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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.

**Incumbent employees in the current Electrical Substation progression line and associated Apprentice program**

Employees in the Electrical Substation progression line in the job classification of Journeyman Electrician Trainee-Level 5 as of the signing of this agreement, who have successfully completed all required training modules and JPMs, have demonstrated proficiency in performing work at the Journeyman level and are eligible to be promoted, will be promoted to Journeyman Electrician in their current progression line effective the first pay period in May, 2011.

Employees in the Electrical Substation progression line in the job classifications of Journeyman Electrician Trainee-Level 3 or Level 4 as of the signing of this agreement, who have completed their required training modules and JPMs will be given the opportunity to volunteer to demonstrate their skills and if successful be promoted to Journeyman Electrician in their current progression line. The demonstration process will take place at the Technical Training Center between May 1 and July 31, 2011. Those employees who successfully demonstrate their skills will be promoted to Journeyman Electrician in their current progression line effective at the beginning of the first pay period in August, 2011.

The demonstration processes mentioned above will be jointly developed by the parties and will consist of Permit & Tag (including some switching), troubleshooting, proper tailboard procedures and specific tasks associated with the substation progression line. Each employee will be given one opportunity to go through the demonstration process.

Employees in the Electrical Substation progression line in the job classifications of Journeyman Electrician Trainee-Level 3 or Level 4 as of the signing of this agreement, who are unsuccessful or decide not to volunteer for the demonstration process identified above, will enter the new apprentice program at the appropriate level and date. They will follow the schedule and process for advancement as identified in the agreement for the new apprentice program.

Employees in the Electrical Substation progression line in the job classifications of Laborer, Helper - FS Regional Electrical and Journeyman Electrician Trainee-Level 1

through Level 2 as of the signing of this agreement will be assimilated into the new apprentice program promotion schedule based on the training they have completed.

**Incumbent employees in the current Electrical Underground/Network progression line and associated Apprentice program**

Employees in the Electrical Underground/Network progression line in the job classification of Journeyman Electrician Trainee-Level 5 as of the signing of this agreement, who have successfully completed all required training modules and JPMs, have demonstrated proficiency in performing work at the Journeyman level and are eligible to be promoted, will be promoted to Journeyman Electrician in their current progression line effective the first pay period in May, 2011.

Employees in the Electrical Underground/Network progression line in the job classifications of Journeyman Electrician Trainee-Level 3 or Level 4 as of the signing of this agreement, who have completed their required training modules and JPMs will be given the opportunity to volunteer to demonstrate their skills and if successful be promoted to Journeyman Electrician in their current progression line. The demonstration process will take place at the Technical Training Center between May 1 and July 31, 2011. Those employees who successfully demonstrate their skills will be promoted to Journeyman Electrician in their current progression line effective at the beginning of the first pay period in August, 2011.

The demonstration processes mentioned above will be jointly developed by the parties and will consist of Permit & Tag (including some switching), troubleshooting, proper tailboard procedures and specific tasks associated with the underground/network progression line. Each employee will be given one opportunity to go through the demonstration process.

Employees in the Electrical Underground/Network progression line in the job classifications of Journeyman Electrician Trainee-Level 3 or Level 4 as of the signing of this agreement, who are unsuccessful or decide not to volunteer for the demonstration process identified above, 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.

Employees in the Electrical Underground/Network progression lines in the job classifications of Helper - FS Regional Electrical and Journeyman Electrician Trainee-Level 1 through Level 2 as of the signing of this agreement will be assimilated into the new apprentice program promotion schedule based on the training they have completed.

Incumbent employees in the Electrical Underground/Network progression line who are assimilated into the new apprentice program will receive training to do LTN work regardless of their work location or whether a LTN system exists at that work location.

Incumbent employees in the Electrical Underground progression who are a Leader or Journeyman as of the signing of this agreement or Journeyman Trainees Level 3, Level 4 or Level 5 as of the signing of this agreement who successfully demonstrate their skills to become a Journeyman as stated above and do not have

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Network training will be given a one-time opportunity to sign-up for and receive Network training.

Upon signing of this agreement all future promotions, demotions and transfers in the Electrical Underground/Network progression line will be based on the Network classification only.

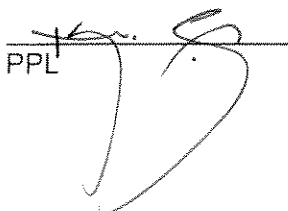
Training – Underground/Network Progression Line

Formal training will be provided to employees at each level of the Underground/Network progression line and will include both underground and network training. Incumbent Electrical Leaders and Journeymen Electricians who do not have the network training and elect to receive the network training must complete the training within four (4) years of the date of the signing of this agreement. They must pass all training provided to them prior to being considered for future promotions. Failure of this training is not cause for an employee to be removed from their current position and employees who fail may re-test a second time. If a vacancy occurs before the employee completes all the training, he will not be denied the promotion. However, an employee who fails a test the second time, after being promoted to Leader but prior to completing all the training, will be demoted back to their previous Journeyman Electrician position. Since networks do not exist at all work locations, and it is necessary to maintain job skills, Electrical Leaders and Journeymen Electricians may be sent on training assignments to other work locations with network facilities for a period of no more than two weeks per assignment. Journeymen Electrician Trainees and Helpers in the Underground/Network progression line may be sent for longer periods of training when sent on training assignments

Leaders in the Underground/Network progression line

The Company will maintain a 1:5 ratio by work location in the Underground/Network progression line consisting of 1 Leader to 5 others and the Leader must have the Network classification. Others are Journeyman Electricians, Journeyman Electrician Trainees and Helpers-Electrical in the Underground/Network progression line. Individual locations, that have less than a total of five (5) Journeymen Electricians, Journeymen Electrician Trainees and Helpers in the Underground/Network progression line will not have a Leader. However locations with network facilities will always have a minimum of 1 Leader.

This Letter of Understanding applies only to the particular situations and progression lines 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