman Mechanic Leader - Shift (F13)	Journeyman Electrician Leader - Shift (F13)
Journeyman Mechanic Planner - Shift (F11)	Journeyman Electrician Planner - Shift (F11)
Journeyman Mechanic - Shift (F07, F08, F10)	Journeyman Electrician - Shift (F07, F08, F10)
Mechanic - Shift (F04, F05, F06)	Electrician - Shift (F04, F05, F06)
Helper Mechanical - Shift (F03)	Helper Electrical - Shift (F03)

Fossil Incumbent Progression Lines and Pay Grades**Coal Yard****Chemistry**

Utility Man Yard (B14)	Plant Chemical Technician (B13)
Coal Equipment Operator IV (B11)	Results Analyst (B11)
Coal Equipment Operator III (B09)	Ops Assistant Level II (B08)
Coal Equipment Operator II (B08)	
Coal Equipment Operator I (B05)	
Handy Man Brunner Island/Montour (F03)	

Clerical**Maintenance Support**

Steno/General (C03, KG2, SG2)	Maintenance Technical Clerk (B08)
Steno/Clerk – Entry (KE1)	Maintenance Clerk Generation (B06)

Operations Department Incumbent**Instrument Department Incumbent**

General Utility Man (B15)	Instrument Man (A05)
Plant Control Operator (B14)	Instrument Man – Trainee (A05)
Utility Man – Shift (B43)	
Plant Equipment Operator (B13)	
Plant Equipment Operator – Trainee (A06)	
Power Production Trainer (BT01)	

Warehouse – Shift**Warehouse**

Tool and Material Services Leader – Shift (B13)	Tool and Material Leader (B13)
Material Clerk Generation – Shift (B09)	Material Clerk Generation (B09)
Stockman Generation – Shift (B07)	Stockman Generation (B07)

Martins Creek**Lower Mount Bethel**

General Utility Man Specialist (F13)	Combined Cycle Technician – Leader (B20)
Plant Control Specialist (F12)	Combined Cycle Technician (B16)
Martins Creek Specialist Level I (F10) or Level II (F11)	
Martins Creek Specialist – Trainee (F08)	
*Mechanic Incumbent (F06)	

Peaking Power**Electrical Test**

Peaking Power Specialist (F09)	Electrical Test Technician Fossil (B16)
Facilities Worker – Peaking Power (F01)	Electrical Test Technician Fossil – Trainee (A12)

Handyman Power Production

Handyman Power Production (B03)

**ARTICLE XIII
TERM OF AGREEMENT**

Section 1. Governmental Agencies

A. If any part of this Agreement requires submission to and/or the approval of any governmental agency, the Company and the Union agree to cooperate in complying with the requirements of any such governmental agencies. It is understood and agreed that all such benefits, or portions thereof, as are required to be submitted to a governmental agency, for approval or rejection or modification, shall be contingent upon and subject to, the action of such governmental agency. If such governmental agency should grant only a portion of such benefits or should deny to the Company the right to grant any portion of such benefits, this Agreement shall nevertheless remain in effect as so modified for the full term hereof.

Section 2. Term of Agreement

A. This Agreement shall become effective **August 27, 2018**. It shall remain in full force and effect up to and including **August 26, 2023** except to the extent provided in Paragraph B below, and shall continue in full force and effect from year to year thereafter, unless at least sixty (60) days prior to any expiration date either party notifies the other, in writing, of its desire to amend or to terminate the Agreement.

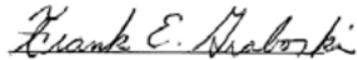
B. Should the parties fail to reach an agreement by **August 26, 2023** the expiration date of this Agreement notwithstanding anything to the contrary in this Agreement, the Company shall not be obliged to make premium payments under the various benefit plans on behalf of employees who are on strike for the duration of the strike.

C. Unless incorporated into this Collective Bargaining agreement, all previous MA's and summaries of agreements are eliminated. This Agreement constitutes the entire Agreement between the parties and shall not be changed, added to or amended during the term of this Agreement except by mutual consent, in writing by both parties.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be subscribed this **19th** day of **February 2019**.

Talen Energy Corporation

Local Union No. 1600 of
International Brotherhood of Electrical
Workers, A.F.L.-C.I.O



Ryan Price, VP of Human Resources

Frank E. Graboski, Local 1600 President

Exhibit A
Job Titles, Job Codes, Salary Grades

Job Title	Job Code	Salary Grade
BI Electrical & Instrument – Leader	U018015	F13
BI Electrical & Instrument – Shift	U018011	F12
BI Electrical & Instrument – Trainee – Shift	U018013	F06, F08, F10
BI Fossil GUM Specialist	U018017	F13
BI Fossil PCO Specialist	5121	F12
BI Fossil Specialist – Trainee	U018009	F06, F07, F08
BI Fossil Specialist Level I	U018005	F10
BI Fossil Specialist Level II	U018007	F11
Chemistry Technician Helper Susquehanna	8735	B08
Chemistry Technician Level I Susquehanna	8732	B15
Chemistry Technician Level II Susquehanna	8733	B77
Coal Equipment Operator I	6405	B05
Coal Equipment Operator II	6408	B08
Coal Equipment Operator III	6409	B09
Coal Equipment Operator IV	6411	B11
Combined Cycle Technician	3871	B16
Combined Cycle Technician Leader	U018019	B20
Designer Drafting	9010	B16
Drafter Level I	4110	J01
Drafter Level II	4610	J02
Electrical Test Technician-Fossil	5166	B16
Electrical Test Technician-Trainee-Fossil	5167	A12
Electrician Leader-Nuclear	6017	F14
Electrician-Nuclear	6013	F05, F06, or F07
Facilities Worker-Peaking Power	5183	F01
Fossil Laborer	U018001	F01
General Utility Man Specialist Martins Creek	5123	F13
Handyman Brunner Island/Montour	4612	B03
Handyman – Site Support Services	2847	B04
Handyman Power Production	5862	B03
Helper – Site Support Services	2846	B06
Helper-Electrical-Nuclear	6011	F03

Job Title	Job Code	Salary Grade
Helper-Mechanical-Nuclear	6010	F03
Instrument & Control Technician Helper Susq.	8770	B08
Instrument & Control Technician Level I Susq.	8766	B14
Instrument & Control Technician Level II Susq.	8767	B16
Journeyman Electrician-Nuclear	6015	F08, F09, or F11
Journeyman Mechanic-Nuclear	6014	F08, F09, or F11
Junior Radiation Protection Technician	6019	B13
Laboratory Svcs. Assistant	5145	B06
Laboratory Technician I	5151	B08
Laboratory Technician II	5152	B09
Laboratory Technician III	5153	B11
Laboratory Technician IV	5154	B15
Maintenance Clerk Generation	4316	B06
Maintenance Technical Clerk	4314	B08
Martins Creek Specialist Level I	U018020	F10
Martins Creek Specialist Level II	U018021	F11
Martins Creek Specialist – Trainee	U018018	F08
Material Clerk – Generation-Shift	4871	B09
Material Clerk Specialist	3460	B12
Materials Management I	U018023	B05
Materials Management II	U018024	B08
Materials Management Lead	U018025	B11
Mechanic – Nuclear	6012	F05, F06, or F07
Mechanic Leader-Nuclear	6016	F14
Montour Electrical & Instrument – Leader	U018014	F13
Montour Electrical & Instrument – Shift	U018010	F12
Montour Electrical & Instrument – Trainee – Shift	U018012	F06, F08, F10
Montour Fossil GUM Specialist	U018016	F13
Montour Fossil PCO Specialist	U018002	F12
Montour Fossil Specialist – Trainee	U018008	F06, F07, F08
Montour Fossil Specialist Level I	U018004	F10
Montour Fossil Specialist Level II	U018006	F11

Job Title	Job Code	Salary Grade
Nuclear Plant Operator in Training (NPOIT)	8794	B19
Nuclear Plant Operator Susquehanna	8790	B20
Operations Assistant-Level II	4398	B08
Operator Helper Susquehanna	8793	B08
Peaking Power Specialist	3584	F09
Performance Technical Clerk	4310	B08
Plant Chemical Technician	3893	B13
Plant Control Operator in Training (PCOIT)	8976	B21
Plant Control Operator Susquehanna	8974	B24
Plant Control Specialist Martins Creek	5121	F12
Power Production Trainer (temporary position)	9001	Rate + 10% (Article XII)
Property Maintenance Repairer	5510	B08
Radiation Protection Technician Helper	6018	B07
Relay Test Leader	8976	B78
Relay Test Technician	8975	A12
Results Analyst	8170	B11
Senior Drafter	8910	B14
Senior Site Support Services Technician	4212	B73
Senior Radiation Protection Technician	6020	B18
Specific Temporary	Paid rate for job performed	Paid rate for job performed
Site Support Services Technician Level I	2843	B08
Site Support Services Technician Level II	2842	B11
Steno/Clerk Entry	3221	KE1
Steno/Clerk General-C	3819	C03
Steno/Clerk General-KG	3222	KG2
Steno/Clerk General-SG	4975	SG2
Stockman – Generation-Shift	4872	B07
Technical Clerk – Chemical Laboratory	4005	B09
Tool & Material Svcs. Leader-Fossil-Shift	4870	B13
Tool Repairer-1st Class	3791	B09
Tool Repairer-2nd Class	3792	B08

Job Title	Job Code	Salary Grade
Transportation Handyman	3253	F02
Transportation Journeyman Mechanic	3254	F08
Transportation Material Handler	3255	F05
Transportation Mechanic	3256	F04
Transportation Mechanic Leader	3257	F10
Utility Man Yard - BRU/MON	3589	B14

These positions shall be eliminated when the current incumbent(s) vacate the position.

Electrician – FS Generation-Shift	4820	F04, F05 or F06
Electrician Leader - FS Generation-Shift	4821	F13
General Utility Man	3080	B15
Generation Planner-Electrical-FS Generation-Shift	4822	F11
Generation Planner-Mechanical-FS Generation-Shift	4823	F11
Helper - FS Generation – Electrical-Shift	4824	F03
Helper - FS Generation – Mechanical-Shift	4825	F03
Instrument Man	8660	A05
Instrument Man Trainee	8661	A05
Journeyman Electrician - FS Generation-Shift	4826	F07, F08 or F10
Journeyman Mechanic - FS Generation-Shift	4827	F07, F08 or F10
Martins Creek Mechanic	4602	F06
Material Clerk – Generation	4318	B09
Mechanic - FS Generation-Shift	4828	F04, F05 or F06
Mechanic Leader- FS Generation -Shift	4819	F13
Operations Support Clerk	3750	B08
Operations Support Specialist	3765	B10
Plant Control Operator	8970	B14
Plant Control Operator Martins Creek	8973	B14
Plant Equipment Operator	8787	B13
Plant Control Operator Brunner Island	8972	B14
Plant Equipment Operator Trainee	8788	A06
Stockman – Generation	6045	B07
Tool & Material Svcs. Leader	3770	B13
Utility Man Shift	3073	B43

2.50% - 2018

Effective May 21, 2018 (Retro)

"A" Salary Table

For Jobs as Defined in Apprentice Training Programs
Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
A05	1062.16 26.554 55%	1255.24 31.381 65%	1448.44 36.211 75%	1641.56 41.039 85%	1834.68 45.867 95%	1931.24 48.281 100%	- - -
A06	1158.52 28.963 65%	1283.32 32.083 72%	1408.08 35.202 79%	1532.88 38.322 86%	1657.60 41.440 93%	1782.36 44.559 100%	- - -
A07	1144.00 28.600	1254.00 31.350	1378.80 34.470	1503.52 37.588	1628.24 40.706	1753.04 43.826	1823.00 45.575
A08	1144.00 28.600	1254.00 31.350	1378.80 34.470	1503.52 37.588	1628.24 40.706	1753.04 43.826	1848.28 46.207
A10	1351.80 33.795 70%	1496.72 37.418 78%	1641.56 41.039 85%	1786.36 44.659 93%	1931.24 48.281 100%	- - -	- - -
A12	1404.04 35.101 70%	1554.48 38.862 78%	1704.88 42.622 85%	1855.28 46.382 93%	2005.72 50.143 100%	- - -	- - -
A13	1206.92 30.173 65%	1392.56 34.814 75%	1578.24 39.456 85%	1717.48 42.937 93%	1856.76 46.419 100%	- - -	- - -
A99	589.80 14.745	- -	- -	- -	- -	- -	- -

*Time intervals between steps are defined in Apprentice Programs.

Normally a year between steps.

“B” Salary Table
Time and Merit Progression Schedule*
of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B01	742.80 18.570	780.04 19.501	817.04 20.426	854.36 21.359	891.24 22.281	- -	- -
B02	817.04 20.426	854.36 21.359	891.24 22.281	928.80 23.220	965.44 24.136	- -	- -
B03	891.24 22.281	928.80 23.220	965.44 24.136	1002.56 25.064	1040.36 26.009	- -	- -
B04	965.44 24.136	1002.56 25.064	1040.36 26.009	1077.24 26.931	1114.00 27.850	- -	- -
B05	1040.36 26.009	1077.24 26.931	1114.00 27.850	1151.12 28.778	1188.04 29.701	- -	- -
B06	1114.00 27.850	1151.12 28.778	1188.04 29.701	1225.04 30.626	1262.56 31.564	- -	- -
B07	1188.04 29.701	1225.04 30.626	1262.56 31.564	1299.80 32.495	1337.00 33.425	- -	- -
B08	1262.56 31.564	1299.80 32.495	1337.00 33.425	1374.20 34.355	1411.32 35.283	- -	- -
B09	1337.00 33.425	1374.20 34.355	1411.32 35.283	1448.12 36.203	1485.48 37.137	- -	- -
B10	1411.32 35.283	1448.12 36.203	1485.48 37.137	1522.84 38.071	1559.96 38.999	- -	- -
B11	1485.48 37.137	1522.84 38.071	1559.96 38.999	1597.16 39.929	1633.92 40.848	- -	- -
B12	1559.96 38.999	1597.16 39.929	1633.92 40.848	1671.40 41.785	1708.48 42.712	- -	- -
B13	1633.92 40.848	1671.40 41.785	1708.48 42.712	1745.20 43.630	1782.36 44.559	- -	- -
B14	1708.48 42.712	1745.20 43.630	1782.36 44.559	1819.36 45.484	1856.76 46.419	- -	- -
B15	1782.36 44.559	1819.36 45.484	1856.76 46.419	1893.52 47.338	1931.24 48.281	- -	- -

Effective 5-21-2018

IBEW Local 1600

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B16	1856.76 46.419	1893.52 47.338	1931.24 48.281	1968.40 49.210	2005.72 50.143	- -	- -
B17	1931.24 48.281	1968.40 49.210	2005.72 50.143	2042.64 51.066	2079.68 51.992	- -	- -
B18	1782.36 44.559	1819.36 45.848	1856.76 46.419	1893.52 47.338	2124.36 53.109	- -	- -
B19	1931.24 48.281	1968.40 49.210	2005.72 50.143	2042.64 51.066	- -	- -	- -
B20	2091.04 52.276	- -	- -	- -	- -	- -	- -
B21	2300.12 57.503	- -	- -	- -	- -	- -	- -
B22	1559.96 38.999	- -	- -	- -	- -	- -	- -
B23	1708.48 42.712	- -	- -	- -	- -	- -	- -
B24	2449.28 61.232	2486.28 62.157	2523.20 63.080	2560.12 64.003	2597.20 64.930	- -	- -
B35	1670.88 41.772	1709.16 42.729	1747.36 43.684	1784.56 44.614	1823.00 45.575	- -	- -
B58	1040.36 26.009	1077.24 26.931	1114.00 27.850	1151.12 28.778	1188.04 29.701	1225.04 30.626	1262.5 31.564
GROUP	8th Step	9th Step	10th Step				
B58	1299.80 32.495	1374.20 34.355	1411.32 35.283				
GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B73	1797.32 44.933	- -	- -	- -	- -	- -	- -
B76	2042.44 51.061	- -	- -	- -	- -	- -	- -
B77	2124.36 53.109	- -	- -	- -	- -	- -	- -
B78	2206.16 55.154	- -	- -	- -	- -	- -	- -

*Time intervals between steps - 13 pay periods

“F” Salary Table

Weekly and Hourly Rates

GROUP	Rate	GROUP	Rate
F00	547.52 13.688	F08	1708.48 42.712
F01	787.80 19.695	F09	1823.00 45.575
F02	1040.36 26.009	F10	1856.76 46.419
F03	1144.00 28.600	F11	1875.52 46.888
F04	1410.32 35.258	F12	1973.00 49.325
F05	1485.44 37.136	F13	2042.44 51.061
F06	1575.32 39.383	F14	2060.56 51.514
F07	1633.92 40.848	F21	862.44 21.561

“J” Salary Table

Time and Merit Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
J01	1114.00 27.850	1151.12 28.778	1188.04 29.701	1225.04 30.626	1262.56 31.564	1299.80 32.495	1337.00 33.425
J02	1411.32 35.283	1448.12 36.203	1485.48 37.137	1522.84 38.071	1559.96 38.999	1597.16 39.929	1633.92 40.848
GROUP	8th Step	9th Step	10th Step				
J02	1671.40 41.785	1708.48 42.712	- -				

*Time intervals between steps - 13 pay periods

“K” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
KE1	746.28 18.657	781.16 19.529	815.92 20.398	850.56 21.264	885.48 22.137	- -	- -
KG2	793.32 19.833	825.88 20.647	858.08 21.452	893.08 22.327	928.56 23.214	965.96 24.149	1003.68 25.092
KG4	850.56 21.264	885.48 22.137	920.00 23.000	957.48 23.937	995.68 24.892	1035.68 25.892	1076.04 26.901
GROUP	8th Step	9th Step	10th Step				
KG2	1052.52 26.313	1100.88 27.522	1149.56 28.739				
KG4	1128.44 28.211	1180.40 29.510	1232.60 30.815				

*Time intervals between steps - 13 pay periods

“SG” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
SG2	800.32 20.008	812.36 20.309	824.56 20.614	836.92 20.923	849.52 21.238	862.24 21.556	875.12 21.878
GROUP	8th Step	9th Step	10th Step				
SG2	888.28 22.207	901.64 22.541	915.08 22.877				

*Time intervals between steps - 13 pay periods

“Average” Salary Table

**Represents the Mean of the Two Salary Table Groups Shown
Time and Merit Progression Schedule* of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B43	1671.20	1708.32	1745.40	1782.28	1819.60	-	-
	41.780	42.708	43.635	44.557	45.490	-	-

(Formerly B14/13)

*Time intervals between steps - 13 pay periods

Miscellaneous Salary Table

**For Incumbents Only
Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
C01	0.00	0.00	0.00	0.00	1040.36	-	-
	0	0	0	0	26.009	-	-
C03(1)	1039.04	1108.04	1142.60	1212.28	1281.76	-	-
	25.976	27.701	28.565	30.307	32.044	-	-
C04	1114.00	1188.04	1225.04	1299.80	1374.20	-	-
	27.850	29.701	30.626	32.495	34.355	-	-

(1) Time intervals between steps - 13 pay periods

Promotion from C01 to C03 is to the first step of C03

2.50% - 2019

Effective August 26, 2019

"A" Salary Table

For Jobs as Defined in Apprentice Training Programs
Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
A05	1088.72 27.218 55%	1286.64 32.166 65%	1484.64 37.116 75%	1682.60 42.065 85%	1880.56 47.014 95%	1979.52 49.488 100%	- - -
A06	1187.48 29.687 65%	1315.40 32.885 72%	1443.28 36.082 79%	1571.20 39.280 86%	1699.04 42.476 93%	1826.92 45.673 100%	- - -
A07	1172.60 29.315	1285.36 32.134	1413.28 35.332	1541.12 38.528	1668.96 41.724	1796.88 44.922	1868.56 46.714
A08	1172.60 29.315	1285.36 32.134	1413.28 35.332	1541.12 38.528	1668.96 41.724	1796.88 44.922	1894.48 47.362
A10	1385.60 34.640 70%	1534.12 38.353 78%	1682.60 42.065 85%	1831.00 45.775 93%	1979.52 49.488 100%	- - -	- - -
A12	1439.16 35.979 70%	1593.36 39.834 78%	1747.52 43.688 85%	1901.68 47.542 93%	2055.88 51.397 100%	- - -	- - -
A13	1237.08 30.927 65%	1427.36 35.684 75%	1617.68 40.442 85%	1760.40 44.010 93%	1903.16 47.579 100%	- - -	- - -
A99	604.56 15.114	- -	- -	- -	- -	- -	- -

*Time intervals between steps are defined in Apprentice Programs.

Normally a year between steps.

“B” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B01	761.36 19.034	799.56 19.989	837.48 20.937	875.72 21.893	913.52 22.838	- -	- -
B02	837.48 20.937	875.72 21.893	913.52 22.838	952.04 23.801	989.56 24.739	- -	- -
B03	913.52 22.838	952.04 23.801	989.56 24.739	1027.64 25.691	1066.36 26.659	- -	- -
B04	989.56 24.739	1027.64 25.691	1066.36 26.659	1104.16 27.604	1141.84 28.546	- -	- -
B05	1066.36 26.659	1104.16 27.604	1141.84 28.546	1179.88 29.497	1217.76 30.444	- -	- -
B06	1141.84 28.546	1179.88 29.497	1217.76 30.444	1255.68 31.392	1294.12 32.353	- -	- -
B07	1217.76 30.444	1255.68 31.392	1294.12 32.353	1332.28 33.307	1370.44 34.261	- -	- -
B08	1294.12 32.353	1332.28 33.307	1370.44 34.261	1408.56 35.214	1446.60 36.165	- -	- -
B09	1370.44 34.261	1408.56 35.214	1446.60 36.165	1484.32 37.108	1522.60 38.065	- -	- -
B10	1446.60 36.165	1484.32 37.108	1522.60 38.065	1560.92 39.023	1598.96 39.974	- -	- -
B11	1522.60 38.065	1560.92 39.023	1598.96 39.974	1637.08 40.927	1674.76 41.869	- -	- -
B12	1598.96 39.974	1637.08 40.927	1674.76 41.869	1713.20 42.830	1751.20 43.780	- -	- -
B13	1674.76 41.869	1713.20 42.830	1751.20 43.780	1788.84 44.721	1826.92 45.673	- -	- -
B14	1751.20 43.780	1788.84 44.721	1826.92 45.673	1864.84 46.621	1903.16 47.579	- -	- -
B15	1826.92 45.673	1864.84 46.621	1903.16 47.579	1940.84 48.521	1979.52 49.488	- -	- -
B16	1903.16 47.579	1940.84 48.521	1979.52 49.488	2017.60 50.440	2055.88 51.397	- -	- -

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B17	1979.52 49.488	2017.60 50.440	2055.88 51.397	2093.72 52.343	2131.68 53.292	- -	- -
B18	1826.92 45.673	1864.84 46.621	1903.16 47.579	1940.84 48.521	2177.48 54.437	- -	- -
B19	1979.52 49.488	2017.60 50.440	2055.88 51.397	2093.72 52.343	- -	- -	- -
B20	2143.32 53.583	- -	- -	- -	- -	- -	- -
B21	2357.64 58.941	- -	- -	- -	- -	- -	- -
B22	1598.96 39.974	- -	- -	- -	- -	- -	- -
B23	1751.20 43.780	- -	- -	- -	- -	- -	- -
B24	2510.52 62.763	2548.44 63.711	2586.28 64.657	2624.12 65.603	2662.12 66.553	- -	- -
B35	1712.64 42.816	1751.88 43.797	1791.04 44.776	1829.16 45.729	1868.56 46.714	- -	- -
B58	1066.36 26.659	1104.16 27.604	1141.84 28.546	1179.88 29.497	1217.76 30.444	1255.68 31.392	1294.12 32.353
GROUP	8th Step	9th Step	10th Step				
B58	1332.28 33.307	1408.56 35.214	1446.60 36.165				
GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B73	1842.24 46.056	- -	- -	- -	- -	- -	- -
B76	2093.52 52.338	- -	- -	- -	- -	- -	- -
B77	2177.48 54.437	- -	- -	- -	- -	- -	- -
B78	2261.32 56.533	- -	- -	- -	- -	- -	- -

*Time intervals between steps - 13 pay periods

“F” Salary Table

Weekly and Hourly Rates

GROUP	Rate	GROUP	Rate
F00	561.20 14.030	F08	1751.20 43.780
F01	807.48 20.187	F09	1868.56 46.714
F02	1066.36 26.659	F10	1903.16 47.579
F03	1172.60 29.315	F11	1922.40 48.060
F04	1445.56 36.139	F12	2022.32 50.558
F05	1522.56 38.064	F13	2093.52 52.338
F06	1614.72 40.368	F14	2112.08 52.802
F07	1674.76 41.869	F21	884.00 22.100

“J” Salary Table

Time and Merit Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
J01	1141.84 28.546	1179.88 29.497	1217.76 30.444	1255.68 31.392	1294.12 32.353	1332.28 33.307	1370.44 34.261
J02	1446.60 36.165	1484.32 37.108	1522.60 38.065	1560.92 39.023	1598.96 39.974	1637.08 40.927	1674.76 41.869
GROUP	8th Step	9th Step	10th Step				
J02	1713.20 42.830	1751.20 43.780	- -				

*Time intervals between steps - 13 pay periods

“K” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
KE1	764.92 19.123	800.68 20.017	836.32 20.908	871.84 21.796	907.60 22.690	- -	- -
KG2	813.16 20.329	846.52 21.163	879.52 21.988	915.40 22.885	951.76 23.794	990.12 24.753	1028.76 25.719
KG4	871.84 21.796	907.60 22.690	943.00 23.575	981.40 24.535	1020.56 25.514	1061.56 26.539	1102.96 27.574

GROUP	8th Step	9th Step	10th Step
KG2	1078.84 26.971	1128.40 28.210	1178.28 29.457
KG4	1156.64 28.916	1209.92 30.248	1263.40 31.585

*Time intervals between steps - 13 pay periods

“SG” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
SG2	820.32 20.508	832.68 20.817	845.16 21.129	857.84 21.446	870.76 21.769	883.80 22.095	897.00 22.425
GROUP	8th Step	9th Step	10th Step				
SG2	910.48 22.762	924.20 23.105	937.96 23.449				

*Time intervals between steps - 13 pay periods

“Average” Salary Table

**Represents the Mean of the Two Salary Table Groups Shown
Time and Merit Progression Schedule* of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B43	1713.00	1751.04	1789.04	1826.84	1865.08	-	-
	42.825	43.776	44.726	45.671	46.627	-	-

(Formerly B14/13)

*Time intervals between steps - 13 pay periods

Miscellaneous Salary Table

**For Incumbents Only
Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
C01	0.00	0.00	0.00	0.00	1066.36	-	-
	0	0	0	0	26.659	-	-
C03(1)	1065.00	1135.76	1171.16	1242.60	1313.80	-	-
	26.625	28.394	29.279	31.065	32.845	-	-
C04	1141.84	1217.76	1255.68	1332.28	1408.56	-	-
	28.546	30.444	31.392	33.307	35.214	-	-

(1) Time intervals between steps - 13 pay periods

Promotion from C01 to C03 is to the first step of C03

2.50% - 2020

Effective August 24, 2020

"A" Salary Table

For Jobs as Defined in Apprentice Training Programs
Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
A05	1115.92 27.898 55%	1318.80 32.970 65%	1521.76 38.044 75%	1724.68 43.117 85%	1927.56 48.189 95%	2029.00 50.725 100%	- - -
A06	1217.16 30.429 65%	1348.28 33.707 72%	1479.36 36.984 79%	1610.48 40.262 86%	1741.52 43.538 93%	1872.60 46.815 100%	- - -
A07	1201.92 30.048	1317.48 32.937	1448.60 36.215	1579.64 39.491	1710.68 42.767	1841.80 46.045	1915.28 47.882
A08	1201.92 30.048	1317.48 32.937	1448.60 36.215	1579.64 39.491	1710.68 42.767	1841.80 46.045	1941.84 48.546
A10	1420.24 35.506 70%	1572.48 39.312 78%	1724.68 43.117 85%	1876.76 46.919 93%	2029.00 50.725 100%	- - -	- - -
A12	1475.12 36.878 70%	1633.20 40.830 78%	1791.20 44.780 85%	1949.24 48.731 93%	2107.28 52.682 100%	- - -	- - -
A13	1268.00 31.700 65%	1463.04 36.576 75%	1658.12 41.453 85%	1804.40 45.110 93%	1950.72 48.768 100%	- - -	- - -
A99	619.68 15.492	- -	- -	- -	- -	- -	- -

*Time intervals between steps are defined in Apprentice Programs.

Normally a year between steps.

“B” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B01	780.40 19.510	819.56 20.489	858.40 21.460	897.60 22.440	936.36 23.409	- -	- -
B02	858.40 21.460	897.60 22.440	936.36 23.409	975.84 24.396	1014.28 25.357	- -	- -
B03	936.36 23.409	975.84 24.396	1014.28 25.357	1053.32 26.333	1093.00 27.325	- -	- -
B04	1014.28 25.357	1053.32 26.333	1093.00 27.325	1131.76 28.294	1170.40 29.260	- -	- -
B05	1093.00 27.325	1131.76 28.294	1170.40 29.260	1209.36 30.234	1248.20 31.205	- -	- -
B06	1170.40 29.260	1209.36 30.234	1248.20 31.205	1287.08 32.177	1326.48 33.162	- -	- -
B07	1248.20 31.205	1287.08 32.177	1326.48 33.162	1365.60 34.140	1404.72 35.118	- -	- -
B08	1326.48 33.162	1365.60 34.140	1404.72 35.118	1443.76 36.094	1482.76 37.069	- -	- -
B09	1404.72 35.118	1443.76 36.094	1482.76 37.069	1521.44 38.036	1560.68 39.017	- -	- -
B10	1482.76 37.069	1521.44 38.036	1560.68 39.017	1599.96 39.999	1638.92 40.973	- -	- -
B11	1560.68 39.017	1599.96 39.999	1638.92 40.973	1678.00 41.950	1716.64 42.916	- -	- -
B12	1638.92 40.973	1678.00 41.950	1716.64 42.916	1756.04 43.901	1795.00 44.875	- -	- -
B13	1716.64 42.916	1756.04 43.901	1795.00 44.875	1833.56 45.839	1872.60 46.815	- -	- -
B14	1795.00 44.875	1833.56 45.839	1872.60 46.815	1911.48 47.787	1950.72 48.768	- -	- -
B15	1872.60 46.815	1911.48 47.787	1950.72 48.768	1989.36 49.734	2029.00 50.725	- -	- -
B16	1950.72 48.768	1989.36 49.734	2029.00 50.725	2068.04 51.701	2107.28 52.682	- -	- -

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B17	2029.00 50.725	2068.04 51.701	2107.28 52.682	2146.08 53.652	2184.96 54.624	- -	- -
B18	1872.60 46.815	1911.48 47.787	1950.72 48.768	1989.36 49.734	2231.92 55.798	- -	- -
B19	2029.00 50.725	2068.04 51.701	2107.28 52.682	2146.08 53.652	- -	- -	- -
B20	2196.92 54.923	- -	- -	- -	- -	- -	- -
B21	2416.60 60.415	- -	- -	- -	- -	- -	- -
B22	1638.92 40.973	- -	- -	- -	- -	- -	- -
B23	1795.00 44.875	- -	- -	- -	- -	- -	- -
B24	2573.28 64.332	2612.16 65.304	2650.92 66.273	2689.72 67.243	2728.68 68.217	- -	- -
B35	1755.44 43.886	1795.68 44.892	1835.80 45.895	1874.88 46.872	1915.28 47.882	- -	- -
B58	1093.00 27.325	1131.76 28.294	1170.40 29.260	1209.36 30.234	1248.20 31.205	1287.08 32.177	1326.48 33.162
GROUP	8th Step	9th Step	10th Step				
B58	1365.60 34.140	1443.76 36.094	1482.76 37.069				
GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B73	1888.28 47.207	- -	- -	- -	- -	- -	- -
B76	2145.84 53.646	- -	- -	- -	- -	- -	- -
B77	2231.92 55.798	- -	- -	- -	- -	- -	- -
B78	2317.84 57.946	- -	- -	- -	- -	- -	- -

*Time intervals between steps - 13 pay periods

“F” Salary Table

Weekly and Hourly Rates

GROUP	Rate	GROUP	Rate
F00	575.24 14.381	F08	1795.00 44.875
F01	827.68 20.692	F09	1915.28 47.882
F02	1093.00 27.325	F10	1950.72 48.768
F03	1201.92 30.048	F11	1970.48 49.262
F04	1481.68 37.042	F12	2072.88 51.822
F05	1560.64 39.016	F13	2145.84 53.646
F06	1655.08 41.377	F14	2164.88 54.122
F07	1716.64 42.916	F21	906.12 22.653

“J” Salary Table

Time and Merit Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
J01	1170.40 29.260	1209.36 30.234	1248.20 31.205	1287.08 32.177	1326.48 33.162	1365.60 34.140	1404.72 35.118
J02	1482.76 37.069	1521.44 38.036	1560.68 39.017	1599.96 39.999	1638.92 40.973	1678.00 41.950	1716.64 42.916
GROUP	8th Step	9th Step	10th Step				
J02	1756.04 43.901	1795.00 44.875	- -				

*Time intervals between steps - 13 pay periods

“K” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
KE1	784.04 19.601	820.68 20.517	857.24 21.431	893.64 22.341	930.28 23.257	- -	- -
KG2	833.48 20.837	867.68 21.692	901.52 22.538	938.28 23.457	975.56 24.389	1014.88 25.372	1054.48 26.362
KG4	893.64 22.341	930.28 23.257	966.56 24.164	1005.92 25.148	1046.08 26.152	1088.08 27.202	1130.52 28.263

GROUP	8th Step	9th Step	10th Step
KG2	1105.80 27.645	1156.60 28.915	1207.72 30.193
KG4	1185.56 29.639	1240.16 31.004	1295.00 32.375

*Time intervals between steps - 13 pay periods

“SG” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
SG2	840.84 21.021	853.48 21.337	866.28 21.657	879.28 21.982	892.52 22.313	905.88 22.647	919.44 22.986
GROUP	8th Step	9th Step	10th Step				
SG2	933.24 23.331	947.32 23.683	961.40 24.035				

*Time intervals between steps - 13 pay periods

“Average” Salary Table

**Represents the Mean of the Two Salary Table Groups Shown
Time and Merit Progression Schedule* of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B43	1755.84	1794.80	1833.76	1872.52	1911.72	-	-
	43.896	44.870	45.844	46.813	47.793	-	-

(Formerly B14/13)

*Time intervals between steps - 13 pay periods

Miscellaneous Salary Table

**For Incumbents Only
Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
C01	0.00	0.00	0.00	0.00	1093.00	-	-
	0	0	0	0	27.325	-	-
C03(1)	1091.64	1164.16	1200.44	1273.68	1346.64	-	-
	27.291	29.104	30.011	31.842	33.666	-	-
C04	1170.40	1248.20	1287.08	1365.60	1443.76	-	-
	29.260	31.205	32.177	34.140	36.094	-	-

(1) Time intervals between steps - 13 pay periods

Promotion from C01 to C03 is to the first step of C03

2.75% - 2020

Effective August 23, 2021

"A" Salary Table

For Jobs as Defined in Apprentice Training Programs
Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
A05	1146.60 28.665 55%	1355.08 33.877 65%	1563.60 39.090 75%	1772.12 44.303 85%	1980.56 49.514 95%	2084.80 52.120 100%	- - -
A06	1250.64 31.266 65%	1385.36 34.634 72%	1520.04 38.001 79%	1654.76 41.369 86%	1789.40 44.735 93%	1924.08 48.102 100%	- - -
A07	1234.96 30.874	1353.72 33.843	1488.44 37.211	1623.08 40.577	1757.72 43.943	1892.44 47.311	1967.96 49.199
A08	1234.96 30.874	1353.72 33.843	1488.44 37.211	1623.08 40.577	1757.72 43.943	1892.44 47.311	1995.24 49.881
A10	1459.28 36.482 70%	1615.72 40.393 78%	1772.12 44.303 85%	1928.36 48.209 93%	2084.80 52.120 100%	- - -	- - -
A12	1515.68 37.892 70%	1678.12 41.953 78%	1840.44 46.011 85%	2002.84 50.071 93%	2165.24 54.131 100%	- - -	- - -
A13	1302.88 32.572 65%	1503.28 37.582 75%	1703.72 42.593 85%	1854.04 46.351 93%	2004.36 50.109 100%	- - -	- - -
A99	636.72 15.918	- -	- -	- -	- -	- -	- -

*Time intervals between steps are defined in Apprentice Programs.

Normally a year between steps.

“B” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B01	801.88 20.047	842.08 21.052	882.00 22.050	922.28 23.057	962.12 24.053	- -	- -
B02	882.00 22.050	922.28 23.057	962.12 24.053	1002.68 25.067	1042.16 26.054	- -	- -
B03	962.12 24.053	1002.68 25.067	1042.16 26.054	1082.28 27.057	1123.04 28.076	- -	- -
B04	1042.16 26.054	1082.28 27.057	1123.04 28.076	1162.88 29.072	1202.60 30.065	- -	- -
B05	1123.04 28.076	1162.88 29.072	1202.60 30.065	1242.60 31.065	1282.52 32.063	- -	- -
B06	1202.60 30.065	1242.60 31.065	1282.52 32.063	1322.48 33.062	1362.96 34.074	- -	- -
B07	1282.52 32.063	1322.48 33.062	1362.96 34.074	1403.16 35.079	1443.36 36.084	- -	- -
B08	1362.96 34.074	1403.16 35.079	1443.36 36.084	1483.48 37.087	1523.52 38.088	- -	- -
B09	1443.36 36.084	1483.48 37.087	1523.52 38.088	1563.28 39.082	1603.60 40.090	- -	- -
B10	1523.52 38.088	1563.28 39.082	1603.60 40.090	1643.96 41.099	1684.00 42.100	- -	- -
B11	1603.60 40.090	1643.96 41.099	1684.00 42.100	1724.16 43.104	1763.84 44.096	- -	- -
B12	1684.00 42.100	1724.16 43.104	1763.84 44.096	1804.32 45.108	1844.36 46.109	- -	- -
B13	1763.84 44.096	1804.32 45.108	1844.36 46.109	1884.00 47.100	1924.08 48.102	- -	- -
B14	1844.36 46.109	1884.00 47.100	1924.08 48.102	1964.04 49.101	2004.36 50.109	- -	- -
B15	1924.08 48.102	1964.04 49.101	2004.36 50.109	2044.08 51.102	2084.80 52.120	- -	- -
B16	2004.36 50.109	2044.08 51.102	2084.80 52.120	2124.92 53.123	2165.24 54.131	- -	- -

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B17	2084.80 52.120	2124.92 53.123	2165.24 54.131	2205.08 55.127	2245.04 56.126	- -	- -
B18	1924.08 48.102	1964.04 49.101	2004.36 50.109	2044.08 51.102	2293.28 57.332	- -	- -
B19	2084.80 52.120	2124.92 53.123	2165.24 54.131	2205.08 55.127	- -	- -	- -
B20	2257.32 56.433	- -	- -	- -	- -	- -	- -
B21	2483.04 62.076	- -	- -	- -	- -	- -	- -
B22	1684.00 42.100	- -	- -	- -	- -	- -	- -
B23	1844.36 46.109	- -	- -	- -	- -	- -	- -
B24	2644.04 66.101	2684.00 67.100	2723.84 68.096	2763.68 69.092	2803.72 70.093	- -	- -
B35	1803.72 45.093	1845.08 46.127	1886.28 47.157	1926.44 48.161	1967.96 49.199	- -	- -
B58	1123.04 28.076	1162.88 29.072	1202.60 30.065	1242.60 31.065	1282.52 32.063	1322.48 33.062	1362.96 34.074
GROUP	8th Step	9th Step	10th Step				
B58	1403.16 35.079	1483.48 37.087	1523.52 38.088				
GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B73	1940.20 48.505	- -	- -	- -	- -	- -	- -
B76	2204.84 55.121	- -	- -	- -	- -	- -	- -
B77	2293.28 57.332	- -	- -	- -	- -	- -	- -
B78	2381.60 59.540	- -	- -	- -	- -	- -	- -

*Time intervals between steps - 13 pay periods

“F” Salary Table

Weekly and Hourly Rates

GROUP	Rate	GROUP	Rate
F00	591.04 14.776	F08	1844.36 46.109
F01	850.44 21.261	F09	1967.96 49.199
F02	1123.04 28.076	F10	2004.36 50.109
F03	1234.96 30.874	F11	2024.68 50.617
F04	1522.44 38.061	F12	2129.88 53.247
F05	1603.56 40.089	F13	2204.84 55.121
F06	1700.60 42.515	F14	2224.40 55.610
F07	1763.84 44.096	F21	931.04 23.276

“J” Salary Table

Time and Merit Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
J01	1202.60 30.065	1242.60 31.065	1282.52 32.063	1322.48 33.062	1362.96 34.074	1403.16 35.079	1443.36 36.084
J02	1523.52 38.088	1563.28 39.082	1603.60 40.090	1643.96 41.099	1684.00 42.100	1724.16 43.104	1763.84 44.096
GROUP	8th Step	9th Step	10th Step				
J02	1804.32 45.108	1844.36 46.109	- -				

*Time intervals between steps - 13 pay periods

“K” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
KE1	805.60 20.140	843.24 21.081	880.80 22.020	918.20 22.955	955.88 23.897	- -	- -
KG2	856.40 21.410	891.56 22.289	926.32 23.158	964.08 24.102	1002.40 25.060	1042.80 26.070	1083.48 27.087
KG4	918.20 22.955	955.88 23.897	993.16 24.829	1033.60 25.840	1074.84 26.871	1118.00 27.950	1161.60 29.040

GROUP	8th Step	9th Step	10th Step
KG2	1136.20 28.405	1188.40 29.710	1240.92 31.023
KG4	1218.16 30.454	1274.28 31.857	1330.60 33.265

*Time intervals between steps - 13 pay periods

“SG” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
SG2	863.96 21.599	876.96 21.924	890.12 22.253	903.48 22.587	917.08 22.927	930.80 23.270	944.72 23.618
GROUP	8th Step	9th Step	10th Step				
SG2	958.92 23.973	973.36 24.334	987.84 24.696				

*Time intervals between steps - 13 pay periods

“Average” Salary Table

**Represents the Mean of the Two Salary Table Groups Shown
Time and Merit Progression Schedule* of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B43	1804.12	1844.16	1884.20	1924.00	1964.28	-	-
	45.103	46.104	47.105	48.100	49.107	-	-

(Formerly B14/13)

*Time intervals between steps - 13 pay periods

Miscellaneous Salary Table

**For Incumbents Only
Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
C01	0.00	0.00	0.00	0.00	1123.04	-	-
	0	0	0	0	28.076	-	-
C03(1)	1121.68	1196.16	1233.44	1308.72	1383.68	-	-
	28.042	29.904	30.836	32.718	34.592	-	-
C04	1202.60	1282.52	1322.48	1403.16	1483.48	-	-
	30.065	32.063	33.062	35.079	37.087	-	-

(1) Time intervals between steps - 13 pay periods

Promotion from C01 to C03 is to the first step of C03

2.75% - 2022

Effective August 22, 2022

"A" Salary Table

For Jobs as Defined in Apprentice Training Programs
Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
A05	1178.12 29.453 55%	1392.36 34.809 65%	1606.60 40.165 75%	1820.84 45.521 85%	2035.04 50.876 95%	2142.12 53.553 100%	- - -
A06	1285.04 32.126 65%	1423.44 35.586 72%	1561.84 39.046 79%	1700.28 42.507 86%	1838.60 45.965 93%	1977.00 49.425 100%	- - -
A07	1268.92 31.723	1390.96 34.774	1529.36 38.234	1667.72 41.693	1806.04 45.151	1944.48 48.612	2022.08 50.552
A08	1268.92 31.723	1390.96 34.774	1529.36 38.234	1667.72 41.693	1806.04 45.151	1944.48 48.612	2050.12 51.253
A10	1499.40 37.485 70%	1660.16 41.504 78%	1820.84 45.521 85%	1981.40 49.535 93%	2142.12 53.553 100%	- - -	- - -
A12	1557.36 38.934 70%	1724.28 43.107 78%	1891.04 47.276 85%	2057.92 51.448 93%	2224.80 55.620 100%	- - -	- - -
A13	1338.72 33.468 65%	1544.64 38.616 75%	1750.56 43.764 85%	1905.04 47.626 93%	2059.48 51.487 100%	- - -	- - -
A99	654.24 16.356	- -	- -	- -	- -	- -	- -

*Time intervals between steps are defined in Apprentice Programs.

Normally a year between steps.

“B” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B01	823.92 20.598	865.24 21.631	906.24 22.656	947.64 23.691	988.56 24.714	- -	- -
B02	906.24 22.656	947.64 23.691	988.56 24.714	1030.24 25.756	1070.80 26.770	- -	- -
B03	988.56 24.714	1030.24 25.756	1070.80 26.770	1112.04 27.801	1153.92 28.848	- -	- -
B04	1070.80 26.770	1112.04 27.801	1153.92 28.848	1194.84 29.871	1235.68 30.892	- -	- -
B05	1153.92 28.848	1194.84 29.871	1235.68 30.892	1276.76 31.919	1317.80 32.945	- -	- -
B06	1235.68 30.892	1276.76 31.919	1317.80 32.945	1358.84 33.971	1400.44 35.011	- -	- -
B07	1317.80 32.945	1358.84 33.971	1400.44 35.011	1441.76 36.044	1483.04 37.076	- -	- -
B08	1400.44 35.011	1441.76 36.044	1483.04 37.076	1524.28 38.107	1565.40 39.135	- -	- -
B09	1483.04 37.076	1524.28 38.107	1565.40 39.135	1606.28 40.157	1647.68 41.192	- -	- -
B10	1565.40 39.135	1606.28 40.157	1647.68 41.192	1689.16 42.229	1730.32 43.258	- -	- -
B11	1647.68 41.192	1689.16 42.229	1730.32 43.258	1771.56 44.289	1812.36 45.309	- -	- -
B12	1730.32 43.258	1771.56 44.289	1812.36 45.309	1853.92 46.348	1895.08 47.377	- -	- -
B13	1812.36 45.309	1853.92 46.348	1895.08 47.377	1935.80 48.395	1977.00 49.425	- -	- -
B14	1895.08 47.377	1935.80 48.395	1977.00 49.425	2018.04 50.451	2059.48 51.487	- -	- -
B15	1977.00 49.425	2018.04 50.451	2059.48 51.487	2100.28 52.507	2142.12 53.553	- -	- -
B16	2059.48 51.487	2100.28 52.507	2142.12 53.553	2183.36 54.584	2224.80 55.620	- -	- -

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B17	2142.12 53.553	2183.36 54.584	2224.80 55.620	2265.72 56.643	2306.76 57.669	- -	- -
B18	1977.00 49.425	2018.04 50.451	2059.48 51.487	2100.28 52.507	2356.36 58.909	- -	- -
B19	2142.12 53.553	2183.36 54.584	2224.80 55.620	2265.72 56.643	- -	- -	- -
B20	2319.40 57.985	- -	- -	- -	- -	- -	- -
B21	2551.32 63.783	- -	- -	- -	- -	- -	- -
B22	1730.32 43.258	- -	- -	- -	- -	- -	- -
B23	1895.08 47.377	- -	- -	- -	- -	- -	- -
B24	2716.76 67.919	2757.80 68.945	2798.76 69.969	2839.68 70.992	2880.84 72.021	- -	- -
B35	1853.32 46.333	1895.80 47.395	1938.16 48.454	1979.40 49.485	2022.08 50.552	- -	- -
B58	1153.92 28.848	1194.84 29.871	1235.68 30.892	1276.76 31.919	1317.80 32.945	1358.84 33.971	1400.44 35.011
GROUP	8th Step	9th Step	10th Step				
B58	1441.76 36.044	1524.28 38.107	1565.40 39.135				
GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B73	1993.56 49.839	- -	- -	- -	- -	- -	- -
B76	2265.48 56.637	- -	- -	- -	- -	- -	- -
B77	2356.36 58.909	- -	- -	- -	- -	- -	- -
B78	2447.08 61.17	- -	- -	- -	- -	- -	- -

*Time intervals between steps - 13 pay periods

“F” Salary Table

Weekly and Hourly Rates

GROUP	Rate	GROUP	Rate
F00	607.28 15.182	F08	1895.08 47.377
F01	873.84 21.846	F09	2022.08 50.552
F02	1153.92 28.848	F10	2059.48 51.487
F03	1268.92 31.723	F11	2080.36 52.009
F04	1564.32 39.108	F12	2188.44 54.711
F05	1647.64 41.191	F13	2265.48 56.637
F06	1747.36 43.684	F14	2285.56 57.139
F07	1812.36 45.309	F21	956.64 23.916

“J” Salary Table

Time and Merit Progression Schedule* of Weekly and Hourly Rates

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
J01	1235.68 30.892	1276.76 31.919	1317.80 32.945	1358.84 33.971	1400.44 35.011	1441.76 36.044	1483.04 37.076
J02	1565.40 39.135	1606.28 40.157	1647.68 41.192	1689.16 42.229	1730.32 43.258	1771.56 44.289	1812.36 45.309
GROUP	8th Step	9th Step	10th Step				
J02	1853.92 46.348	1895.08 47.377	- -				

*Time intervals between steps - 13 pay periods

“K” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
KE1	827.76 20.694	866.44 21.661	905.04 22.626	943.44 23.586	982.16 24.554	- -	- -
KG2	879.96 21.999	916.08 22.902	951.80 23.795	990.60 24.765	1029.96 25.749	1071.48 26.787	1113.28 27.832
KG4	943.44 23.586	982.16 24.554	1020.48 25.512	1062.04 26.551	1104.40 27.610	1148.76 28.719	1193.56 29.839

GROUP	8th Step	9th Step	10th Step
KG2	1167.44 29.186	1221.08 30.527	1275.04 31.876
KG4	1251.64 31.291	1309.32 32.733	1367.20 34.180

*Time intervals between steps - 13 pay periods

“SG” Salary Table**Time and Merit Progression Schedule*
of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
SG2	887.72 22.193	901.08 22.527	914.60 22.865	928.32 23.208	942.28 23.557	956.40 23.910	970.68 24.267
GROUP	8th Step	9th Step	10th Step				
SG2	985.28 24.632	1000.12 25.003	1015.00 25.375				

*Time intervals between steps - 13 pay periods

“Average” Salary Table

**Represents the Mean of the Two Salary Table Groups Shown
Time and Merit Progression Schedule* of Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
B43	1853.72	1894.88	1936.00	1976.92	2018.28	-	-
	46.343	47.372	48.400	49.423	50.457	-	-

(Formerly B14/13)

*Time intervals between steps - 13 pay periods

Miscellaneous Salary Table

**For Incumbents Only
Weekly and Hourly Rates**

GROUP	1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	7th Step
C01	0.00	0.00	0.00	0.00	1153.92	-	-
	0	0	0	0	28.848	-	-
C03(1)	1152.52	1229.04	1267.36	1344.72	1421.72	-	-
	28.813	30.726	31.684	33.618	35.543	-	-
C04	1235.68	1317.80	1358.84	1441.76	1524.28	-	-
	30.892	32.945	33.971	36.044	38.107	-	-

(1) Time intervals between steps - 13 pay periods

Promotion from C01 to C03 is to the first step of C03

EXHIBIT B

REST PERIOD RULES & TABLE

In accordance with Article IV, Section 5 of the Labor Agreement, the following rules shall be applicable for determining “qualifications of eligibility” and “length of rest period”.

RULES:

1. Employees must actually work a minimum of three (3) non-scheduled overtime hours.
2. When the number of non-scheduled hours worked and the time of the overtime completion are represented on the rest period table, mathematical “rounding off” principles are applicable.
3. All overtime hours worked during the twelve (12)-hour period prior to starting time is accumulative for purposes of determining total non-scheduled hours worked provided the sum of the non-scheduled hours worked equals or exceeds the three (3)-hour requirement as defined in Rule #1.
4. For purposes of determining the time of the overtime completion:
 - A. Starting time of the scheduled work hours is always utilized if the work is not completed and/or the employee cannot be released at starting time.
 - B. If more than one work period is involved, utilize the hour that the last work period ended.
 - C. Travel time is not utilized in determining the time of overtime completion.
5. The rest period table is not applied to vacation days, holidays, paid personal time off and ST-days.

EXHIBIT B REST PERIOD TABLE ALL SCHEDULES

		TIME OVERTIME IS COMPLETED							
		7 Hours Before Starting Time	6 Hours Before Starting Time	5 Hours Before Starting Time	4 Hours Before Starting Time	3 Hours Before Starting Time	2 Hours Before Starting Time	1 Hour Before Starting Time	Starting Time
NON-SCHEDULED HOURS WORKED	3 Hours							Work Four (4) Hours Into Scheduled Hours	
	4 Hours							Work Three (3) Hours Into Scheduled Hours	
	5 Hours	Due Back Two (2) Hours After Starting Time						Work Three (3) Hours Into Scheduled Hours	
	6 Hours	Due Back Two (2) Hours After Starting Time						Work Three (3) Hours Into Scheduled Hours	
	7 Hours	Due Back Two (2) Hours After Starting Time						Work Three (3) Hours Into Scheduled Hours	
	8 Hours	Due Back Two (2) Hours After Starting Time						Work Three (3) Hours Into Scheduled Hours	
	9 Hours	Due Back Two (2) Hours After Starting Time						Work Three (3) Hours Into Scheduled Hours	
	10 Hours or More	Due Back In Time To Work Last Three (3) Hours Of Scheduled Hours						Off During Scheduled Hours	

All overtime hours worked during the 12-hour period prior to starting time may be accumulated.

EXHIBIT C
TEMPORARY WORK ASSIGNMENTS AND TRAINING ASSIGNMENTS

LENGTH OF ASSIGNMENT	ONE DAY		MORE THAN ONE DAY	
	Less than 50 miles	50 miles or more	Less than 50 miles	50 miles or more
One-way Miles From Home To Assignment				
Commute	IRS mileage rate (4) excluding miles of normal commute (max. of 30 miles each way) (1) (3) (5)	IRS mileage rate (4) excluding miles of normal commute (max. of 30 miles each way) Time for 1 round trip. (1) (3) (5)	IRS mileage rate (4) excluding miles of normal commute (max. of 30 miles each way) (1) (3) (5)	
Stay	-	-	-	Per Diem Work/Training Assignment (1) (2) (3) (5)

- (1) All compensable mileage measured from employee's home to the temporary work headquarters or training location minus the distance from his home to his regular work location (maximum of 30 miles each way).
- (2) For work and training assignments, per diem allowance for each work day of the assignment. For allowance amounts refer to Article VIII, Section 6 (B).
- (3) Mileage expense is not applicable to passengers or if Company offers transportation. Those employees carpooling will receive mileage expense from their home to a reasonable meeting point (excluding miles of normal commute - max. of 30 miles each way). In no case will the reimbursement to the car poolers exceed the reimbursement had they driven the entire distance to the temporary assignment or training location.
- (4) Refer to Article VIII, Section 6 (F).
- (5) Employees who are being reimbursed for mileage or driving a Company vehicle on Company business will also be reimbursed, with receipts, for actual tolls and parking.

EXHIBIT D
CHILD CARE AND MEDICAL LEAVE OF ABSENCE

A. CHILD CARE AND MEDICAL LEAVE

- (1) All employees who have worked twelve (12) months and at least 1,250 hours in the previous twelve (12)-month period will be eligible for an unpaid child care and/or medical leave of absence as stated in the Family Medical Leave Act:
 - (a) If employees are married to each other and request a child care leave, each employee will be entitled to Company subsidized health care coverage not to exceed twelve (12) weeks.
 - (b) The twelve (12) week entitlement of Company-paid health care coverage is renewed at the end of each pay period year and is not cumulative nor does any unused portion get carried over from year to year.
- (2) Rights Upon Reinstatement-Child Care
 - (a) Employees who are granted a child care leave of absence up to twenty-six (26) weeks, upon return to the Company will be reinstated to the same job, work location and rate of pay that they held prior to the child care leave of absence.
 - (b) Employees who are granted a child care leave of absence from twenty-six (26) weeks up to fifty-two (52) weeks, upon return to the Company, will be reinstated to a job at their former work location when an opening is available. If no opening is available at that work location, the employee will be considered for the first available job opening. Upon reinstatement, the employee will receive the rate of pay applicable to that job. However, the employee will have a commitment to the first job vacancy in the employee's former job classification at his/her work location. Employees will lose this commitment if they voluntarily change jobs before the commitment is fulfilled. Employees who refuse a vacancy offered by the Company at the termination of the child care leave of absence will be considered to have resigned.
 - (c) Female employees, who are on extended illness due to pregnancy and childbirth and decide to return to work immediately upon certification by their doctor that they are no longer disabled, will be entitled to reinstatement in accordance with the policy on extended illness due to maternity. Their vacation, wage increases and other benefits will be handled under the existing policies. Female employees who are granted a child care leave are required to submit to their supervisor a certification from their doctor at the end of their disability.

B. CONDITIONS APPLICABLE TO CHILD CARE AND MEDICAL LEAVE OF ABSENCE

- (1) While on leave of absence employees cannot work for another employer or become self-employed without the approval of the Company. Employees who work for another employer or become self-employed without Company approval will be considered to have resigned.
- (2) It will be the employee's responsibility to contact the offices of Local Union 1600, IBEW, regarding payment of Union dues during their leave of absence.

- (3) Job seniority will not accrue during the period of the leave of absence except for any time period that employees may be eligible for sick pay; and upon return to the Company, the employee's job seniority will be adjusted to reflect the amount of time the employee was on the leave of absence.
- (4) Employees on leave of absence will not be considered for promotional opportunities and are not eligible to bid on any vacancies that occur during the leave of absence.
- (5) Benefits, Vacations, Wage Increases
 - (a) Benefits - (Life Insurance, Health Benefits, Dental and Long-Term Disability) Coverage in the amount the employees had at the time of the leave may be retained by the employees paying the Company's full composite cost for the duration of the leave.
 - (b) Retirement - Employees on leave of absence will have their participation in the Talen Retirement Plan/Talen Savings Plan suspended until their return to active employment. An employee who returns on or before December 31, 2018 will have the opportunity to make payments equal to the full costs including interest in order to make themselves whole for the duration of the leave of absence. Employees who do not return to the Company will participate in the usual vesting provisions available under the credited service requirements of the Plan.
 - (c) Vacation - Prior to a child care or medical leave of absence in excess of 12 weeks, an employee must utilize all except five (5) days of remaining vacation entitlement, either as time off or payment for remaining entitlement.

Upon return to work, vacation entitlement will be prorated on the basis of actual time worked by the employee in the previous year and the year he/she returns and added to any allowance the employee elected to retain when commencing the leave of absence. These allowances may be scheduled two (2) pay periods after reinstatement. Proration is not applicable to any time period that employees are eligible for sick pay and will only be applied for leaves in excess of two (2) weeks.

Example 1: An employee whose normal vacation entitlement is fifteen (15) days takes a child care leave commencing September 1, 1991 retaining three (3) days of vacation. The leave terminates March 1, 1992. When the employee returned he/she will have worked 8/12 of 1991 and will work 10/12 of 1992. Therefore, in 1992 the employee would receive 8/12 of his/her vacation entitlement or ten (10) working days (rounded to the closest whole day) plus the three (3) retained vacation days. These vacation days may be scheduled after April 1, 1992. In 1993, the employee would receive 10/12 of his/her vacation entitlement which is thirteen (13) days.

Example 2: An employee whose total vacation entitlement is 96 hours is granted a paternal intermittent child care leave without pay encompassing twelve (12) full weeks (3 months) in 1994. When determining the succeeding year's vacation allowance, the employee would receive 9/12 of the 96 hours vacation entitlement totaling 72 hours of available 1995 vacation time.

- (d) Mini-Vacation - Employees will not be required to utilize mini-vacation prior to leave of absence. Upon their return, employees will be eligible to use any mini-vacation that was not utilized prior to going on leave of absence, and will be eligible for any additional mini-vacation in accordance with Article VIII, Section 2, Paragraph B.
- (e) Wage Increases
- (1) Step increases for employees who return to work will be postponed for a corresponding period of time in accordance with Article VI, Section 4, Paragraph I of the Labor Agreement.
 - (2) General wage increases for employees will be deferred until the employee returns to work. Employees who are reinstated to a lower position than that which they held prior to leaving will receive the general wage increase applicable to that job.
- (f) Employees will be eligible for leave in the case of a serious health condition for themselves or to care for a spouse, child, parent or a domestic partner with a serious health condition. Parent-in-law is not included.
- (g) If employees are married to each other and request a leave to care for a spouse, child, or parent(s) with a serious health condition, each employee's leave cannot exceed twelve (12) weeks. Providing care for a parent-in-law is not applicable.
- Example: Employee A takes a six (6) week leave to care for his ill mother. Employee B has twelve (12) weeks leave available to care for her ill mother or father, and Employee A has six (6) weeks remaining to care for his ill mother or father.
- (h) Upon reinstatement from a medical leave employees will return to the same job, work location and rate of pay they held prior to the medical leave of absence.

EXHIBIT E

OFFICE JOBS CONCEPT POSITIONS

- A.** The OJC (Office Job Concept) will consist of four (4) separate Progression Lines:
 - 1. Brunner Island
 - 2. SSES
 - 3. Montour
 - 4. Tower 6/Martin's Creek
- B.** Susquehanna will consist of three (3) subgroups within the Progression Line. The subgroups currently are OJC Employees who report up through the plant manager, those who report up through the division CFO and all others. The subgroups may change based on the organizational structure of the plant with discussions between the parties. Employees may be assigned across subgroups as needed on a temporary basis.
- C.** Overtime will be offered in the following order:
 - 1. Work Group
 - 2. Subgroup
 - 3. Progression LineOvertime shall be offered by low overtime as determined by the subgroup overtime roster.
- D.** All vacancies shall be filled by a canvass by Progression Line seniority. Any vacancies not filled through this canvass shall be posted in accordance with the labor agreement.

EXHIBIT F

LONG TERM DISABILITY CONDITIONS OF RETURN

The following guidelines are applicable to employees on Long Term Disability. In the event of an off-the-job injury, all return to work from LTD regardless of the duration of the disability, will be treated under Paragraph D (3) below.

- A. When it is necessary to fill vacancies created by employees who become eligible for LTD benefits, they shall be filled on a permanent rather than a temporary basis.
- B. All requests to return to the work force from an LTD status, or subsequent to the cessation of the benefit, shall be predicated upon medical and/or psychological certification authorizing the employee's return to work.
- C. If an employee is unable to return to their regular job from LTD, they shall be handled by the Disability Committee in accordance with Article VIII of the Labor Agreement.
- D. Following are the conditions of return applicable to the designated leave periods:
 - 1. Employees either notifying the Company or returning to the Company within six (6) months from the effective date of their LTD status shall return to their former job classification and former work location, provided they are capable of satisfactorily performing the duties of the job. They shall receive job seniority and Company service credit for the duration of their LTD absence. If a vacancy is not available when they are certified to return, they shall bump the junior employee in their former job classification at their former work location, provided the job classification vacancy created by the employee who left on LTD status was filled. In cases where the job classification vacancy is not filled and the employee returns from the LTD status, placement will be handled per paragraph H of this Exhibit F.
 - 2. Employees either notifying the Company or returning to the Company after six (6) months, but less than two (2) years from the effective date of their LTD status shall return to their former job classification and former work location provided they are capable of performing the duties of the job and such a vacancy exists. When they return to their former job classification at their former work location, their job seniority date will be adjusted for the period of their absence. However, Company service shall be credited for the duration of the leave. If a job vacancy in their former job classification at their former work location is not available, employees shall be returned to an available job vacancy within the scope of their experience and skills with a commitment to their former job classification and work location. They shall receive the rate of pay commensurate with paragraph H of this Exhibit F. If they are returned to a job in another progression line, their commitment shall be eliminated if they subsequently change jobs voluntarily; promote within the new progression line; or do not take the first opportunity to exercise their commitment.

3. Employees requesting to return to the work force after cessation of their LTD payments and two (2) or more years from the effective date of their LTD status, at the Company's discretion may be placed in their former position. Otherwise they shall be placed in an entry level job vacancy, when available, in line with their experience and skills with no commitments. They shall receive the rate of pay commensurate with the job to which they are returned. A new job seniority date shall be established; however, Company service shall be credited for the duration of the leave.

If no entry level position exists, the employee will remain eligible for future vacancies for a period of twelve (12) months. If no entry level vacancy opens within the twelve (12) months their employment will be terminated.

An employee who rejects a job offer under these provisions shall have his employment terminated.

- E. Employees who have not returned to the work force within a two (2)-year period from the effective date of their LTD status and who do not qualify for continued benefits under the LTD Plan shall be notified by the Company when their LTD benefit ceases, with a reminder that failure to request a return to work within ninety (90) days from notification of benefit cessation shall result in termination of their employment.

- F. In all cases of return to the work force as cited above, vacation shall be prorated as follows:

Vacation - calendar year basis. Example - Employee is absent on LTD from October 10, 1991 to March 14, 1992. In accordance with Article VII, Section 3, Paragraph J of the Labor Agreement, vacation for 1992 will be prorated based on time worked in 1991, and employee will be paid off prior to leaving on LTD. Therefore, employee is not eligible for further vacation entitlement for 1992. In 1993, the employee will receive ten-twelfths' (10/12) vacation entitlement based on total time worked in 1992.

- G. When employees return to their former job classification and former work location, step increases and apprenticeship program anniversary dates for returns in D-1 and D-2 above shall be resumed in accordance with the schedule in effect at the time the employees left on LTD.
- H. The Joint Disability Committee will have the option to temporarily place a permanent, partially disabled employee returning from Long Term Disability into an existing 40-hour, 52-week Fossil Laborer or Materials Management I position. If this option is selected, the Committee will attempt to find a suitable Fossil Laborer or Materials Management I position at the same or closest location.

An employee returning from Long Term Disability without restrictions will be given the option of being placed in an existing 40-hour, 52-week Fossil Laborer or Materials Management I position until a permanent placement becomes available in accordance with Exhibit F. If this option is selected the Company will attempt to find a suitable Fossil Laborer or Materials Management I position at the same or closest location.

Employees returning to work from Long Term Disability to an assigned job that has a lower rate of pay than their former job classification shall not receive a rate of pay less than the following percent of their regular rate of pay in their former job classification.

Less than 20 Years – 75%

20 or more Years – 100%

Employees have the responsibility to notify the Company of their desire to return to work as soon as possible. If the Company disagrees with the medical opinion to return the employee to work and requires an Independent Medical Examination (IME) or Independent Psychological Examination (IPE), the Company will have three weeks from the date the Company receives the appropriate medical information from the employee's treating health care professional(s) to schedule and conduct its examination. The Company will be given another two weeks to receive and review the results of the IME/IPE. In addition, the Company will be provided an additional two weeks to test the employee (if necessary) and provide a suitable job placement for return to work. If the results of the Company's examination are the same as the employee's health care provider(s), wages of the eventual job placement will begin no later than seven weeks after the Company's receipt of the employee's medical information. After the employee returns to work, the Company will reimburse the employee for time and mileage associated with testing for job placement. The Company will have met its seven week job placement commitment if the employee declines a suitable Fossil Laborer or Materials Management I position. However, the employee will continue to be considered for other suitable positions under Exhibit F.

EXHIBIT G
EMPLOYEE BENEFIT PLANS

It is agreed the method of providing all benefits, unless expressly stated, shall be determined by the Company, including selection of insurers, administrators, and record keepers as well as determination of the methods of plan funding.

I. Retirement Plan

The Retirement Plan as amended on May 12, 2014 and as outlined in the July 2014 "Summary Plan Description" booklet for employees hired before July 1, 2014 shall be frozen effective December 31, 2018.

II. Employee Savings Plan

The Employee Savings Plan Summary Plan Description currently in effect shall be continued until December 31, 2018 for full time employees hired before July 1, 2014. Full time employees hired on or after July 1, 2014 are not eligible.

- A.** The Company matching contribution to the Employee Savings Plan will be 100% up to the first 3% of an employee's before tax contribution on a before-tax, after-tax, or Roth 401(k) basis.
- B.** Eligible employees will be automatically enrolled in the Employee Savings Plan 90 days from their date of hire at a rate of 3%, unless they otherwise opt out of participation.
- C.** The employee contribution through automatic payroll deductions remains as follows:
 - From 2% to 50% of their pay (in whole percentages) on a before-tax, after-tax, or Roth 401(k) basis
 - The sum of before-tax, after-tax, and Roth 401(k) contributions may not exceed 50% of their base pay for the pay period.

Contributions to the Employee Savings Plan shall terminate December 31, 2018 and be replaced by the Retirement Savings Plan.

III. Retirement Savings Plan

Full time employees hired on or after July 1, 2014 will be participants in the Retirement Savings Plan as of the first day of the month following the date of hire through December 31, 2018 on the following terms:

- A.** Company shall provide to all eligible active employees a 3% fixed contribution on employee base earnings each pay period.
- B.** Eligible employees may elect to contribute 2-50% of their base earnings. The Company will match 75% on up to the first 6% of employee contributions.
 - 1. Employee contributions may be either on a before-tax and/or Roth 401(k) (after-tax) basis.

Effective January 1, 2019 all full-time employees will be participants in the Retirement Savings Plan as of the first day of the month following the date of hire, under the following terms:

- C. The Company shall provide to all eligible active employees a 3% fixed contribution on the employee's total compensation each pay period.
- D. The Company will match 100% of the employee's first 4% of contributions based on total compensation.
 - (1) Employee contributions may be either on a before tax and/or Roth 401k (after tax) basis.
- E. Eligible employees are eligible to receive an elective matching contribution of up to 4% of total compensation if declared by the Company under the terms of the Plan.
- F. The Company shall make a one-time lump sum contribution on or before 12/31/18 to the 401K account of each employee who is age 50 – 64 as of 12/31/18 as follows:

Age 50 – 54, \$5,000

Age 55 – 64, \$7,000

IV. Group Life Insurance

The Group Life Insurance Plan and the Supplemental Insurance Plan as described in the current "Summary Plan Description" booklet shall be continued during the term of this Agreement for active employees.

- A. The Company provides two basic life insurance coverage options:
 - 1. Two (2) times annual wages; or
 - 2. \$50,000
- B. Employees may purchase Supplemental life insurance in the amount of 1-3 times annual base wages for Supplemental life insurance in excess of two (2) times annual wages.

Combined maximum life insurance (Basic and Supplemental) cannot exceed \$600,000.

V. Accidental Death or Dismemberment Insurance

The company will provide, at no cost to the employee, accidental death or dismemberment insurance as described in the "Summary Plan Description" booklet. The full amount of the Accidental Death or Dismemberment benefit is three times base annual salary up to a maximum of \$500,000.

VI. Survivor Income Protection

For employees hired before July 1, 2014, the Survivor Income Protection (SIP) Plan as described in the Life Insurance Summary Plan Description will be amended to reflect a one-time lump sum payment to a surviving spouse of a deceased Talen employee equal to three times base monthly earnings effective July 1, 2014. Surviving spouses already receiving a benefit will continue under the plan until benefits end per the "Summary Plan Description".

Employees hired on or after July 1, 2014 will not be eligible for Survivor Income Protection (SIP) Plan coverage.

VII. Long Term Disability Insurance

- A. The Long-Term Disability Insurance Plan as described in the “Summary Plan Description” booklet will remain in effect for the term of this Agreement. The guaranteed benefit is 60 percent of the employee’s base monthly earnings at the time disability occurs. The maximum monthly benefit is \$5,000.
- B. Benefit continuation in Talen-sponsored Medical, Dental, Vision, Basic Life, Supplemental Life, Spouse Life, Child Life and pension accrual (until December 31, 2018) will continue for a maximum of up to two (2) years while on Long Term Disability. Employees currently on Long Term Disability who are receiving benefits will have two (2) more years of eligibility from August 27, 2018.
- C. Mental or nervous disabilities must be certified by a psychiatrist or a psychologist (masters level or above) licensed to practice independently as a behavioral health professional.
- D. The conditions for employees returning from Long Term Disability are described in Exhibit F of this Agreement

VIII. Health Plan for Active Employees

All full-time employees are eligible to participate in the Talen Health and Welfare Plans (medical, prescription, dental, vision, flexible spending accounts) under the same terms and conditions as other Company employees.

Because the Talen Health and Welfare Plans apply to both represented and unrepresented employees, the Company reserves the right to change the Health and Welfare Plans and the terms and conditions of the Plans, provided any changes shall apply uniformly to represented and unrepresented employees. In the event of any changes, the Company will notify the Union of the changes and if requested, meet to explain the changes and in good faith discuss them before they take effect.

In the event the Union identifies a non-company sponsored health and welfare plan, the parties agree to meet and discuss whether the new plan should be substituted for the then existing Company plans.

The Company shall administer the Talen sponsored options (medical and drug) and select all administrators, carriers and providers of medical coverage. The method of providing the benefits under these plans shall be determined by the Company.

Employees will have four levels of coverage options:

- Employee Only
- Employee and Spouse
- Employee and Child(ren)
- Employee and Family

Employee Health Plan Contributions

Medical and Prescription. Active full-time employees will pay for the medical and prescriptions coverage in terms of a percentage of the cost of the plan based on the coverage selected as follows:

Base Plan	
2019	17%
2020	18%
2021	18%
2022	19%
2023	20%

High Deductible Plan	
2019	12%
2020	13%
2021	15%
2022	17%
2023	20%

Vision. Employees will pay the total cost of the Plan.

Dental. The Company will continue to provide Dental Assistance at no cost. Employees electing Dental Plus will pay the difference between the cost of Dental Plus and Dental Assistance for their coverage tier through bi-weekly pre-tax deduction.

Employee contributions toward the cost of coverage will be on a before-tax basis through payroll deduction to the extent permitted by law or regulation.

Spousal Surcharge

Employees who wish to elect primary coverage for their spouse under any Medical Plan option offered by the Company will be required to make a monthly contribution through payroll deduction if such spouse is a full-time employee of another employer that provides access to medical benefits. So long as the arrangement is permitted under the Internal Revenue Code, these payroll deductions will be on a pre-tax basis. These payments will be in addition to any other payments required for coverage under any Medical Plan option. The spousal surcharge will be \$110 per pay period.

IX. Post-Retirement Health Care Coverage

Employees hired on or after July 1, 2014 are not eligible for pre-65 or post-65 retiree health benefits or Company-paid retiree life insurance.

For anyone hired prior to July 1, 2014, the term “retiree” hereinafter applies to active employees who retire during the term of this collective bargaining agreement and commence monthly pension payments.

For all active employees who retire during the term of this agreement:

A. Retirees Under Age 65

Retirees will have the same medical coverage plan options available to active bargaining unit employees.

Retirees are not eligible for Company contributions to Health Savings Accounts.

The Company will provide retirees with \$7,200 per individual (\$14,400 per couple or family).

The retirees’ annual contribution will be determined on a calendar year basis and will be effective on each January 1 during the term of the agreement. The

Company shall determine the rates for each Talen sponsored option (medical and drug) based on the most recent three (3) years of claim experience projected to the next calendar year using expected medical trend. Employee contributions will be set as rates less the above-mentioned cap. The cost of providing medical coverage for Bargaining Unit retirees will continue to be determined separately from the cost of providing medical coverage to management retirees. The contributions will continue to be payable on a monthly basis.

Retirees have the option to opt in/opt out of the Talen sponsored options (medical and drug) at the time of the annual enrollment or as a result of family status change.

B. Retirees Eligible for Medicare (Age 65 and older)

Medicare will pay primary for both medical expenses and prescription drugs, and retirees must enroll in Medicare Part B and Part D.

Talen will provide retirees hired prior to July 1, 2014 with a Health Reimbursement Account (HRA). The Company's annual contribution to the HRA for retirees and their spouses will continue to be \$1,950 per individual (\$3,900 per couple or family) for the term of this agreement.

The Company will provide "Medicare Coordinator" support service offering individual post-65 plans with enrollment support.

Participants will elect individual insurance plans, including Part D prescription drug plans.

C. Retiree Life Insurance

The Company will provide employees hired prior to July 1, 2014 life insurance in the amount of two times their annual base salary at the time of retirement.

Beginning at age 65, this insurance will reduce incrementally until age 70 where it will remain at \$15,000.

X. Education Assistance Program

The Education Assistance Program currently in effect as outlined in the "Summary Plan Description" booklet shall be continued during the term of this Agreement.

XI. Employee Counseling Service

The Employee Counseling Service, also known as the Employee Assistance Program (EAP), will be provided to all employees during the term of this Agreement.

XII. Voluntary Benefit Plan Options

Employees will be able to access other insurance programs through payroll deductions. These programs offer employee savings through group discounts. It is agreed that the method of providing these programs shall be determined by the Company.

EXHIBIT H

SUBSTANCE POLICY

Purpose and Application

Legal substances, illegal substances, controlled substances, and alcohol are collectively referred to as "Substances" in this policy.

The Company has a responsibility to conduct its operations in a manner that assures efficient public service, a safe working environment, and compliance with applicable governmental regulations. This policy is not intended to prevent the legal and medically intended use of prescription and/or over-the-counter medications. However, Company Medical Review Officer will determine if the use of any medication can negatively affect the safety of the work environment.

References to "illegal drugs" in the policy include all such Substances defined under federal, state or local laws and include, among others: marijuana, heroin, hashish, cocaine, PCP, hallucinogens and depressants or stimulants not prescribed for current personal treatment by an accredited physician. Due to safety concerns, the company does not allow work under influence of any such substances.

An employee's personal activities cannot conflict with these basic responsibilities. For example, the use of alcohol can impair an employee's job performance and adversely affect the Company's service function or the safety of others. When such conflicts occur, the Company will take appropriate action to assure competent performance.

The Company is concerned about the welfare of employees affected by substance use/abuse. Various benefit plans include coverage for costs associated with the treatment of this illness, and the Employee Assistance Program (EAP) is provided to assist employees seeking rehabilitative assistance. The extent to which an employee chooses to use this confidential service or other professional counseling services is voluntary, however, under certain circumstances EAP may need to notify the Company. The Company is prepared to be supportive of employees in treatment or recovery from substance use/abuse related issues but it must be recognized that failure to remedy performance problems arising from substance use/abuse may result in termination of employment.

The purpose of this policy is to assure that the work environment at the Company is free from the hazards and inefficiencies that can be generated by Substance use/abuse. Employees must understand that the Company expects full cooperation with its efforts to achieve this goal and that violation of this policy may lead to disciplinary action up to and including termination of employment.

Use

Employees reporting to work when under the influence of Substances will not be allowed to assume their duties.

The possession or use of alcohol on Company property is prohibited and will result in disciplinary action up to and including termination of employment. Employees cannot consume alcohol while at work, including during meal and break periods.

The possession, manufacture, use, distribution, sale or purchase of illegal Substances, paraphernalia, or controlled Substances while on company property or on company business is a dischargeable offense and may result in criminal prosecution.

Excessive use of controlled/alcohol/illegal substances during off-duty hours may also result in disciplinary action if such activities affect job performance or generate other circumstances harmful to the interests of the Company.

Reporting

All employees are responsible for preventing and reporting actions that threaten public or employee safety. Supervisors and management are responsible for the enforcement of this policy.

Employees who may be abusing a Substance are encouraged to seek assistance from the Employee Assistance Program (EAP) or a treatment facility however this request for assistance cannot be used as a means for avoiding disciplinary action.

Depending on the circumstances, the Company may also require an employee to seek assistance through the EAP.

In all cases where Substance use/abuse has been confirmed, such positive action must include a discontinuation of such abuse, and may include other actions as deemed necessary by the Company's designated medical team.

Employees undergoing prescribed medical treatment with a controlled substance or taking over-the-counter-medication which may impair performance must report such treatment to Health Services for verification of safety functions.

Health Services will notify management and if applicable, the Susquehanna site access team. When not in violation of regulatory requirements, such use is not subject to disciplinary action. However, it is important for the Company to be aware of the employee's condition because some temporary rearrangement of duties may be required if the nature of the employee's duties is such that the medication could present a hazard to safe operation.

Prescription and over-the-counter Substances must be kept in their original packaging so that they are easily identified as a potential safety hazard.

If an employee observes the use, sale or possession of substances on Company premises by people who are not Company employees, this should immediately be reported to the next level of supervision. If drugs or drug paraphernalia are found on Company property, this information should be immediately reported to the next level of supervision.

If a supervisor receives a credible report that an employee has violated The Company drug or alcohol policy, the supervisor should try to obtain as much detailed information as possible from the person reporting the violation and notify Health Services and HR business Partner. The Company will investigate the report.

Employees are responsible for reporting Substance-related arrests and any criminal conviction for a violation of a drug or alcohol statute to the Company prior to (or on) the employee's first day back to work after the incident. An employee who has been arrested for off-the-job drug related activity will not be permitted to return to work until the Site Director HR, Director Health Services, and Corporate Security team have been consulted by department management. Normally, these employees will be subjected to FFD evaluation by the designated medical team before they can return to work. Employee involvement in the possession, manufacture, sale or purchase of illegal drugs during off-duty hours will result in disciplinary action.

Testing

Employees returning from a leave longer than 30 days will be subject to substance testing.

Susquehanna employees are subject to testing as required by Nuclear Regulatory Commission (NRC) regulations and Station Fitness for Duty procedures.

When any employee reports to work under the apparent influence of a Substance, or is observed to be under such influence during the course of the work day, the supervisor will take immediate actions as listed below.

- A. Arrange, if practical, for at least one other supervisor or appropriately appointed staff members, to observe the employee's behavior and participate in the investigation.
- B. Direct the employee involved to go to a location where he/she can be questioned privately about the incident. If requested by the employee, a union steward will be provided.
- C. Question the employee to explain why he/she appears not to be in condition to perform his/her work. Should discussions with the employee fail to explain his/her condition and it is still determined that the employee is not in condition to work or is in violation of a governmental regulation, the supervisor will accompany such employee to, or arrange for him/her to be tested for substances.
- D. The employee will be required to undergo alcohol and drug testing. If the initial breath test is considered positive a final confirmatory breath test will be conducted. Employees without unescorted access to the Susquehanna Steam Electric Station and without a Commercial Driver's License with a confirmatory positive breath test may request a blood alcohol test, at the employee's expense. Such a request must be made immediately after the employee is notified of a confirmed breath test. In the event the employee is physically unable to perform a breath test, i.e., loss of full consciousness; a blood alcohol test may be substituted if requested by law enforcement, except for those employees covered by NRC requirements. For drugs, split samples may be analyzed to dispute positive results.

Results

A qualified MRO will review all test results and related medical information before a positive test substance result is declared.

Negative Results: If the test results are negative, all records of test results will be removed from the company files if requested by the employee, except those records that must be retained per regulatory requirements such as, but not limited to, DOT or NRC.

Positive Results: All confirmed positive alcohol tests (equal to or greater 0.02%) will result in disciplinary action, up to and including termination and are subject to fulfillment of mandatory referral care plan recommended by the designated medical team when indicated. For positive drug test result Company uses the in-effect drug panels and the cut-off levels enforced by US DOT regulation for non-NRC regulated employees and the SSES policy/NRC related established levels for NRC regulated

employees to determine positive test results. Effective list of substances and the cutoff levels can be obtained by contacting Health Services.

The Company will provide the list of substances and the cutoff levels to the Union President annually.

Discipline

If the MRO determines that test sample is adulterated or substituted the disciplinary action will be termination.

If the employee refuses to participate in the testing process, fails to complete the testing process, does not cooperate, or fails to provide an adequate specimen without a valid medical reason, the disciplinary action will result in termination.

All positive tests for alcohol (a confirmed equal to or greater than 0.02%) will result in disciplinary action as listed below.

First Offense:

- Results less than .03%: Take employee home and 5 days suspension without pay, or
- Results equal to or greater than .03%: Take employee home and minimum 3-days suspension (up to 14 calendar days) without pay at discretion of management
- Commitment to abstain before and during work
- Mandatory referral to EAP
- Follow EAP recommendations

Second Offense: Termination

All positive tests for drugs will result in disciplinary action as listed below.

First Offense:

- Take employee home and minimum 5-days suspension (up to 14 calendar days) without pay at discretion of management,
- Commitment to abstain from illegal drugs
- Mandatory referral to EAP
- Follow EAP recommendations
- Follow-up testing for a period of not less than 12 months or more than 60 months

Second Offense: Termination

If an employee has two positive Substance tests, in any combination of drugs and alcohol, employee's offense will be treated as 2nd offense and will be terminated.

The Company reserves the right to increase testing frequency and to add additional substances to the test panel when indicated/deemed necessary by the medical team. Company also reserves the right to reduce the cut offs below regulatory established detection levels for Substance testing conducted during follow-up testing activities.

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***We generate energy for a
brighter tomorrow.***