

SETTLEMENT AGREEMENT

BETWEEN

PPL and IBEW Local 1600

This Settlement Agreement embodies the understanding between the parties relative to the creation of three new facilities job descriptions.

Upon signing of this Agreement, the following job titles will be established:

1. Systemwide Facilities HVAC Technician
2. Systemwide Facilities Electrician
3. Facilities Logistics Worker

Job descriptions for these three positions are attached as Attachment A.

Systemwide Facilities HVAC position

The company will declare 2 vacancies for Systemwide Facilities HVAC Technicians ("HVAC Tech") according to a staggered schedule as follows:

- For all vacancies both initial and future staffing, the Company shall canvass all Facilities progression lines for normal promotional opportunities, per Article V, Section 2 Paragraph N (2)(3). The senior qualified by job classification seniority shall be offered the vacancy.
- One HVAC Tech position will be posted per Article V, Section 2, Paragraph N (2)(3) within 2 full pay periods starting after the signing of this agreement. Job posting will indicate work location and hours of work.
- One HVAC Tech position will be posted per Article V, Section 2, Paragraph N (2)(3) within 2 full pay periods starting after the filling of the first HVAC position. Job posting will indicate work location and hours of work.

The HVAC technicians will work either a five 8-hour day schedule Monday through Friday or a four 10-hour day schedule Monday through Thursday, (they will receive straight time pay for the 10-hour shift). The tentative schedule will be provided on a monthly basis, one month ahead. The HVAC Tech will be required to travel throughout the service territory and will be a system-wide progression line. Each HVAC Tech will establish a normal commute time from their residence to their rostered location. The HVAC Tech working at his or her rostered location will be required to start and stop their shift at their normal start and stop time. If the take home vehicle is assigned, and the HVAC Tech is reporting to locations in the service territory other than the rostered location, he or she will be required to adjust their start time to be onsite and ready to perform job duties by 7:00am and their time will end when they arrive at their residence minus their normal commute time or the actual commute time (whichever is less). The HVAC Tech may, on occasion, elect to stay overnight in the PPL Service Territory per the collective bargaining agreement (CBA). The use of a personal vehicle will follow Exhibit E of the CBA for mileage reimbursement. Per diem will be paid pursuant to the CBA. HVAC Techs may be

assigned a company vehicle with take-home privileges at the supervisor's discretion, which will be subject to the requirements of CP 513. Travel outside the service territory for training purposes will be handled per the CBA.

In most instances, existing Facilities Technicians will be called before Systemwide HVAC Techs for overtime opportunities.

Systemwide Facilities Electrician position

For all vacancies both initial and future staffing, the Company shall canvass all Facilities progression lines for normal promotional opportunities, per Article V, Section 2 Paragraph N (2)(3). The senior qualified by job classification seniority shall be offered the vacancy.

Within 13 full pay periods starting after the signing of this agreement, the company will declare 6 vacancies for Systemwide Facilities Electrician according to a staggered schedule to be selected by the Company. Job postings will indicate work location and hours of work.

The Systemwide Facilities Electrician ("Electrician") position will be required to travel throughout the service territory and will be a system-wide progression line and will work five 8-hour days Monday through Friday or a four 10-hour day schedule Monday through Thursday. (They will receive straight time pay for the 10-hour shifts). The Electrician will be required to travel throughout the service territory and will be a system-wide progression line. Each Electrician will establish a normal commute time from their residence to their rostered location. The Electrician working at his or her rostered location will be required to start and stop their shift at their normal start and stop time. If the take home vehicle is assigned, and the Electrician is reporting to locations in the service territory other than the rostered location, he or she will be required to adjust their start time to be onsite and ready to perform job duties by 7:00am and their time will end when they arrive at their residence minus their normal commute time or the actual commute time (whichever is less). The Electrician may, on occasion, elect to stay overnight in the PPL Service Territory per the collective bargaining agreement (CBA). The use of a personal vehicle will follow Exhibit E of the CBA for mileage reimbursement. Per diem will be paid pursuant to the CBA. Electricians may be assigned a company vehicle with take-home privileges at the supervisor's discretion, which will be subject to the requirements of CP 513. Travel outside the service territory for training purposes will be handled per the CBA.

In most instances, existing Facilities Technicians will be called before Electricians for overtime opportunities.

Travel examples related to the HVAC Tech and Electrician are located in Attachment C.

The parties agree to discuss fire-retardant (FR) clothing with regards to the new positions above.

Progression Line

The current regional facilities progression lines and the General Office facilities progression line will be modified as reflected on Attachment B.

Logistics Worker – G.O.

The Logistics Worker – G.O. (Job Code 4176) and Senior Logistics Worker – G.O. (Job Code 4175) classifications will be eliminated and incumbents will be reclassified as a Facilities Logistics Worker and added to the General Office Facilities Progression Line as outlined in Attachment B.

Settlement Agreement 16-0270 will not be applicable to the newly created job classification Facilities Logistics Worker.

Existing Progression Line Promotions

Part Time Employees

Within 3 full pay periods starting after the signing of this agreement, the one part-time Facilities Management Worker in Lancaster will be offered a full-time Facilities Management Worker position. The 2 part-time Facilities Management Workers in Harrisburg will be offered full-time Facilities Management Worker positions. The one part-time Facilities Management Worker in the Susquehanna Region will be offered a full-time Facilities Management Worker position. If a part-time Facilities Management Worker declines this promotional opportunity, he/she will remain an incumbent part-time Facilities Management Worker.

Technicians

The following progression line promotions will be offered within three pay periods of the signing of this agreement:

- Promotion of 3 Facilities Tech II to Facilities Tech III – Central Region (1), Lehigh Region (1) Lancaster Region (1).
- Promotion of 3 Facilities Tech I to Facilities Tech II – Lehigh Service Center (1), 2 at the General Office: one at the signing of this Agreement and one in July 2019

Future Vacancies:

Vacancies in the Facilities progression line will be filled per Attachment B.

Within 90 days after the signing this Agreement, the following vacancies for Facilities Technician I will be declared.

Lancaster Region (1)

Central Region (1)

Harrisburg Region (1)

General Office (2)

Treatment of Existing Grievances

Upon signing of this Agreement, the Union will consider the grievances listed below to be settled. Additionally, any Facilities vacancy grievance or possible claim that was not reduced to writing from September 10, 2014 to the present will be considered settled in addition to the list of written grievances set forth below, and any prior agreement to hold in abeyance or waive time limits (as referenced by Robert Hoerner's email dated December 10, 2014) for any such grievance or claim is hereby cancelled.

- 14CEN-014
- 14CEN-016
- 14NE-005
- 15GO-001
- 16LAN-004
- 16CEN-014
- 16CEN-015
- 16CEN-018
- 16GO-015
- 16GO-016
- 17GO-003
- 17GO-015a
- 17GO-021a
- 17GO-025a
- 18GO-014
- 18GO-016

Arbitration Cancellation

The Company agrees to pay the late fee for canceling the arbitration for 14CEN-014.

Back Dues

The Company agrees to pay the amount of \$27,000 to the Union in back dues.

Incumbents

The parties acknowledge and agree that the openings created by the promotions listed above will not be backfilled. Furthermore, except for incumbents, the Facilities Management Worker job classification will be eliminated. The new entry level classification for the Facilities General Office progression line will be the Facilities Logistics Worker. The new entry level classification for all other Facilities progression lines will be the Facilities Technician I job. The Company agrees to promote within the progression line, consistent within business needs.

This Agreement supplements the existing CBA between the parties and any topic or item not expressly covered herein will remain subject to the applicable language in the CBA.

Frank E. Graboski

Frank Graboski
IBEW Local 1600

11/16/18

Date

Ashley M. Tripp

Ashley Tripp
PPL

11/16/18

Date

Attachment A

PPL EU SERVICES CORPORATION – FACILITIES MANAGEMENT

JOB DESCRIPTION

JOB TITLE: Systemwide Facilities Electrician

JOB CODE: 006550

ORGANIZATION: Facilities Management

SALARY GRADE: B13

PURPOSE: Under limited supervision, performs routine and advanced skilled electrical work in performing operation, maintenance and renovation of building electrical and communication systems.

SUPERVISION: Regional Facilities Supervisor

DIRECTED BY: Other personnel of like classification

DIRECTS: Other personnel of like or lower classification

DESCRIPTION OF DUTIES: Duties include, but are not limited to:

1. Performs routine and advanced skilled electrical work requiring an advanced knowledge of all building related electrical and communication cabling (voice, data and video), instrumentation and control systems such as running conduit and wiring from prints or verbal instructions, replacement or repair of electrical equipment and components, and all preventive maintenance on electrical equipment.
2. Performs work planning and coordination with contractors, building occupants and Facility Technicians for electrical work assigned.
3. Perform inspections and repairs of electrical equipment up to 480volts.
4. Performs all work in accordance with all applicable NEC, building codes and OSHA requirements.
5. Provides on the job training of like or lower classification employees including Facility Technicians in the operation and maintenance of building electrical systems.
6. Use hand and power driven tools and equipment for performing above tasks.
7. Takes and records readings of equipment.
8. Performs diagnostic testing and utilizes standard test equipment to analyze and interpret results.
9. Ability to read blueprints, mechanical drawings, wiring diagrams, and ladder logic.
10. Performs Troubleshooting of electrical problems.
11. Works aloft up to 80ft. using personnel lifts, scaffolds or ladders.
12. Performs other duties as assigned or necessary.

MINIMUM ENTRY REQUIREMENTS

1. Completed a 4-year commercial or industrial electrical apprenticeship program and have 5 years of work experience as a Journeyman Inside Wiremen.
OR
2. Complete a two-year degree or certification in Electrical Technology and 5 years of verifiable work experience in the commercial or industrial electrical field or PPL facilities management.
3. High school education or equivalent.
4. Completed OSHA 30 training or ability to complete.
5. Ability to read and interpret blueprints and specifications.
6. Ability to use Building Automation Systems to troubleshoot and resolve issues.
7. Ability to use computer-based applications pertaining to the job.
8. Satisfactory physical condition to perform job duties indoor and outdoor in all weather conditions.
9. Valid driver's license. Must be able to operate all Non-CDL vehicles.
10. Ability to obtain Forklift Truck Operator permit.

PPL EU SERVICES CORPORATION – FACILITIES MANAGEMENT

JOB DESCRIPTION

JOB TITLE: Systemwide Facilities HVAC Technician

JOB CODE: 006551

ORGANIZATION: Facilities Management

SALARY GRADE: B12

PURPOSE: Under limited supervision, troubleshoots and performs skilled work in the operation, maintenance and renovation of HVAC equipment and systems.

SUPERVISION: Regional Facilities Supervisor

DIRECTED BY: Other personnel of like classification

DIRECTS: Other personnel of like or lower classification

DESCRIPTION OF DUTIES: Duties include, but are not limited to:

1. Performs work planning and coordination with contractors, facilities Technicians and building occupants on HVAC equipment.
2. Performs skilled work requiring a thorough knowledge of all aspects of building related HVAC systems and skilled preventive maintenance on HVAC systems and associated systems. Also performs skilled plumbing and pipe fitting as they apply to HVAC systems in accordance with recognized codes and regulations.
3. Install and commission HVAC systems and components.
4. Performs preventative and corrective maintenance on electric commercial chillers and cooling towers.
5. Provides on-the-job training of like or lower classification employees including Facility Technicians in the operations and maintenance of HVAC systems.
6. Reads and Interprets sketches, diagrams blueprints, mechanical drawings, wiring diagrams, ladder logic and complex specifications.
7. Records and tracks refrigerants.
8. Takes and records readings of equipment.
9. Uses Building Automation Systems to troubleshoot HVAC equipment.
10. Performs complex diagnostic testing, troubleshooting and utilizes test equipment to analyze and interpret results on HVAC systems.
11. Performs all work in accordance with all applicable NEC, building codes and OSHA requirements.
12. Works aloft up to 80 ft. using personnel lifts, scaffolds or ladders.
13. Use hand and power driven tools and equipment for performance of above task.
14. Performs other duties as assigned or necessary.

MINIMUM ENTRY REQUIREMENTS

1. Completed an accredited HVAC training program (2 year degree or certification) in HVAC technology.
2. Ability to obtain EPA Section 608 certification.
3. 5 years of experience in commercial or industrial HVAC field or 5 years' experience in PPL facilities management.
4. Must have training and experience working on electric commercial chillers and cooling towers.
5. High school education or equivalent.
6. Completed OSHA 30 training or ability to complete.
7. Ability to read and interpret blueprints and specifications.
8. Ability to use Building Automation Systems to trouble shoot and resolve issues.
9. Knowledgeable of computer-based applications pertaining to the job.
10. Satisfactory physical condition to perform job duties indoor and outdoor in all weather conditions.
11. Valid driver's license. Must be able to operate all Non-CDL vehicles.
12. Ability to obtain Forklift Truck Operator permit.

**PPL EU Services Corporation
JOB DESCRIPTION**

JOB TITLE: Facilities Logistics Worker

JOB CODE: 006552

DEPARTMENT: Facilities Management

SALARY GRADE: B-04

LOCATION: General Office Complex

SUPERVISOR: Regional Supervisor-Facilities Management

DIRECTED BY: Other personnel of like or higher classification

DIRECTS: Other personnel of like or lower classification

PURPOSE: Performs unskilled manual labor at the General Office Complex as related to building maintenance and operation activities

DESCRIPTION OF DUTIES: Duties include, but are not limited to:

1. Performs general cleanup and labor work in GO.
2. Load, unload and deliver items such as materials, tools, equipment, mail, moving boxes to various locations. Performs computer inquiries to identify locations, shipper, shippee or other relevant information. Performs mailroom duties such as sorting, packing, and delivering mail, this includes signing for packages.
3. Maintains grounds in good order, doing cleanup work, grass cutting, snow removal and assists with installation, repair and/or removal of equipment where required.
4. Operates tools and equipment associated with job duties.
5. Operates non-CDL vehicles (one ton or less) for deliveries at the GO Complex and snow removal. Operates lawn care and snow removal equipment.
6. Performs custodial duties such as stocking washrooms, mopping, sweeping, painting and cleaning floors and fixtures.
7. Performs clerical work and maintains records and forms associated with job duties.
8. Sorts incoming mail for distribution and dispatches outgoing mail.
9. Sorts mail by destination and type.
10. Re-addresses undeliverable mail.
11. Looks up locations for incomplete addresses.
12. Examines and delivers outgoing mail.
13. Weighs letters and packages for USPS, Fed-Ex, UPS, ETC.
14. Uses other mailroom equipment, i.e.: sorter, as designated.

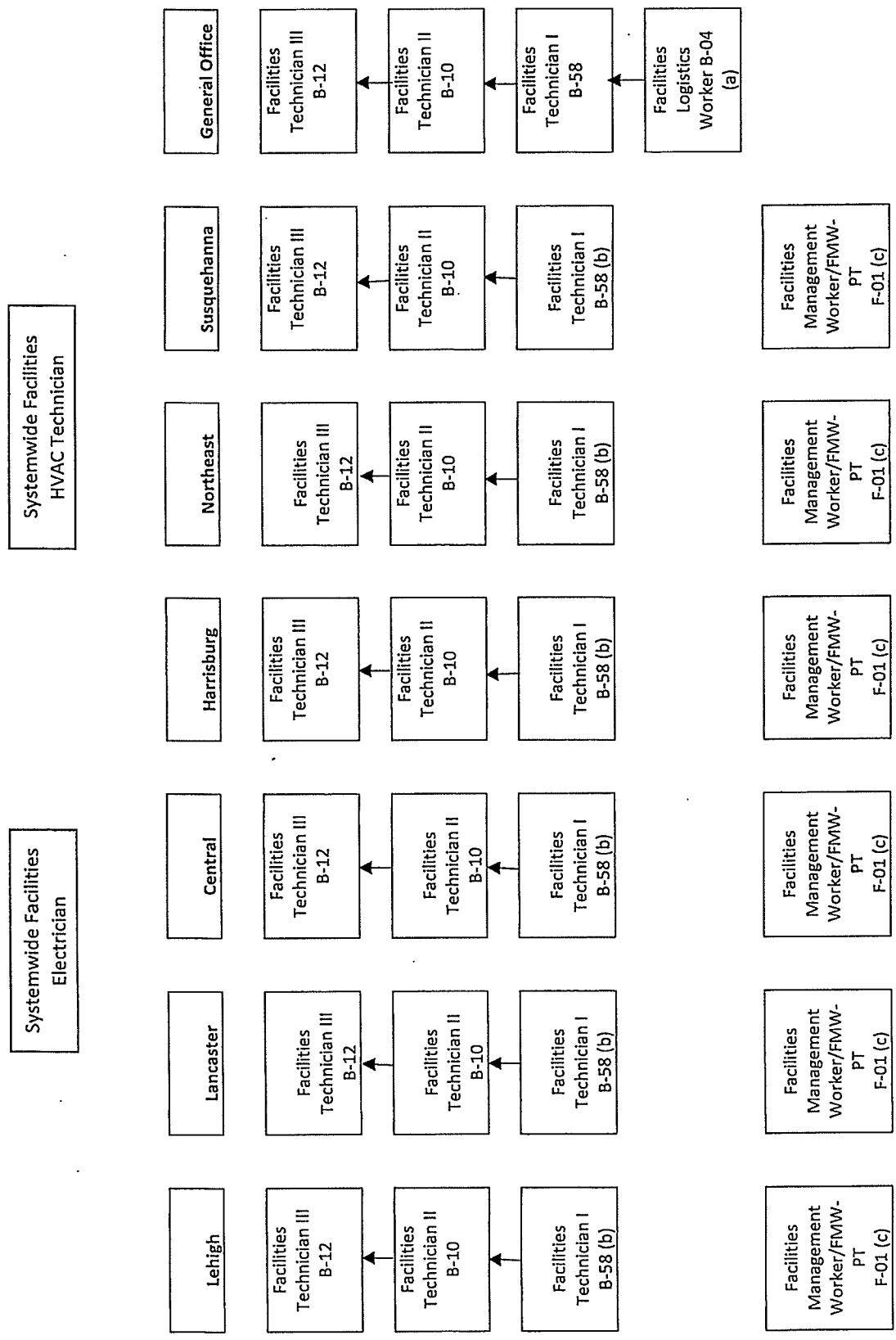
15. Operates common hand and power tools, including small forklift (maximum 10,000 lbs.) and other material handling equipment, i.e., pallet jack and power carts.
16. Perform all duties listed in the Facilities Management Worker job description.
17. Performs other related duties as assigned or as necessary.

MINIMUM ENTRY REQUIREMENTS:

1. High school education or equivalent.
2. Possess a valid motor vehicle operator's license.
3. Ability to obtain valid and appropriate operator's license and ability to operate material handling equipment e.g. forklift, material cart, van or pick-up truck (1 ton or less).
4. Adequate physical ability to perform manual work associated with job duties.

Attachment B

Facilities Progression Lines



- a) Vacancies in this position will be filled following the language in Article V, Section 2, Paragraph M(2) – new hire
- b) Vacancies in this position will be filled following the language in Article V, Section 2, Paragraph M(3) – hire-hire-post
- c) These positions are incumbent only – incumbent FMW positions shall retain promotional opportunities in their progression line.
- d) A roster location is identified for establishing a normal commute. In the event of a promotional