

OVERTIME OPPORTUNITIES AGREEMENT

In accordance with Attachment #4 of the 2002 Summary of Agreement between PPL Corporation and IBEW Local 1600, this document and its' attachments outline the policies and procedures to be utilized for the handling of both prearranged and call-out overtime work performed by the Field Services Regional T&D and M&E employees. The former Resource Management Material employees are also covered under these documents at this time. This document and its' attachments shall remain in effect for the period of the current contract, however, an annual review will be conducted by the Joint Overtime Resolution Committee no later than March 31st of each year this is in effect. Any changes to this document or its' attachments must be mutually agreed to by the parties. This agreement provides an equitable distribution of overtime opportunities to available employees; however, it does not guarantee equalization of overtime among the employees. Offers made versus offers accepted will be tracked to determine an "overtime response rate" for resolution of bypassed overtime opportunities per the 2002 Summary of Agreement. The 6/18/02 Overtime Response Rate Letter of Understanding, revised Addendum (Attachment 5), and Flagging Callout Order (Attachment 6) are a part of this document.


In accordance with the 2010 Summary of Agreement, the parties agree to extend the Overtime Opportunities Agreement for Distribution Operations – T&D and M&E dated 3/26/09 for the term of the current contract with the following cancellation language incorporated into the agreement.

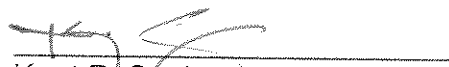
It is understood that either party may cancel this agreement by written notice to the other party ninety (90) calendar days prior to the effective cancellation date.


Christina R. Sepich


John J. Clausius


George R. Hower


John D. Paul III


Kent R. Senior


Michael W. Wert

9/17/13
Date

3/31/03 *Jmw*
Revised 11/15/06
Revised 3/25/09
Revised 7/22/10
Revised 5/03/13

**FIELD SERVICES T&D/M&E AND RESOURCE MANAGEMENT
SELF-MANAGED ROSTER GUIDELINES**

A. PRIMARY/SECONDARY

Rotational rosters will be established for Field Services T&D/M&E employees and Resource Management Material employees. Under "self managed", each roster group may elect to develop a primary and secondary roster. Additionally, body swaps are allowed, and employees can be unavailable from the overtime roster for the reasons listed in this document.

Each employee rostered at a location will determine which roster they are on (Primary or Secondary). If no one elects to be on the Secondary Roster, then everyone will be on the Primary Roster.

Employees will be able to change between the Primary Roster and the Secondary Roster on a monthly basis. Change requests must be submitted no later than seven (7) calendar days prior to end of the month. Any changes remain in effect until the next change is received

B. VACATION/MINI-VACATION (ENTIRE DAY)

During Vacation/Mini-Vacation employees will be considered unavailable for overtime from quitting time of their last "W" day until the start of their next "W" day following their Vacation/Mini-Vacation. To be eligible for overtime, employees must report their availability to their supervisor or a designated Company representative at least one (1) hour before the end of their last scheduled W day.

1. Refer to Personal Time (Section M) for partial day's use of Mini-Vacation.
2. During non-scheduled hours, it is the employee's responsibility to notify the CSR-Shift of a change in availability.

C. SICKNESS

Employees off duty due to Sickness will be considered unavailable for overtime from the time of notification of their sickness until they return to work. To be eligible for overtime, employees must report their availability to their supervisor or a designated Company representative at least one (1) hour before the end of their last scheduled W day.

D. RESTRICTED DUTY

An employee is responsible to bring in a Return to Work Slip when returning to work on Restricted Duty. The Return to Work Slip must indicate the restrictions and whether or not the employee can work overtime.

E. DEATH IN THE FAMILY

Employees will be considered unavailable for overtime from the time of notification until the start of the next "W" day following midnight of the day after the funeral. Shift worker rules apply as stated in Article VIII, Section 2, Paragraph A (1) of the Labor Agreement.

F. MILITARY DUTY-ANNUAL TRAINING/WEEKEND DRILLS

Employees will be considered unavailable for overtime from quitting time of their last "W" day until the start of their next "W" day following their training period. Employees must notify their supervisor or designated Company representative if they want to remain available for **call-outs** during weekend drills.

G. JURY DUTY

Employees will be considered unavailable for overtime from quitting time of their last "W" day until the start of their next "W" day following Jury Duty. Employees must notify the supervisor or designated Company representative if they want to remain available for **call-outs** for the weekends.

H. TRAINING ASSIGNMENTS

Employees will be considered unavailable for overtime from 1900 hours of the calendar day preceding training and during the actual travel time period while returning from training.

Note: If a call-out is taken prior to 1900 hours the day preceding training, the employee should be released 8 hours prior to actual travel to preclude any possibility of missing training.

I. TEMPORARY WORK ASSIGNMENTS-STAYING

1. Employees who stay away from their residence while on a temporary work assignment will be placed on a "Supplemental" Overtime Roster at the temporary work location, and can be offered overtime at that roster location after it has been offered to employees on the regular roster at that location.
2. Employees will be considered unavailable for **pre-arranged** overtime at their home roster location, except for weekends, if they are not working at the temporarily assigned location.
3. Employees will be considered unavailable for **call-outs** at their home roster location from the start of their first "W" day until quitting time of their last "W" day, including actual travel time to and from.

If the work period qualified them for "Rest Period", the employee may finish their work period at the location they are called out from. In the event an employee is required to report to work to finish the rest of his shift, he may report to either the temporary assignment or normal work location, whichever is closer.

J. TEMPORARY WORK ASSIGNMENTS-COMMUTING

1. Employees will remain available for call-out at their home roster. However, the employees will be excused during the time of their actual travel time.
2. Employees will be considered unavailable for **pre-arranged** overtime at their home roster location, except for weekends, if they are not working at the temporarily assigned location.
3. If the work period qualifies them for "Rest Period", the employee may finish their work period at the location they are called out from. In the event an employee is required to report to work to finish the rest of his shift, he may report to either the temporary assignment or normal work location, whichever is closer.

K. PRE-ARRANGED WORK

Employees scheduled to work pre-arranged work will have the option to be unavailable for call-outs.

Note: If a call-out is taken prior to the pre-arranged work, the employee should be released 8 hours prior to actual travel to ensure their availability for the pre-arranged work.

L. REST PERIOD

There will be no charge for a missed callout to employees who are on rest period during non-scheduled hours. The employee would receive credit if they respond. Employees must notify a supervisor or Dispatch if they are taking rest period. The amount of rest period during non-scheduled hours cannot exceed the time allowed per Article IV, Section 5 of the Labor Agreement.

See G96-SUS-125, (copy attached).

M. PERSONAL TIME (PT)

1. The Company may deny requests for personal time (PT) based on roster availability.
2. Given three-day notice and with written approval of the supervisor, employees may be granted up to 56 hours of PT (weekends off) with the maximum of two weekends per month.
3. Less than three-day notice, limit PT requests to a minimum of two hours to a maximum of eight hours.
4. Management may cancel or deny PT for impending weather, training, emergencies, etc.
5. For the above PT requests, exceptions will be considered on a case-by-case basis with management approval.
6. Being unavailable from the roster for personal time does not exempt an employee from being called after all available personnel on the rosters

have been called.

7. PT is considered a legitimate exemption for response rate calculations.

N. ROSTER MANAGEMENT

1. The Chief Steward or their designated appointee and local management will ensure self-managed guidelines will be applied. They will meet regularly to monitor ongoing roster activity.
2. Member notes will be added to overtime rosters only by the joint agreement of Local 1600 chief steward or designee and regional management.
3. Would allow for volunteer rosters to be used for high side primary rosters only.
4. Individual roster notes may remain based on agreement between local management and the chief steward or his designee. Dispatchers must assure they read all member notes.

**SKILL/SPECIALTY DESIGNATIONS
JOB CLASSIFICATION ABBREVIATIONS**

In order to comply with the 2002 Summary of Agreement, Attachment #2, overtime opportunities require certain specialties to be identified. In addition to that the job classification abbreviations used in the AWSEM/ARCOS system are enclosed in this section.

SPECIALTY

The following specialty designation will be used for the Underground High Side and Low Side Electrical Rosters.

N Network (LTN)

In addition, Cable Fault Locating will be designated in the specialty field in AWSEM/ARCOS for Electrical employees qualified to operate the cable fault locating equipment.

In addition, training levels will be designated in the specialty field in AWSEM/ARCOS for all T&D and M&E trainees.

JOB TITLES FOR AWSEM/ARCOS

LINE ROSTERS

Lineman Leader
Journeyman Lineman
Journeyman Lineman Trainee
Helper - T&D
Groundhand

TROUBLEMAN ROSTERS

Troubleman

ELECTRICAL ROSTERS

Electrical Leader
Journeyman Electrician

ELECTRICAL ROSTERS (continued)

Journeyman Electrician Trainee
Helper-Electrical
Laborer

MECHANICAL ROSTERS

Mechanic Leader
Journeyman Mechanic
Journeyman Mechanic Trainee
Helper-Mechanical
Laborer

SUPPORT ROSTER

Equipment Operator
Helper-Material
Material Handler

HANDLING OF CALLOUTS

A. LINE ROSTER WORK

1. High Side Overhead Line Work *

When a trouble call is received, the first responder will be the Troubleman, if on duty. If a Troubleman roster exists at the work location, it shall be utilized first for a responder unless reliable information warrants calling a crew immediately. If the Troubleman is not available, high side Line employee(s) will be called for overhead distribution or transmission work. At any time when a Line person is on the scene and requires help, it will be their responsibility to ask for the specific classification(s) needed.

2. Low Side Line Work *

a. Line Trainee Rosters For Trainee and Helper job classifications to be utilized for low side assistance in the requested line of work.

b. Line Support Rosters For the Groundhand job classification to be utilized for low end support in the requested line of work.

c. Flagging Support See Attachment 6 for Flagging Callout Order

* **Note:** Line rosters shall be used for underground services supplied by OH transformers.

B. ELECTRICAL ROSTER WORK

Underground electrical personnel will be utilized to perform work on Underground (Non-LTN) Three Phase Systems and URD. Certain underground electrical employees may carry a specialty designation of N and will be utilized to perform LTN (network) work. Substation electrical personnel will be utilized to perform work on substation and switchyard facilities including underground getaways from those facilities. When utilizing electrical personnel for storms in accordance with the 6/24/04 "Electrician Duties – Storm Restoration" Memorandum of Agreement, a combined progression line roster will be used at work locations that have multiple progression lines.

1. High Side Underground (Non- LTN) Three Phase Systems & URD

The Troubleman or high side Line employee will be used to investigate the trouble. Upon completion of the investigation and the trouble is determined to be an underground system, if additional personnel are needed, Underground employees will be called to complete repairs for this type of work if there is an Underground roster at the location where the

trouble occurred. Otherwise, the appropriate Line roster should be used. The Line person who was called out originally to investigate the trouble should assist in completing the repairs. When sufficient personnel from the Underground electrical roster are not obtained, the dispatcher should utilize the line roster at the location for this work.

2. High Side Network (LTN) Work

When personnel are needed for network (LTN) work, the Underground electrical employees with the Network (N) specialty designation will be called. When sufficient personnel with the N specialty are not obtained, the Dispatcher will check with the on duty Foreman – Electrical to determine if other Electrical personnel from the location underground roster can be utilized before going to an adjacent roster. To go to an adjacent roster, the appropriate Foreman-Electrical will be consulted.

3. High Side Substation Work

Usually requests for Substation work will come through the System Operator. When personnel are needed for Substation work, the Substation electrical roster will be used. When sufficient Substation personnel are not obtained, the Dispatcher will consult with the on duty Foreman – Electrical before going to an adjacent roster.

4. Low Side Electrical Work

a. **Underground or Substation Trainee Rosters** For Trainee and Helper job classifications to be utilized for low side assistance in the requested line of work.

b. **Underground or Substation Support Rosters** For the Laborer job classification to be utilized for low end support in the requested line of work.

c. **Flagging Support** See Attachment 6 for Flagging Callout Order

5. Cable Fault Locating

Call-outs for fault locating will be handled by the appropriate Electrical progression line roster based on what facility the cable is associated with. The requestor should identify if the cable is associated with a substation or network facility. As examples, for a 12KV UG getaway from a Substation, the substation roster employee with fault locating training should be called. For Network fault locating, the underground roster employee with the N specialty should be called. For underground (non-LTN) fault locating, the underground electrical employee on top of the underground roster with fault locating training should be called. All electrical rosters at a work

location will be canvassed for the 'F' skill prior to going to an adjacent roster.

C. MECHANICAL ROSTER WORK

1. High Side Mechanical Work

This roster will be utilized for mechanical problems and storm restoration assistance. They can also be used to back up support rosters for equipment operation and material handling assistance.

2. Low Side Mechanical Work

a. **Mechanical Trainee Rosters** For Trainee and Helper job classifications to be utilized for low side assistance in the requested line of work.

b. **Mechanical Support Rosters** For the Laborer job classification to be utilized for low end support in the requested line of work.

c. **Flagging Support** See Attachment 6 for Flagging Callout Order

D. SUPPORT ROSTERS (E.O., M.H., and Helper – Material)

These rosters will be utilized for specialized skills on the roster such as material handling, material help, and equipment operating. They can also be used after any other low side support (primary and secondary) rosters have been exhausted.

E. COMBINED SUPPORT ROSTERS

On a work location basis, the low side support rosters from the T&D and M&E progression lines, and the Support roster mentioned in **D.** above may elect to have a combined support roster. When utilized all support personnel will be placed on one roster at the work location. Employees are selected by the requested job classification or in order on the roster when general low end support is requested. The decision whether to use combined or separate support rosters will be made by majority and the Local Chief Steward. Helper and Trainee job classifications are not eligible to be on a combined support roster.

F. TROUBLEMAN ROSTERS

Troubleman rosters will be maintained in locations where Troublemens are rostered with the understanding that they will not be used for inter-regional or

foreign utility assistance. Use of Troubleman rosters is governed by regional Memorandums of Agreement.

G. OTHER ROSTERS

1. Supplemental Roster

This type of roster will be designated for all other personnel that might be working in a region/work location that is not their normal rostered area.

2. Site Specific Rosters

This type of roster will be maintained for unique locations such as the SUSQ SES 500/230/T10 Yards and Juniata Substation. The SUSQ 230 Yard roster will be called first for all work in the SUSQ SES yards, and Juniata will be called first for all work in the Juniata Substation. The primary backup for the Susquehanna Yards will be the Bloomsburg Electrical Roster. The primary backup for the Juniata yard will be the Harrisburg Electrical Roster.

3. Cell Tower Roster

This type of roster will be used to handle cell tower work. It will contain all rates of employees who are cell tower volunteers, and requests must be made for specific job titles or skills.

H. ROSTER MANAGEMENT

1. The Chief Steward or their designated appointee and local management will ensure self-managed guidelines will be applied. They will meet regularly to monitor ongoing roster activity.
2. Member notes will be added to overtime rosters only by the joint agreement of Local 1600 chief steward or designee and regional management.
3. Would allow for volunteer rosters to be used for high side primary rosters only.
4. Individual roster notes may remain based on agreement between local management and the chief steward or his designee. Dispatchers must assure they read all member notes.

HANDLING OF PREARRANGED OVERTIME

For prearranged work, the AWSEM/ARCOS calling roster for the day of the work will be printed and used to offer this overtime. Any swaps entered in AWSEM/ARCOS prior to the final offer will be honored as shown on the AWSEM/ARCOS calling roster. Final offers cannot be made more than two scheduled W-days prior to the work period.

For overtime contiguous to the scheduled W-day, crews may be dispatched intact if deemed expedient, however, they shall work only the original job they are dispatched to and the overtime roster shall be used thereafter.

For overtime contiguous to the regularly scheduled work day (holdover) when the AWSEM/ARCOS calling roster is used to select the employees, the employees must be on duty and working within the roster area to be eligible for the overtime offer. This applies to work within the work location roster only, for work outside the roster area or region, the calling roster shall be used for available resources regardless of their location or duty status.

Exemptions entered in AWSEM/ARCOS in accordance with the Self-Managed Roster Guidelines apply to all overtime opportunities.

Employees assigned to a temporary work location can be offered prearranged overtime at the temporary work location after it has been offered to all the employees on the regular roster at that location. Where no regular roster exists at the temporarily assigned location, the "self-managed roster" and the Chief Steward shall determine the handling of prearranged overtime.

Addendum to Letter of Understanding

RESPONSE RATE

The company will post daily and monthly overtime response rates (callout and prearranged). The employee will have the responsibility to make sure the posted information is accurate. Any inaccurate information shall be brought to the Company's attention as soon as reasonably possible but no later than one month after the occurrence by the employee. Any inaccurate information which is verified shall cause the Company to adjust the incorrect information and subsequently adjust their response rate.

1. Response rate is established by calculating offers made vs. offers accepted in the employee's rostered region. The AWSEM/ARCOS system will be used to track callout and prearranged offers. The two will be added to calculate response rate in accordance with Attachment #4 of the 2002 Summary of Agreement, and the 6/18/02 Letter of Understanding.
2. An overtime offer is any time the roster is used to select/offer an employee overtime.
3. Employees shall only receive one charge in a four hour time period that involves repeat calls.
4. All legitimate exemptions from charges are identified in Attachment 1 of this document.
5. New employees in job classifications covered under this document will begin with a .6 response rate identified in the Letter of Understanding. Employees changing jobs for any reason within FS will carry their response rate with them.
6. If an employee returns a call within ten minutes of being called and the employee accepts but the need no longer exists, the employee will not be charged for a missed callout. The employee is responsible for proof of call if no record is available.
7. Any call at the end of an employee's normal workday and roster is used – employee will receive a credit/charge for overtime response in accordance with the Overtime Opportunities Agreement.
8. The Company may use an appropriate job classification that is available at headquarters to respond to a call one hour prior to normally scheduled workday. Employees will not receive a charge for a missed callout for not responding one hour prior to beginning of normally scheduled workday or one hour after the end of their normal workday, to allow for normal commute. Employees on a temporary work assignment will follow the Overtime Opportunities Agreement.
9. Elimination of the pager wait rules.

Flagging Callout Order

- Low Line Support – primary/secondary/supplemental
- Low Line Trainee – primary/secondary/supplemental
- Low Side Support – primary/secondary/supplemental
- Low UG Support – primary/secondary/supplemental
- Low Sub Support – primary/secondary/supplemental
- Low Mech. Support – primary/secondary/supplemental
- Low UG Trainee – primary/secondary/supplemental
- Low Sub Trainee – primary/secondary/supplemental
- Low Mech. Trainee – primary/secondary/supplemental
- High Line – primary/secondary/supplemental
- High Mechanical – primary/secondary/supplemental
- High UG Elec. – primary/secondary/supplemental
- High Sub Elec. – primary/secondary/supplemental



OVERTIME RESPONSE RATE

Letter of Understanding

This letter will explain how the overtime response rate is calculated.

As we discussed during negotiations, every employee will start with an overtime response rate of .60, or 6 worked opportunities out of 10 overtime opportunities offered. This number, combined with the employee's actual response (for all overtime opportunities offered) for each month, will be used to determine the employee's overtime response rate for that month.

For example:

An employee worked 10 out of 15 overtime opportunities offered in the first month.

First month	10 worked	15 offered
Starting criteria	<u>6 worked</u>	<u>10 offered</u>
Total	16 worked	25 offered

The new Overtime Response Rate of .64 would be used to resolve bypassed overtime opportunities for the first month.

This process would continue in calculating the overtime response rate until it builds up to a 6-month rolling response rate. In the sixth month, the first set of data, in this case it would be the starting criteria, would drop off and only the six months of the employee's actual overtime response rate would be used to calculate the six-month rolling response rate.

Overtime Response Rate

For example:

An employee worked overtime as follows:

Sixth month	4 worked	10 offered
Fifth month	8 worked	9 offered
Fourth month	10 worked	16 offered
Third month	5 worked	8 offered
Second month	7 worked	10 offered
First month	<u>8 worked</u>	<u>12 offered</u>
Total	42 worked	65 offered

New Overtime Response Rate for the end of the sixth month = 42 worked/65 offered = .646

The Overtime Response Rate of .646 would be used to resolve bypassed overtime opportunities for the sixth month.

At the end of the seventh month, the set of data from month one would be dropped and a new Overtime Response Rate, including month seven data, would be calculated. At the end of the eighth month, the set of data from month two would be dropped and a new Overtime Response Rate, including month eight data, would be calculated, and so on.

The resolution for all missed overtime opportunities in any given month will be determined based on the employee's individual Overtime Response Rate (as calculated in the examples above) for that particular month in which the bypass occurred.

Concur:

IBEW Local Union 1600

Concur:

PPL Electric Utilities

Date: 6-18-02

SETTLEMENT AGREEMENT
96SUS-125 (SMITHGALL)
CALLOUT - BYPASSED

Pennsylvania Power & Light Company (PP&L) and Local 1600, International Brotherhood of Electrical Workers (Union) agree to settle the above-captioned grievance in the following manner:

1. A Mobile Work Force Transmission, Distribution & Substation employee who has worked ten or more overtime hours and as a result is on a Rest Period per Article IV, Section 5 or Exhibit B of the Labor Agreement will not be eligible for callout to work from the time he leaves work until the time he is due back that same workday. If the Rest Period is 'Off During Scheduled Hours,' this employee will not be eligible for callout until the end of his regularly scheduled workday. In addition, if the overtime is completed during non-scheduled hours, the employee will notify the dispatcher to remove his name from the callout list. If such work is completed during his normally scheduled hours, the employee will notify his supervisor.

Example A Employee called out at 7 p.m. and works until 5 a.m.

Based on the Rest Period table he would be on Rest during scheduled hours (7 a.m. - 3:30 p.m.), therefore not eligible for callout work until 3:30 p.m.

Example B Employee continues working following his normally scheduled shift (7 a.m. - 3:30 p.m.) until 2 a.m.

Since the employee has worked more than sixteen (16) consecutive hours, he will not be called out prior to 10 a.m. in accordance with an 8 hour rest period.

2. MWF TD&S employees on rest period who have worked less than 10 overtime hours, or who have worked less than 16 consecutive hours (see Article IV, Section 8, Paragraph C), will remain on the roster and are eligible for callouts, interdivision and foreign utility emergency assignments.
3. Grievants, Brent Smithgall (#80500) and James Goehrig (#29509) will receive one-time lump-sum payments in the amount of \$1,425.26 and \$1,724.78, respectively.
4. With this understanding, Local 1600 agrees to notify the American Arbitration Association that this grievance has been resolved by the parties.


Pennsylvania Power & Light Company


IBEW Local 1600

10/31/97
Date