

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.

T&D 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 T&D progression line will be the Helper – T&D position. However, the Groundhand 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 - T&D	A08, step 1	26 pay periods
Journeyman Lineman - level 1 Trainee	A08, step 2	13 pay periods
Journeyman Lineman - level 2 Trainee	A08, step 3	13 pay periods
Journeyman Lineman - level 3 Trainee	A08, step 4	13 pay periods
Journeyman Lineman - level 4 Trainee	A08, step 5	13 pay periods
Journeyman Lineman - level 5 Trainee	A08, step 6	26 pay periods
Journeyman Lineman	A08, step 7	

In the six-month probationary period, the Helper-T&D will receive corporate compliance training along with MST (Mandated Safety Training) and formal curriculum training, including a wood pole climbing school and 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-T&D position and termination for external hires. All other instances will be handled in accordance with the Labor Agreement.

Training for Helper-T&D through Journeyman Linemen Trainee- FS level 5 will be provided in accordance with the curriculum established and agreed to by the parties.

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.

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 Groundhand at the Groundhand 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 line work experience, to advance to Journeymen Lineman 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-T&D, Journeyman Linemen Trainee Level 1, and Journeyman Linemen Trainee 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

Employees in the T&D Progression Line in the job classifications of Groundhand, Helper-T&D and Journeyman Lineman Trainee-Level 1 or Level 2 as of April 30, 2010 will be assimilated into the new apprentice program promotion schedule based on the training they have completed. Incumbent Groundhands with a job date prior to October 10, 2006, who were previously ineligible to promote, will remain in the Groundhand position at their current rate of pay and will receive all applicable wage increases. Incumbent Groundhands with a job date after October 10, 2006, who were previously ineligible to promote, will remain in the Groundhand position at the Groundhand rate of pay.

Employees in the T&D Progression Line in the job classifications of Journeyman Lineman Trainee-Level 3 or Level 4 as of April 30, 2010, who are unsuccessful or decide not to volunteer for the demonstration process identified in the Letter of Understanding (LU# 10-0470) signed by the parties on May 6, 2010, will enter the new apprentice program at the appropriate level and date. They will follow the schedule and process for advancement as identified in this agreement.

Job Duties

The job description of Helper-T&D and Journeyman Lineman Trainee - FS will be used to describe the job duties. As the employee moves through the various levels in the Journeyman Lineman Trainee Apprentice Program, the 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 Lineman Trainee Program, 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-T&D job classification. Incumbent Groundhands 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.

Leaders

The Company will maintain a 1:5 ratio by work location in the T&D progression line consisting of 1 Leader to 5 others. Others are Journeyman Linemen, Journeyman Lineman Trainees and Helpers-T&D.

Training crews within a region will be directed by a leader, either permanent or temporary.

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

10-4-10
Date