

11-0100
Pg 174

Letter of Understanding
Between
PPL Electric Utilities and IBEW Local 1600

This agreement embodies the understanding between the parties regarding the following changes to the Apprentice program for the Electrical progression lines in Electric Utilities.

Electrical Apprentice Program

Promotions for satisfactory performance and completion of training and testing requirements as defined in the 2006 Summary of Agreement will be revised as follows.

The entry position for the Electrical progression lines will be Helper – FS Regional Electrical – Subs or Helper – FS Regional –UG/Network. However, the Laborer position will remain as a standalone position not connected to any progression line.

<u>Job Classification level</u>	<u>Rate</u>	<u>Time in rate</u>
Helper – FS Regional Elect - Subs	A07, step 1	26 pay periods
Helper – FS Regional Elect - UG/N	A07, step 1	26 pay periods
Journeyman Electrician - Subs - level 1 Trainee	A07, step 2	13 pay periods
Journeyman Electrician – UG/N - level 1 Trainee	A07, step 2	13 pay periods
Journeyman Electrician – Subs - level 2 Trainee	A07, step 3	13 pay periods
Journeyman Electrician – UG/N – level 2 Trainee	A07, step 3	13 pay periods
Journeyman Electrician – Subs - level 3 Trainee	A07, step 4	13 pay periods
Journeyman Electrician – UG/N – level 3 Trainee	A07, step 4	13 pay periods
Journeyman Electrician - Subs - level 4 Trainee	A07, step 5	13 pay periods
Journeyman Electrician – UG/N – level 4 Trainee	A07, step 5	13 pay periods
Journeyman Electrician – Subs - level 5 Trainee	A07, step 6	26 pay periods
Journeyman Electrician – UG/N – level 5 Trainee	A07, step 6	26 pay periods
Journeyman Electrician - Subs Journeyman Electrician - UG/N	A07, step 7	

In the six-month probationary period, the Helper – FS Regional Electrical will receive corporate compliance training along with MST (Mandated Safety Training) and formal curriculum training, including initial classroom CDL training. Unsatisfactory performance or failure to pass any of this assigned training during the six month probationary period will be cause for return to their former position for internal employees who bid into Helper-FS Regional Electrical position and termination for external hires. All other instances will be handled in accordance with the Labor Agreement.

Training for Helper – FS Regional Electrical through Journeyman Electrician Trainee level 5 will be provided in accordance with the curriculum established and agreed to by the parties. Training to do LTN work will be provided for all trainees in the Electrical Underground/Network apprentice program regardless of their work location and whether a LTN system exists at that work location.

In addition to and supplementing the formal schooling at each level in the training program, the employee will have to successfully complete a jointly developed skill assessment test to demonstrate that they are qualified for all promotions/step increases at each level in the apprentice program.

Procedures have been established to improve the ability to monitor on-the-job training activities as employees progress through the steps in the apprentice program. The on-the-job training activities are designed to ensure that each employee is given a wide range of tasks upon which to build experience and competency as well as to prepare the employee for the required promotional skills assessment test to qualify to promote to the next level in the apprenticeship program. On-the-job training activities and work tasks associated with LTN work will be provided for all trainees.

Advancement

Advancement to the next level position is not optional on the part of the employee. It will be determined by an employee successfully completing the training modules, performing on-the-job training activities, successfully completing the skills assessment test and satisfactory performance. Employees will be denied advancement to the next level if the employee is offered and fails to complete the training modules or skills assessment test on the first attempt, or was not available for the training or skills assessment test on the first attempt. Promotions will not be denied if the employee was available and was not offered the training modules or skills assessment test.

Those employees who fail on the first attempt will be offered remedial training and given the opportunity to re-take the skills assessment test within four (4) weeks. If the employee declines to re-take the skills assessment test at that first opportunity, the employee will be given the opportunity and must re-take the skills assessment test within six (6) months of their first failure. If the employee refuses to re-take the skills assessment test by the end of that six (6) month time period, it will be considered a second failure and the employee will be removed from the program as stated below.

After two (2) unsuccessful attempts to complete the appropriate training modules or skills assessment test at any level, the employee will be removed from the program and demoted to the position of Laborer at the Laborer rate of pay. All other instances will be handled in accordance with the Labor Agreement.

Accelerated Program

The training program will be designed to enable Helpers, who have documentation showing apprentice training from previous employment and electrical work experience, to advance to Journeyman Electrician Trainee Level 3. Candidates for this option must provide the documentation for review by the Regional Director of Operations, who will determine eligibility for this program. Upon approval, the acceleration candidate must pass all the Helper – FS Regional Electrical-Subs or UG/N, Journeyman Electrician Trainee-Subs or UG/N Level 1, and Journeyman Electrician Trainee-Subs or UG/N Level 2 training modules and associated skills assessment test before promotion to Level 3 will take place.

Job Seniority

Job seniority for trainees starts the day the employee begins the apprenticeship program. The seniority date is maintained regardless of the length of time required to complete the steps in the program and stops if the employee leaves the program.

Job seniority of an employee on the accelerated program begins on their start date into the program.

Incumbents

Incumbent employees and the process for filling Leader positions in the Underground/Network progression line will be handled in accordance with the terms of Letter of Understanding #11-0090.

Job Duties

The job descriptions of Helper – FS Regional Electrical – Subs or UG/N and Journeyman Electrician Trainee – Subs or UG/N will be used to generally describe the job duties. As the employee moves through the various levels in the Journeyman Electrical Trainee Apprentice Programs, specific job duties will be based on training given, satisfactory completion of the training modules and satisfactory completion of skill assessment tests.

Overtime

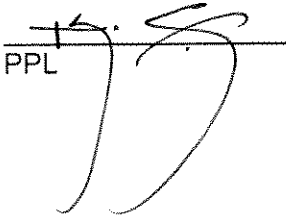
As employees progress through the Journeyman Electrician Trainee Programs, they will be assigned to the low side rosters.

Employees in this program who exhibit a poor callout response record shall be subject to Article VI Section 5, Paragraph J and Article VIII, Section 2, Paragraph F of the Labor Agreement.

Residency

Residency requirements will apply to the Helper – FS Regional Electrical – Subs or UG/N job classifications. Incumbent Laborers not currently meeting residency who are eligible to promote will be given the opportunity to promote to a Helper vacancy, but must meet the residency requirements at the Helper location where they promote. Employees holding positions obtained through Article X (placement process) will follow the residency requirements as detailed in Article X.

This Letter of Understanding applies only to the particular situations and progression line mentioned above, will not prejudice either party's position in the future and may not be cited as precedent in any future proceedings except to enforce the terms of this agreement.


PPL


IBEW Local 1600

3/16/2011
Date