

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 T&D progression line in Electric Utilities.

Incumbent employees in the current T&D Apprentice Program

1. Employees in the T&D Apprentice Program who are in the Journeyman Lineman Trainee–Level 5 job classification as of April 30, 2010, and are eligible to be promoted to Journeyman Lineman in 2010.
 - Any employee in the above listed category who has successfully completed all required training modules and JPMs will be promoted to Journeyman Lineman effective the first pay period in July, 2010.
 - Any employee in the above listed category who has not successfully completed all required training modules and JPMs will be given the opportunity to complete the training modules and JPMs and if successful be promoted to Journeyman Lineman effective the first pay period in July 2010.

2. Employees in the T&D Apprentice Program who are in the Journeyman Lineman Trainee–Level 4 job classification as of April 30, 2010, and are eligible to be promoted to Journeyman Lineman Trainee–Level 5 by April 1, 2011.
 - Any employee in the above listed category who has successfully completed all the required Level 4 training modules and JPMs will be given the opportunity to volunteer to demonstrate their skills and if successful be promoted to Journeyman Lineman by November 1, 2010.
 - The demonstration process will take place at the Technical Training Center.

3. Employees in the T&D Apprentice Program who are in the Journeyman Lineman Trainee-Level 3 job classification as of April 30, 2010, and are eligible to promote to Journeyman Lineman Trainee-Level 4 by April 1, 2011.
 - Any employee in the above listed category will be given the opportunity to complete their required Level 4 training modules and JPMs. Once they successfully complete the required training modules and JPMs they will be given the opportunity to volunteer to demonstrate their skills and if successful be promoted to Journeyman Lineman by the first pay period in April, 2011.
 - The demonstration process will take place at the Technical Training Center in 2011.

4. Employees in the T&D Apprentice Program who are in the Groundhand, Helper or Journeyman Lineman Trainee-Level 1 or Level 2 job classification as of April 30, 2010, will be assimilated into the new apprentice program promotion schedule based on the training they have completed.

The demonstration processes mentioned above under the T&D progression line will be jointly developed by the parties and will consist of Permit & Tag (including some switching), troubleshooting, proper tailboard procedures and rubber glove and sleeve work. Each employee will be given one opportunity to go through the demonstration process. If an employee is unsuccessful in the demonstration process or decides not to volunteer for the demonstration process, they will enter the new apprentice program at the appropriate level and date. As part of the new apprentice program, they would need to successfully complete a skills assessment exercise to promote to each level.

Filling Journeyman T&D Vacancies

The parties agree that when it is necessary for the Company to fill Journeyman Lineman vacancies; upon agreement between the parties exhausting internal means below, the Company may hire external candidates.

- Transfers/Demotions
- Follow any existing agreed upon Early Promotional Opportunities Agreement
- Internal Posting – qualified employees

External candidates must successfully complete a Qualifying Skills Assessment to demonstrate qualifications for the Journeyman position.

External candidates who do not successfully complete the Qualifying Skills Assessment may be placed in the T&D Apprentice Program at the Journeyman Lineman Trainee – Level 3 position. Their job date will be established, according to the existing Apprentice Program language, as the date they enter the Apprentice program.

This will be reviewed between the parties and agreed to on an annual basis.

New T&D Apprentice Program

The parties agree to establish a joint team to modify the language in Attachment 8 of the 2006 Summary of Agreement to address changes to the Apprentice Program in the T&D progression line to reduce the overall training cycle to four (4) years from the time a individual enters the apprentice program to the time he becomes a Journeyman Lineman.

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

5/6/2010
Date