

**MEMORANDUM OF AGREEMENT
BETWEEN
IBEW LOCAL 1600 & PPL ELECTRIC UTILITIES CORP**

***Bargaining Unit Trainers
Electrician Training Program***

This Memorandum of Agreement embodies the understanding between the parties relative to the Electrician Trainers that will report to the Supervisor Training – Technical Instruction. The two (2) bargaining unit employees selected for this temporary promotion will be paid 12% above their regular rates of pay. These rates of pay will apply when the employees are developing the Electrician Training Program, including specific program modules/tests that meet the intent of the 1998 Summary of Agreement, as well as when the employees are instructing and administering the training evaluations.

The process of selecting the employees for this assignment will begin by canvassing employees having five (5) or more years of distribution experience in the jobs of either Electrical Leader - FS or Journeyman Electrician - FS or a combination of both that is equal to 5 years of experience. In addition, the parties will consider qualified employees before the Joint Disability Committee and on modified duty.

After the canvass, Local 1600 will review the names of those employees interested in the temporary promotion, and select a maximum of ten (10) potential candidates using criteria jointly developed by both parties. The Local will then provide the Supervisor Training – Technical Instruction with the names of the five (5) candidates to be interviewed. The Supervisor Training – Technical Instruction will make the final selection of the Bargaining Unit Trainers. Subsequent vacancies will be filled in the same manner using the criteria jointly developed by both parties.

In order to maintain rights in their former job classification, selected employees will be returned to their regular job classification within one (1) year of each temporary promotion, unless both parties mutually agree to extend the assignment beyond one (1) year. During this temporary promotion, the selected employees will have their names removed from all rosters, but they can be utilized in emergency situations after all rosters are used. Travel expenses incurred by the selected employees, during this temporary promotion, will be paid in accordance with Article VIII, Section 6 of the Labor Agreement. The company will review job vacancies created by the temporary promotion of trainers on a case-by-case basis and temporarily fill vacancies according to the Summary of Agreement of 2002.

In the event a bargaining unit promotion occurs involving one of the trainers, his rate of pay will be adjusted accordingly.

Selected employees will retain their status with Local 1600 and will remain eligible for all benefits in the Labor Agreement, except as otherwise stipulated in this Agreement.

Local 1600's staff will retain the option to meet with the Bargaining Unit Trainers on a monthly basis on company time when training issues arise. The Company will not incur overtime or any expenses as a result of these meetings.

Either party may cancel this Agreement by providing the other party with a 60-day written notification.

This Agreement shall not prejudice either party's position in the future on any issues and may not be cited as precedent in any future proceedings except to enforce the terms of this agreement.

Andrew R. Wolf
I.B.E.W. Local 1600

Robert A. Gombos
PPL Electric Utilities Corporation

Date: 2/04/03

Addendum to MA 03-0110
Temporary Bargaining Unit Trainer

This addendum to Memorandum of Agreement 03-0110 embodies the understanding between the parties relative to the use of additional Temporary Bargaining Unit Trainers at the Technical Training Center.

The Company, at its discretion, may at times utilize additional Temporary Bargaining Unit Trainers. These Temporary Bargaining Unit Trainer positions will be filled if additional temporary trainers are needed in addition to the Bargaining Unit Trainers.

The Temporary Bargaining Unit Trainer position will follow the same process outlined in MA 03-0110 except for the duration of time. The duration of time will be explained to the interested candidates when they are canvassed, with a minimum duration of one (1) pay period.

Either party may cancel this addendum by providing the other party with a 60-day written notification.

This addendum shall not prejudice either party's position in the future on any issues and may not be cited as precedent in any future proceedings except to enforce the terms of this addendum.

Ashley M. Tripp
Ashley Tripp
PPL Electric Utilities

John F. Clausius
John Clausius
IBEW Local 1600

11/7/19
Date

11-7-19
Date