

**MEMORANDUM OF AGREEMENT
BETWEEN PPL ELECTRIC UTILITIES
AND
IBEW LOCAL 1600**

This Memorandum of Agreement between PPL Electric Utilities and IBEW Local 1600 embodies the understanding reached between the parties relative to filling vacancies for Transportation positions except the job titles of Transportation Journeyman Mechanic and Transportation Mechanic Leader will continue to be filled in accordance with the Labor Agreement

- Filling future Mechanic vacancies in the Transportation Department will follow normal progression line promotional rules first. If no promoteable employees are available, on a rolling basis (first, second, third vacancy), the positions of Handyman and Mechanic will be filled using the following guidelines:

A. For every first and second vacancy, the job title of Transportation Mechanic will be posted systemwide. Bidders will be considered in IBEW Local 1600 seniority order. Minimum entry requirements are:

1. Successfully passing the CAST exam at Level Four (or its replacement test)
2. Successfully passing the test for Transportation Mechanic developed by the Company for use in the outside hiring process. The Company will review this test with the union but the contents of the test are not negotiable.
3. Ability to obtain a Commercial Driver's License within six (6) months.

If there are no qualified bidders, new employees will be hired using the above-mentioned minimum entry requirements.

B. For every third vacancy, the job title of Transportation Handyman will be posted systemwide. Bidders will be considered in IBEW Local 1600 seniority order and must meet the Minimum Entry Requirements of a Transportation Handyman.

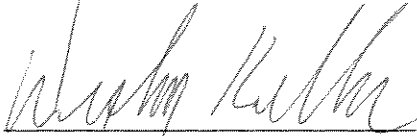
If there is no qualified bidder, a new employee will be hired using the Handyman minimum entry requirements.

An employee who becomes a Transportation Handyman, will be promoted to Transportation Mechanic following the six month probationary period if he successfully passes the Transportation Handyman Core Training Module tests and is performing satisfactorily. Allowing a Transportation Handyman to pass the Core Training Module tests will be restricted to two opportunities per module, however re-testing a third time will be considered if the employee submits a written request with documentation of steps he has taken to improve his knowledge in that specific area. Before the end of the six month probationary period, a Transportation Handyman not performing satisfactorily or not interested in promoting to Transportation Mechanic will be returned to their former job.

A Transportation Handyman will be able to bid on Transportation Mechanic postings during the six month probationary period but will be required to meet the entry level requirements listed in paragraph A above. (This does not include an employee who was demoted to Transportation Handyman.)

- A Transportation Mechanic who fails the same Core Training Module test two times per module, will be demoted to Transportation Handyman and have his pay reduced to Transportation Handyman effective at the beginning of the following pay period. This employee will be restricted from bidding a Transportation Mechanic position for six months. In the event this employee re-promotes to Transportation Mechanic, the 5 year time-in-rate required to promote to Transportation Journeyman Mechanic will start over.
- Article V, Section 2, Paragraph M of the Labor Agreement will be revised by this agreement. The job title of Transportation Handyman will be removed from the list of jobs currently filled by the post, post, hire sequence. Subsequent Transportation Handyman positions will be filled in accordance with this agreement.
- Either party may cancel this agreement by providing written notice to the other party sixty calendar days prior to the effective cancellation date.

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


PPL Electric Utilities


IBEW Local 1600

1-5-06
Date

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