

2018 - 2021 AGREEMENT

Between
**JERSEY CENTRAL
POWER & LIGHT COMPANY**
and
LOCAL UNION 1289
(Clerical & Operating)
of the
**International Brotherhood of
Electrical Workers**
(AFL-CIO)



**AGREEMENT
and SUPPLEMENTS**

**Between JERSEY CENTRAL
POWER & LIGHT COMPANY**

and

**LOCAL UNION 1289
(Clerical & Operating) of the**

**International Brotherhood of Electrical Workers (AFL-
CIO)**

November 1, 2018 - October 31, 2021



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PREAMBLE

AGREEMENT, made and entered into this 25th day of July, 2018, by and between Jersey Central Power & Light Company, , FirstEnergy Service Company, its successors or assigns (collectively referred to as the “Company,”) and Local Union 1289, of the International Brotherhood of Electrical Workers, (collectively referred to as the “Union”). This Agreement shall bind the successors of the Company by merger or consolidation as to the provisions and New Jersey territory covered by this Agreement. For the purpose of preserving and protecting work opportunities and job security for the Bargaining Unit employees, it is agreed that: An absolute precondition to the sale, lease, transfer, or takeover by sale, transfer, lease, assignment, corporate reorganization, receivership, or bankruptcy proceeding of the entire operation or any part thereof is that any purchaser, transferee, lessee, assignee, etc. shall agree and become party to and bound by all the terms, conditions, and obligations of this Agreement.

WITNESSETH:

Whereas, the Company and the Union have previously agreed to the terms of a collective bargaining agreement that will expire October 31, 2018 (hereinafter the prior agreement), and;

Whereas, the Company and the Union desire to enter into a new agreement by extending the terms of the Prior Agreement, as further amended to reflect the changes contained in this Stipulation of Settlement and Prior Agreement shall constitute the new collective bargaining agreement between the parties effective as of November 1, 2018 and shall expire at midnight on October 31, 2021 and the effective and termination dates set forth in Article XIV shall be amended accordingly.

ARTICLE I REPRESENTATION AND RECOGNITION

1. The Union operating through its Local 1289, having proved to the satisfaction of the Company that it represents a majority of the regular employees of the Company in each of the Bargaining Units set forth below, is hereby recognized by the Company, except as provided below, as the sole and exclusive bargaining representative of such employees. The Bargaining Units covered by this Agreement are:

(a) Except as provided elsewhere in this Agreement, all regular, full and part-time employees falling within the classifications listed in the Wage Rate Schedule attached, as certified as an appropriate Bargaining Unit by the National Labor Relations Board or recognized by the Company.

(b) Accordingly, the Company agrees to meet and treat with the Union on all matters concerning hours of labor, rates of pay, working conditions, Grievances and other conditions of employment for the employees referred to above.

(c) The Company and the Union agree that the application of the various provisions of this Agreement shall in no way serve to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, or otherwise affect his status as an employee because of such individual's race, color, creed, ancestry, religion, national origin, sex, age, place of birth, marital status, or liability for service in the armed forces of the United States.

(d) Any reference in this Agreement to the masculine gender shall also be deemed to include the feminine gender.

2. For the purpose of this Agreement, executives, administrators, professional or sales persons as defined by the Department of Labor, Wage and Hour Division, cadets, as defined below, all supervisory employees and non-regular part-time employees shall be excluded from the terms of this Agreement.

3. It is understood and agreed that cadets employed by the Company at its discretion, not to exceed in number two (2) percent

of the employees covered hereby, for the purpose of training and instruction in technical and allied lines of work, may be assigned to duty for the purpose of instruction within the classifications covered hereby, provided; however, that such assignments shall not displace or replace any employee covered (nor affect any right or benefit guaranteed to such employee) by the terms of this Agreement. In this connection, the Company will give preferred consideration to any employee covered hereby, who is qualified for cadet training, when selecting individuals for assignment to such training. The Company will notify the Local Union President and the Recording Secretary of Local 1289 when a cadet is hired.

4. For the purposes of this Agreement, a seasonal employee is defined as one who is employed, for limited periods, in order to assist in meeting requirements imposed by seasonal demands. For the purposes of this Agreement, a temporary employee is defined as one who is employed for a definite, specific and limited period not known to be of extended length, for special jobs, expected to be non recurring, or for jobs which do not offer immediate prospect of regular employment. Seasonal or temporary employment shall, in no case, exceed five (5) consecutive months, without mutual consent.

5. After receiving a written authorization and assignment from the individual employee, the Company shall deduct from each pay for each month, the employee's pledge to the Union's Committee On Political Education ("COPE") Program.

The Company will notify the Union within the first week of each month of all authorizations, assignments and revocations received during the preceding month and will remit all pledges of the individuals, by name and the amount deducted to the Financial Secretary of the proper Local Union. A separate check shall be made out to the IBEW COPE.

ARTICLE II

UNION RIGHTS - MANAGEMENT RIGHTS

2.1.(a) The parties hereto agree to cooperate with one another, to the end that the employees shall be offered as pleasant and gainful

employment as circumstances permit and to the further end that the lawful interest of the Company shall be fully protected at all times. In consideration hereof, it is agreed that all present employees of the Company, (including temporary and seasonal employees) except those heretofore mutually agreed upon as exempt from this requirement, covered by this Agreement, shall affiliate with and maintain membership in the Union as a condition of employment; failing wherein, after due and timely notice to the Company by the Local Union involved, they shall be discharged. It is still further agreed that all persons newly employed in the future in the classifications covered by this Agreement, after thirty (30) days continuous service with the Company, must apply for membership in the Union as a condition of further employment. Such employees shall be recognized as members of the Union in all respects except those that relate to seniority, until they become regular employees. Employees transferred into the classifications covered by this Agreement shall make application for and maintain membership in the Union thirty (30) days after transfer. A copy of this Agreement shall be furnished by the Company to all new employees hired or assigned within the classifications covered hereby, and their attention shall be directed to the Union membership requirement set forth herein.

(b) The Company and its agents will not discriminate in any manner whatsoever against any member of the Union because of his membership and activity in the Union; nor will the Union authorize or approve unlawful coercion of employees in order to cause them to become members of the Union. An employee shall not engage in Union activity on Company property during his/her working time, except in connection with Contract negotiations and adjustments of Grievances.

2. The Company will, for the term hereof, deduct and remit to the Financial Secretary of the appropriate Local Union, party hereto, the regular, customary and uniform monthly dues and fees, required of its members by the Union, of those members of the Local Union as shall, upon thirty (30) days prior written notice to the Company, voluntarily authorize the Company to do so. Such written authorizations must be in lawful, mutually acceptable

form, and shall be certified as accurate and voluntary by, and shall be forwarded to the Company through the Financial Secretary of the Local Union involved. In this connection, it is agreed that the Financial Secretary of each Local Union will notify the Company, in writing and in duplicate, not later than ten (10) days prior to the close of the final pay period of each month, of the monthly dues and fees to be deducted from the wages of employees who, pursuant to this Section, have filed the required dues authorization deduction order with the Company.

3. The Management of the Company, the direction of the working forces, the right to plan and execute operations, the right to hire, the right to determine the qualifications of applicants for employment, as well as the number and class of employees it shall hire, the right to determine the number and class of employees it shall retain in employment at all times, shall vest solely and exclusively with the Company. The right to assign, reassign, transfer, promote, demote, layoff and release employees for just cause and the right to impose reasonable discipline for violation of rules or regulations, or for other misconduct, or for other proper cause, shall vest solely and exclusively with the Company; subject, however, to the terms of this or any other mutual agreement or understanding, and the right of any employee adversely affected to appeal through the Grievance Procedure.

4. The reasonable use of Company bulletin boards shall be permitted for Union activities or business.

ARTICLE III SENIORITY, EMPLOYMENT, PROMOTIONS, DEMOTIONS, LAYOFFS AND DISCHARGES

3.1. Except as otherwise provided, when selecting any employee for assignment to any classification covered hereby, the Company will give consideration to seniority, fitness, ability and efficiency. Where fitness, ability and efficiency are sufficient, as defined in Section 3.5 below, seniority shall govern.

3.2.(a) All layoffs, or demotions occasioned because of falling off or curtailment of work, shall be discussed with the Union two
(2) weeks in advance of the layoff and shall be made in order of

seniority. No senior employee shall be laid off as long as any work that he can reasonably be expected to do is being performed by an employee junior in point of service, except that an employee who would be required to displace an employee junior in point of service in either (a) a lower paying job or (b) any job in an area other than that in which he is presently working (Northern Area/Southern Area) shall, if he so requests, be granted a voluntary layoff. Any employee who is granted a voluntary layoff shall not be entitled to any benefits under Article VI, Section 6.6.

(b) When jobs are abolished through automation or technological changes, the employees affected shall retain their present rate of pay for a period of four (4) months after actual assignment, in the event they are assigned to a lower grade job.

(c) During the period of this Agreement, no regular employee covered by this Agreement with ten (10) or more years of continuous service shall be laid off because of lack of work nor shall his rate of pay reduced for this reason. In the event of a reduction, elimination or reassignment of work, the Company will offer to any employee affected thereby a job that may be available anywhere in the Bargaining Unit which the employee is qualified to perform, or for which he can be trained. It is agreed, however, that this Section does not apply if such an employee refuses to accept an offered job and he will be terminated with the provisions of Articles 3.4 and 6.6 applying. It is further understood that such job offer to an eligible employee shall not displace another employee with ten (10) or more years of continuous service where training is required. The first sentence of Section (c) does not apply to employees hired after November 1, 2004.

Full-time regular employees hired after November 1, 2004, who attain ten (10) years of continuous service and are subsequently placed into a lower paying job classification shall not have their wage rate reduced. Thereafter, the employee shall receive half the general wage increases unless and until his/her wage rate is equal to the Job Rate for the lower paying job classification.

(d) If a Department, Section or Operation is permanently moved, for any reason, to a new location which is fifteen (15) miles

or more from its present site, employees involved in such moves shall be entitled to the same consideration as provided for laid off employees under Article 3.2 above.

3. Employees who have been laid off shall be reinstated to employment as need for their services arises, in the reverse order of their layoff.

4. Seniority is defined as length of continuous service with the Company. Leaves of absence and layoffs of less than eighteen (18) months shall not interrupt seniority unless the employee concerned shall without just and lawful cause, after five (5) days advance notice of reassignment to the job which he held prior to layoff, sent to the employee and the Union, fail to notify the Company of acceptance of his assignment, or after fourteen (14) calendar days advance notice of reassignment, fail to report as directed. Refusal of any laid off employee to accept any job but the one from which he was laid off, shall not terminate his seniority within the aforementioned eighteen (18) months.

3.5(a) Efficiency on the job is defined as (1) doing the work involved in the manner in which the Company expects and directs it to be done, as safely and economically as it can be done in the circumstances existing at the time; (2) cooperating with the supervisors in doing the work; (3) observing all lawful rules and regulations of the Company; (4) promptness and regularity in reporting for work; and (5) protecting the property and lawful interests of the Company.

(b) The fitness and ability of an employee to perform work in a grade other than his regular grade, shall be deemed to be sufficient by (1) his meeting the minimum qualifications for the job as set forth by the appropriate job description; (2) his mental and physical fitness to perform all the duties of the job involved, and (3) his ability to perform upon assignment, the duties of the job involved under reasonable supervision and progressively to demonstrate during his qualifying period, capacity to perform all the requirements of the job under normal supervision.

(c) Employees covered by this Agreement, who are not able to meet the Company's standards of performance after they have

been properly instructed and trained in their jobs, shall be returned to their former jobs, or equivalent, and those who violate rules or disobey instructions, may be disciplined as circumstances require. No employee will be disciplined or released, however, until he has been advised of his fault or failure within five (5) working days (in case of accidents ten (10) working days where practicable) of its occurrence and given a reasonable time in which to meet the Company's requirements, unless his fault or failure is flagrant, deliberate or repeated. As a measure to eliminate unnecessary Grievances the Company will immediately notify the Union, in writing, of the circumstances in each case involving loss of pay or other benefits, and will discuss the merits thereof with the Union before final action is taken, whenever possible.

6. Within thirty (30) days after this Agreement is ratified and annually thereafter, seniority lists of all employees covered by this Agreement shall be furnished to the Union.

7. An employee assigned for a temporary period to a lower classification shall receive his regular rate of pay during the period of that assignment. If the assignment is to be permanent, the employee and the Union shall be notified and the employee shall receive the final rate of the new classification thirty (30) days after the date of notification, unless a longer period is mutually agreed upon.

3.8.(a) Except as otherwise provided, when the Company proceeds to fill any vacancy, or any newly created job within the classifications covered hereby, the Company will notify the President of Local 1289, and promptly post the job for bid on all appropriate bulletin boards. All notices shall contain all pertinent information concerning the job and remain posted for five (5) working days. Thereupon, the bid shall be closed and the Company shall proceed to award the job in accordance with appropriate terms of this Agreement, and the Union shall be so notified within five (5) working days after close of bid. Where special testing, physical examinations, or psychological evaluations are required, the award will be made within fifteen (15) working days after the close of the bid. The accepted bidder shall be assigned to the new job within thirty (30) days after date of award. In this connection, the

Company will seek to fill vacancies by promotion or reassignment from among its regular, qualified, available personnel, and to that end shall give special consideration to those within any given classification, covered hereby, when vacancies in the next higher grade are to be filled.

(b) The Company will give consideration to employees who by reason of illness or other absence for just cause fail to file formal applications for the position, or who may reasonably be expected to qualify for the position.

(c) If in making a promotion the Company finds it necessary to pass over a senior employee in favor of a junior employee, the Company shall give seven (7) days advance notice to both the Union and the senior employee concerned, setting forth its reason for its decision. Thereupon the senior employee, or the Union in his behalf, may, within the aforesaid seven (7) days, appeal from the decision of the Company, pending the disposition of which appeal, all such promotions and reassignments shall be considered temporary, and shall not normally exceed thirty (30) days, or the pendency of the appeal, whichever is longer, unless otherwise mutually agreed.

(d) When jobs are posted as “temporary assignments”, they shall be subject to all of the foregoing conditions. It is also understood that any regular employee assigned to such job shall, upon completion of the temporary assignment, be returned to his former position (or otherwise assigned in the order of seniority).

3.9.(a) Except for unique situations agreed to by both parties, when an employee who has spent more than six (6) calendar months as a member of Management returns to the Bargaining Unit, his/her date of Union seniority shall be the date of return to the Bargaining Unit. If it becomes necessary to return such an employee to a classification covered by this Agreement, he shall be returned either to that classification from which he was promoted to supervision, or to a classification as nearly comparable thereto as possible under the circumstances then prevailing, depending upon his qualifications therefore.

(b) No person, newly hired for employment in any of the classifications specifically excluded from coverage by this

Agreement, after the date of execution of this Agreement, shall be reassigned to a classification covered by this Agreement, without mutual consent of the parties hereto.

(c) All vacancies in the first line of supervision shall be posted for bid. The Company will advise the Union, in advance, of its selections for promotion to the first line of supervision.

10. When an employee bids in and is assigned to a job, downgrade, he shall be paid the full rate of the job bid in, with the understanding that he must meet all reasonable requirements of that job within ninety (90) days. In this connection, it is understood and agreed that full consideration shall be given to downgrade bids for reassignments to promotional lines of work, but acceptance thereof (except at a time of layoff or in case of disability) is, of necessity, at the convenience and with the consent of the Company.

11. No employee shall be disciplined for the commission of any act which the Company may knowingly permit another to do.

12. If an employee is discharged or demoted, he shall obtain from the Company a statement within two (2) workdays of its action, a copy of which shall be sent to the President of the Local Union concerned. Thereupon, the employee, or the Union in his behalf, if he, or it objects to the Company's action, shall within seven (7) days after receipt of the aforesaid letter, proceed in accordance with the Grievance and Arbitration Procedure specified herein; failing wherein, no further appeal shall be heard in the matter.

13. Employees promoted to higher-grade jobs shall be paid at rate 1, 2 or the job rate of the classification they are entering, whichever is appropriate, or their rate at the time of promotion, whichever is higher, not to exceed the job rate of the new job for a qualifying period of not longer than three (3) months from the date of promotion, unless a longer qualifying period is mutually agreed upon. If, however, during the three (3) months qualifying period specified above, the employee meets all the requirements of the job, he shall be paid the job rate immediately, or, if employee has less than one year service, then upon his first year anniversary. If a temporary employee is awarded a regular, full-time position, his/her seniority time in the temporary position will be used towards

job bidding, for qualifying for Rate 2 and Job Rate of the full-time position and towards pension eligibility.

14. If an employee in a continuous process operation, other than a regular relief employee, is temporarily assigned to a higher grade job in a shift classification for as much as one (1) full day, he shall be paid the full job rate for the job, providing he meets the minimum requirements of the job and performs under normal supervision.

15. When an employee in the bargaining group, referred to in Section 1.1 above, is designated by the Company to perform work outside of his regular classification, the following rules shall apply:

(a) When two (2) or more crews are combined on the same job, and due to the nature of the work, the Company assigns the direction of the job to one employee, he shall receive as a compensatory bonus a sum equal to one half (½) of his regular, basic straight time hourly rate of pay for each four (4) consecutive hour period.

(b) Except as provided in Article 3.15(a) and (c), if an employee, covered hereby, is designated temporarily to work outside of his regular job classification as described in the appropriate job description, in a higher grade of work, for as much as two (2) consecutive hours in any one workday, he shall be paid for the period of that temporary assignment, either his regular rate, or the rate for the job to which assigned, as specified by Section

3.13 hereof, whichever is higher. For all other classifications except those listed in Article 3.15.(c) an employee who is temporarily assigned to supervise a crew or gang of three (3) or more employees, including himself, of equal or lower grade or classification for as much as eight (8) hours within one (1) workday, shall be paid one (1) additional hour's pay per day (one half hour's pay if more than four

(4) and less than eight (8) hours are involved) at his regular rate, as full compensation for the additional responsibility carried.

(c) When an LC&M 1st Cl. is put in charge of a 2-man crew, which includes himself, he will be upgraded to an LC&M Chief B. If an LC&M 1st Cl. is put in charge of a 3-man crew, which includes himself, he will be upgraded to an LC&M Chief. If, while he is

upgraded to an LC&M Chief, and he is given an additional crew member, he will be paid a bonus of one-half hour for each four hours he has the additional crew member in addition to the upgrade.

When an LC&M Chief B is put in charge of a 3-man crew, which includes himself, he will be upgraded to an LC&M Chief. If while he is upgraded to an LC&M Chief and is given an additional crewmember, he will be paid a bonus of one-half hour for each four hours he has the additional crew member in addition to the upgrade.

When an LC&M Chief is put in charge of a 4-man crew, which includes himself, he will be paid a bonus of one-half hour for each four hours he has the additional crewmember.

When a UC&M Chief is put in charge of a 4-man crew, which includes himself, he will be paid a bonus of one-half hour for each four hours he has the additional crewmember.

3.16.(a) When an employee is temporarily assigned to work in a location outside of his normal point of assembly, he shall be reimbursed for the abnormal time and travelling expenses.

(b) Employees who are assigned training for the LC&M, UC&M or Cable Apprenticeship Programs will report to the assigned training location in New Jersey at the designated starting time and provide his/her own transportation. The employee will be reimbursed at the IRS rate for such miles traveled. Mileage reimbursement shall be calculated as the distance between the employee's normal reporting location and the assigned training location. Employees will not be compensated for travel time outside of their normal schedule.

17. Because of the special qualifications necessary for the Layout Classification, employees bidding or hired into the position must possess/meet the following: Employees must have completed Company-approved courses in mechanical drawing or CAD, and algebra, geometry and basic electricity. Employees must achieve successful results on the EEI Selection Test prior to entry into the Layout Classification mode of progression. Employees with five (5) years experience in the Company who have achieved successful results on the EEI Selection Test and who do not meet the educational

requirements, can be awarded the job but will have to complete the necessary educational requirements within their 90-day qualifying period or within any extension mutually agreed to.

Requirements: Layout Technicians will be required to job site report for mode of progression training. Per Diems will be paid in accordance with Appendix B.5, Infrastructure Mobility Agreement.

18. For the purpose of this Agreement, the word “temporary” in reference to transfers shall be considered to be a period of not over forty-five (45) days unless a longer time has been agreed upon between the Company and the Union.

(a) The foregoing limitation does not apply when there is a general reduction in work force. In such cases, employees may be temporarily assigned to work in jobs defined as entry level classifications for a period of not over ninety (90) days unless a longer time has been agreed upon between the Company and the Union. However, the Company shall first offer such temporary assignments on a voluntary basis to designated available employees.

(b) For the purposes of this provision, a “general reduction in work force” is defined as one which involves a Company wide reduction in work force, but not necessarily every job classification.

19. A new employee who is hired to fill a full-time regular job shall be considered a probationary employee for an initial period of nine (9) months. A probationary employee shall have no seniority rights until the expiration of such probationary period. But said employee shall upon the ninth (9th) month, receive credit for all previous time as an employee in regards to seniority. The probationary employee shall receive all rights with regards to Union membership, except that no Grievance shall arise out of discharge during the probationary period.

ARTICLE IV MILITARY AND OCCUPATIONAL SERVICE

1. Upon discharge from the armed forces of the United States or the U.S. Merchant Marine under conditions other than dishonorable, regular employees of the Company shall be reinstated to their former jobs, or to jobs comparable thereto, as provided

for in Chapter 43 of Part IV of Title 38, U.S. Code, as revised and amended from time to time. Such employees, upon reinstatement, shall be deemed to have accumulated seniority during their period of military leave and shall become immediately entitled to all of the benefits applicable to the job classification to which assigned.

2. The Company has a Military Service Leave of Absence Program that is outlined in the FirstEnergy Employee Compensation and Benefits Handbook. Participation in the Program will be in accordance with the specific terms and conditions as stated in the Handbook, as amended from time to time.

ARTICLE V HOURS OF LABOR - HOLIDAYS - OVERTIME

1. The normal, basic hours of labor of employees in the manual bargaining group referred to in Section 1.1 (a) above, shall be as follows:

(a) The normal, basic workday for non shift employees shall consist of eight (8) hours of labor between 7:00 A.M. and 3:30 P.M. daily, effective January 1, 2019. The normal, basic workweek of such employees shall consist of five (5) days, Monday to Friday, inclusive.

Collectors will be scheduled 9:00 A.M. to 7:30 P.M. either Monday through Thursday or Tuesday through Friday. If the New Jersey BPU makes changes requiring changes to the Collector hours, the Company and Union agree to meet and negotiate a resolution that satisfies the BPU requirements. Collectors will be paid shift differential for all regular scheduled hours.

(b) The normal, basic workday of scheduled workweek employees shall consist of eight (8) hours, consecutive, except where a one half ($\frac{1}{2}$) hour unpaid meal period is provided, in which event the normal, basic workday shall be worked within eight and one half ($8 \frac{1}{2}$) consecutive hours. The normal, basic workweek shall consist of five (5) days, consecutive where possible.

(c) The normal, basic workday of shift employees shall consist of eight (8) consecutive hours. The normal workweek shall

consist of five (5) days, consecutive where possible.

(d) For purposes of this Section, shift employees are those who work on a continuous service operation, which normally operates twenty four (24) hours per day, on all of the days of the calendar week, but which by reason of operating requirements, may operate on a one shift, two shift, or three shift basis. Scheduled workweek employees are those who are assigned to duty in job classifications which, in order to insure adequate service, may be scheduled to work on any of the seven (7) days in a calendar week, but not necessarily on a twenty four (24) hour basis. All other employees are non shift employees.

2. The straight time hours of labor of employees in the clerical bargaining group shall, except as provided below, consist of eight (8) hours per day on five (5) days of the week, Monday through Friday. Work schedules at present in effect may remain in effect where the Company finds that customer convenience and public demand for service so require. This rule shall not apply to building service employees whose straight time workweek shall consist of not more than forty (40) hours.

5.3.(a) Changes in individual work schedules, within the work schedule limitations of this Agreement for the job classifications involved, may be made upon seven (7) days advance notice, with the understanding, however, that in emergencies, only forty eight (48) hours advance notice shall be required. This rule shall not affect the Company's right to make temporary assignments to work in other classifications, pursuant to the terms and conditions hereof.

(b) If it becomes necessary to change any existing basic and normal work schedule for any job classification covered hereby, on a temporary basis, the Company shall first notify the Local Unions of the reason therefore. Any such change of work schedule shall be made only within the applicable work schedule limitations of this Agreement, and upon seven (7) days advance notice, except in emergencies, when only forty eight (48) hours such notice shall be required. When temporary changes of schedule are made, it is understood that reversion to regular schedules may be made without notice, provided a rest period of at least eight (8) hours intervene.

(c) If it becomes necessary to change any existing basic and normal work schedule for any job classification covered hereby, on a permanent basis, the Company will first advise the Local Unions of the necessity therefore; and give the Local Unions reasonable opportunity, but not longer than thirty (30) days, to investigate the matter. Any such change shall be made only for just cause, and if the Local Unions deem such change not to be for just cause or to violate the applicable work schedule limitations of this Agreement, it may invoke the Grievance and Arbitration Procedure hereof.

(d) If it becomes necessary to create a work schedule for any operation or for any location established hereafter, the Company will first notify the Local Unions thereof and give the Local Unions reasonable opportunity to investigate and discuss the matter with the Company. The work schedule limitations set forth in this Agreement shall not apply in any such new operation or new location except by mutual consent.

(e) It is understood that the above change of schedule rules shall apply to job classifications in shift and schedule workweek categories only, and shall not apply to non shift job classifications.

(f) All work schedules shall be posted on the bulletin boards.

4. The following days, or days upon which they are publicly observed, shall be recognized by the parties hereto as holidays effective January 1, 1997:

New Year's Day Memorial Day

Independence Day Labor Day

Thanksgiving Day

Friday after Thanksgiving Day

December 24 (when December 24 falls on a
Monday through Thursday)

Christmas Day

(5) Floating Holidays (3 Floating Holidays for regular,
part-time employees)

(a) If one of the above holidays falls on an employee's sixth (6th) day, then the last basic scheduled workday preceding will be observed as the holiday; if it falls on the employee's seventh (7th) day, then the next basic scheduled workday succeeding will be observed as the holiday. However, in the event the holiday falls on a calendar Saturday, whether it is the employee's sixth (6th) or seventh (7th) day, it shall be celebrated on the employee's preceding regularly scheduled workday. If the holiday falls on a calendar Sunday, whether it is the employee's sixth (6th) or seventh (7th) day, it shall be celebrated on the employee's next succeeding regularly scheduled workday.

(b) All Floating Holidays will be granted, so far as possible, in accordance with the desires of the employee, but the Company may allocate Floating Holidays in order to ensure orderly operations and adequate continuous service to the public. Should a large number of employees request a Floating Holiday on Martin Luther King's Birthday, Veteran's Day, President's Day, Columbus Day, and/or Good Friday, the Company will allow at least 50% of the employees in each classification within the Department to be off, except at the power plants where minimum manning levels must be maintained to ensure orderly operations and adequate continuous service to the public. If operational requirements are hampered by this guide, the Union and Company will discuss development of a guide which is mutually acceptable.

(c) An employee who is absent due to a leave of absence or an excused or unexcused unpaid absence (not to include Union Business Not Paid) the day before and/or the day after a recognized holiday and does not work the recognized holiday is ineligible for the straight time holiday pay.

(d) An employee eligible for paid sick leave or Short Term Disability who is absent the day before and/or the day after a recognized holiday and does not work the recognized holiday will receive either sick pay or STD in lieu of straight-time holiday pay.

5. All employees covered by this Agreement shall be granted time off when possible, with straight time pay, on all holidays which fall on their regularly scheduled workdays.

6. All work performed on schedule on a holiday (except as provided in Sections 5.8 and 5.11) shall be paid for at time and a half in addition to eight (8) hours straight time holiday pay. All time worked off schedule on a holiday shall be paid for at double time.

7. All hours worked off schedule shall be paid for at time and a half time, except as otherwise provided.

5.8.(a) All work performed in excess of twelve (12) consecutive hours shall be paid for at double time rates.

(b) If by the completion of the employee's off schedule work assignment of four (4) hours or more, and the beginning of his next regularly scheduled workday, two (2) hours or less intervene (excluding normal and reasonable time for obtaining and eating a meal), that intervening unworked time shall not serve to deny that employee benefits under this Section.

(c) If two (2) hours or less intervene between the end of an employee's regularly scheduled workday (or any continuous extension of such workday) and an off schedule work assignment, that intervening unworked time shall not serve to deny the employee benefits under this Section.

9. Where employees work on an off schedule Saturday (or on an off schedule sixth day of the workweek granted off in lieu of Saturday), they shall be paid time and a half for each hour of work performed.

10. Where employees work on an off schedule Sunday (or on an off schedule seventh day of the workweek granted off in lieu of a Sunday), they shall be paid two times their regular rate for each hour of work performed.

5.11.(a) The Union and its members, for whom it is collective bargaining agent, agree that responding to call-outs is an inherent aspect of working for an electric utility. Therefore, employees shall fulfill their responsibilities under this Article as described in the General Requirements Section of the Job Description Manual.

(b) Overtime work shall be equitably distributed by the Company among qualified employees who are reporting at the

location, insofar as is practicable. The method of distribution is based on the number of overtime assignments.

(c) If the Company and the Union jointly establish a call-out procedure for any Section, Department or Area, other than what is set forth in this Section, said procedure shall provide for equitable distribution of overtime. The design of the procedure shall be consistent with the provisions of Subsection (e) below. Jointly established procedures may be made at the District, Division, Regional or Local level. When jointly agreed, such agreement may be changed or amended. The Company or Union may rescind any such agreement by giving the other thirty (30) days advance notice thereof in writing. Upon termination of any such agreement, the parties shall be governed by all provisions of this Section.

(d) Employees shall not be required to take time off without pay during scheduled working hours for overtime worked or to be worked. Nothing in this Section shall require the calling of any employee for a job for which he is not qualified.

(e) For the Line, Cable and UC&M departments, if an agreement as stated in subparagraph (c), above, is terminated after a minimum of a three (3) month trial period, or is otherwise not in effect, the following will apply immediately. For the purpose of having employees readily available for call-out overtime, as determined by the Company, up to one (1), two-man "On-Call Crews" may be established in each Department and/or Section. Those qualified employees, who are not working an alternate shift, will be given the first opportunity to volunteer for the "On-Call Crew" on a weekly basis. Voluntary participation will be by order of opportunity. Participants of the "On-Call Crew" shall rotate on a weekly basis from Monday quitting time to quitting time the following Monday. Such weekly rotation shall be considered as equitable distribution of overtime. If there is an insufficient number of Volunteers by the close of business on Thursday before the new crew becomes effective, qualified employees from that Department and/or Section will be assigned to participate in the "On-Call" Crew." The "On-Call" Assignment will be given to the person whose overall call-out response rate from the previous month is the lowest and is not working an alternate shift. No employee

will be assigned to participate on the “On-Call Crew” for two (2) consecutive weeks. An employee who is scheduled for a week’s vacation, which coincides with the assignment, will not be assigned to the “On-Call Crew.” Instead, the next eligible employee will be assigned. District “On Call Crew” cannot be forced to fill trouble shifts.

“On-Call” participants shall respond when called. Participants will be provided cell phones and have the right to trade with other qualified employees. It shall be the Participant’s responsibility to arrange such trade, transfer the cell phone and notify the appropriate supervisor when such trade is made. Such trades shall be made at increments of one (1) calendar day.

Call-outs will be made in the following order:

- (1) “On-Call Crews” in the District where the call arises.
- (2) Employees not “On-Call” in the District where the call arises.
- (3) “On-Call Crews” in the District adjacent to the District (defined below) where the call arises.

Adjacent district is defined as follows:

Central New Jersey	Northern New Jersey
Old Bridge- Freehold	Newton - Dover Union Beach - Long
Branch	Washington-Flemington Lakewood -
Cookstown	Summit - Boonton
Berkeley - Point Pleasant	

- (4) Employees not “On-Call” in the District adjacent to the District where the call arises.
- (5) Any District determined by the Company.

(f) If an employee is called out to work off schedule, he shall be paid not less than a three (3) hour call-out at the appropriate rate. Hours worked on such a call out shall be computed from the time the employee reports for such work, until the employee returns to the point of assembly and reports the work complete or at the beginning of the next regular workday whichever is earlier. Employees called out on a holiday granted off with pay shall be paid a minimum of

eight (8) hours holiday pay plus a minimum of three (3) hours call- out at the appropriate rate.

For a call-out three (3) hours or less extending into the regular workday, the first three (3) hours of work will be paid at the appropriate overtime rate after which the normal straight-time rate applies for the balance of the regular workday.

(g) When it has been determined that an error has been made by supervision in the assignment of overtime, the employee who should have received the overtime shall receive productive make-up overtime work. The Supervisor will provide two (2) reasonable overtime opportunities within thirty (30) days after such determination. Failure to provide such work within this period will result in the employee being reimbursed the equivalent amount.

5.12.(a) If an employee is properly directed, in advance, to report for planned off schedule work, and does report as directed, able and ready to go to work and such work time is not immediately preceding or continuous to his regular workday or shift, he shall be paid a minimum of three and one half (3 1/2) hours straight time pay. If proper notice of cancellation of planned off schedule work is given, no compensation shall become due and payable to any employee. For purposes of this Section, notice of a requirement to work off schedule, and notice of cancellation of such a requirement, shall be deemed to be proper when given not later than the close of the preceding normal workday of the employees involved.

(b) When proper notice of prearranged off schedule work is not given, the rules applicable to call out shall control, beginning at the time the employee reports to work.

(c) The foregoing conditions do not apply in cases of continuing emergencies after relief periods or for calls arranging for out of town assignments, no calls to employees can be made between the hours of midnight and 6 a.m.

13. Standby time is defined as time during which an employee is required by the Company to remain at a given place, ready to proceed to work if and when called for, and shall be considered hours of labor and paid for accordingly. If, however, an

employee is requested only to keep his supervisor informed where he may be located in an emergency, and is free to come and go as he pleases, he is not to be deemed to be working on standby time and shall not be paid therefore.

14. No employee shall be laid off to compensate for overtime worked.

5.15.(a) Overtime shall be shared equally among qualified available employees in each classification of work, so far as is practicable.

(b) It is understood that in the sharing of overtime, in reference to the above, the classifications of Line Construction & Maintenance Chief, Line Construction & Maintenance Chief "B", Electric Service Installer Chief, Electric Service Assistant, Line Construction & Maintenance Troubleshooter and Line Construction & Maintenance 1/C shall be considered as one classification.

(c) It is understood that in the sharing of overtime in reference to 5.15 (a), the classifications of UC&M Chief, UC&M Inspector, and UC&M 1/C shall be considered as one classification.

5.16. Employees may be directed by the Company to attend meetings held solely for Company purposes and objectives and time spent there shall be considered hours of labor.

(a) The Company shall pay not more than six (6) representatives from Local Union 1289 for all time lost from scheduled work while engaged in Contract negotiations.

ARTICLE VI VACATIONS - SEVERANCE

PAY

6.1.(a) Employees covered by this Agreement shall be granted annual vacations as follows, effective as of each employee's anniversary date of employment.

- (1) New hires and PSI graduates beginning permanent work effective November 1, 2018 - 1 week of vacation time after 1 day of service.
- (2) Temporary bargaining unit employees - 1 week of vacation time after 120 days of service.

- (3) After 1 year of service – 2 weeks
- (4) After 5 years of service – 3 weeks
- (5) After 15 years of service – 4 weeks
- (6) After 23 years of service – 5 weeks
- (7) After 30 years of service – 6 weeks

(b) An employee entitled to three (3) or more weeks vacation may be required to work one (1) week of his vacation period if the need for service demands, and the employee shall receive vacation pay in addition to normal pay, but shall be granted remaining vacation in consecutive weeks whenever possible.

(c) For the vacation year commencing January 1, 2005, the following schedule shall apply to those employees who were hired on or after November 1, 2004:

- (1) The amount of vacation with pay in any calendar year shall be determined by the length of continuous service with the Company as of January 1 of each year.
- (2) An employee who on any January 1 has had continuous service with the Company of twenty-four (24) or more years shall receive a vacation entitlement of 200 hours for that calendar year.
- (3) An employee who on any January 1 has had continuous service with the Company of fourteen (14) or more years but less than that specified in Subsection (2) above, shall receive a vacation entitlement of 160 hours for that calendar year.
- (4) An employee who on any January 1 has had continuous service with the Company of five (5) or more years but less than that specified in Subsection (3) above, shall receive a vacation entitlement of 120 hours for that calendar year.
- (5) An employee who on any January 1 has had continuous service with the Company of one (1) or more years but less than that specified in Subsection (4) above, shall receive a vacation entitlement of 80 hours for that calendar year.

(6) New hires and PSI graduates beginning permanent work will earn 40 hours of vacation entitlement after 1 day of service with the Company and an additional 40 hours after 12 months of continuous service.

(d) Effective January 1, 2005, employees will be eligible to participate in the FirstEnergy Vacation Banking Program as set forth in the Compensation & Benefits Handbook, as may be amended by the Company from time to time. Currently, the Vacation Banking Program provides that:

- Employees use at least one half of their vacation entitlement per year;
- A maximum of 480 hours is permitted to be banked;
- The banked vacation is paid at the wage rate applicable at the time used;
- The banked vacation is paid at the employee's separation or retirement;
- The banked vacation can be taken as time off;
- The banked vacation is taxable income;
- The banked vacation can be used to segue into retirement;
- The use of banked vacation is subject to the terms and provisions of the current Collective Bargaining Agreement.

(e) Employees will be allowed to carry up to 80 hours of unused vacation into the next calendar year. Any vacation hours carried over will be forfeited if they are not used by May 1 of that year. Vacation scheduling will be in accordance with normal rules.

The additional carryover will be effective starting with the 2015 vacation allotment. That is the initial carryover will involve carrying 2015 vacation into 2016.

6.2.(a) A week of vacation shall consist of five (5) workdays in any seven (7) consecutive calendar days for which the employee shall be paid his standard weekly wage, based on forty (40) hours.

(b) All vacations will be granted so far as possible, in accordance with the desires of the employees in the order of their seniority, but the Company may allot vacation periods in order to insure orderly operation and adequate and continuous service to the public.

6.3.(a) If a holiday falls within an employee's regularly scheduled vacation period, it shall not be counted part of such vacation period.

(b) In case of a death of a relative of an employee (as defined in Sections 8.16 (a) and 8.16 (b)) while the employee is on vacation, Sections 8.16 (a) and 8.16 (b) of the Contract will apply, and the employee will be allowed to reschedule that portion of his vacation covered by the above mentioned Sections.

(c) In the event an employee is hospitalized while on vacation, he will be allowed to charge that portion of the time spent in the hospital to sick leave and will be allowed to reschedule that portion of the vacation.

4. Any employee who has qualified for a vacation and who leaves the service or severs relations with the Company for any reason other than discharge for malicious conduct, shall receive earned vacation pay in accordance with the following time periods and allowances, not to exceed the amounts granted in 6.1 (a).

(a) First anniversary through January 1 of calendar year in which third anniversary occurs One (1) day for each full month worked after previous anniversary.

(b) For each month worked after January 1 in which the following anniversaries occur:

Anniversa ry Year	# Days Per Month
3rd - 6th	1
7th - 14th	1 ½
15th - 22nd	2
23rd - 29th	2 ½
30th - and over	3

5. Employees shall be given in advance the pay due on the pay days falling within their vacation period if desired.

6. Except as provided below, the Company will pay severance pay to eligible employees as follows:

(a) Regular employees who have completed one (1) year or more of continuous service and who are permanently released from employment because of reasons beyond the control of the employee concerned, shall be given an allowance of one (1) week's base pay at the rate of pay at the time of release for each full year of continuous service.

(b) Severance pay benefits shall not apply to employees discharged for just cause, resigning (except for bona fide illness in an employee's immediate family requiring a change of location outside the area served by the Company, for reasons of health), retiring, leaving the employ of the Company because of compensable disability or leave of absence, losing seniority rights as a result of a voluntary layoff under Article III, Section 3.2 (a), or offered employment by a successor to this Company in any of its present or future operations or locations at the then existing status and rate of pay.

(c) The acceptance of a severance allowance shall serve to abolish and annul any and all seniority ratings or reinstatement privileges. Should a separated employee, after having accepted severance pay, as herein provided, be reemployed by the Company, he shall assume the status of a newly hired employee.

(d) Severance benefits shall be in addition to any earned vacation or sick leave benefits for which the separated employee is eligible.

7. Employees shall be eligible to participate in the FirstEnergy Catastrophic Assistance and Relief for Employees Program as set forth in HR Policy Letter 602, as may be amended by the Company from time to time.

ARTICLE VII
SICK LEAVE, DISABILITY PAY PLAN, HEALTH CARE, LIFE
INSURANCE, PENSIONS AND DENTAL

1. The Plan for Sickness and Non Occupational Injury Disability Benefits applicable to this Agreement is attached hereto and made a part hereof (see Appendix A).

2. Effective November 1, 2018, the Company will have in effect a Flexible Benefits Plan to provide for Medical, Prescription Drug, Vision Care, Dental Care, Basic and Supplemental Group Life Insurance, Dependent Life Insurance, Accidental Death and Dismemberment Insurance, Dependent Accidental Death and Dismemberment Insurance, Long-Term Disability, and Flexible Spending Accounts, as outlined in the FirstEnergy Employee Compensation and Benefits Handbook. The Company will also have in effect a Business Travel Accident Insurance, Adoption Assistance Program, and Catastrophic Assistance & Relief for Employees Program, which are outlined in the FirstEnergy Employee Compensation and Benefits Handbook. Except as otherwise specified in this section, participation in the FirstEnergy Flexible Benefits Plan (“Flexible Benefits Plan”) will be in accordance with the specific terms and conditions of the applicable plan as stated in the Benefits Handbook. Employees will have an option annually to enroll or re-enroll into the various options subject to certain provisions contained in the FirstEnergy Flexible Benefits Plan. New employees will be able to participate in the FirstEnergy Flexible Benefits Plan effective the first of the month following their date of employment as stated in Appendix D.

(a) Effective January 1, 2017, the Company shall provide as its base plan (“Base Plan”) the PPO 80/20 and the Rx 100 prescription plan as set forth in Appendix D. The Company will also provide the Consumer High Deductible Plan, the Enhanced High Deductible Plan and the PPO 500 90/10 Plan with the Rx 100 prescription plan. These plans are set forth in Appendix D.

The remaining options under the Medical Plan applicable to eligible employees shall be established by the Company and on the same terms and conditions as are applicable from time to time for certain FirstEnergy bargaining and all non-bargaining unit employees, subject to the provisions of this Agreement.

It is agreed that, effective January 1, 2009, each regular full-time employee will pay 15% of the cost of providing coverage under the Health Care Plan for him/herself (employee only) and 25% of the cost of providing the appropriate level of coverage (employee plus spouse/domestic partner, employee plus children, or family) under

the Health Care Plan for their spouse and/or dependent children.

An employee shall not be responsible for payment of the monthly spousal premium required by the Plan.

It is agreed that each part-time regular employee will pay 50% of the cost of providing coverage under the base plans for him/herself (employee only) and 55% of the cost of providing the appropriate level of coverage (employee plus spouse/domestic partner, employee plus children or family) under the base plan option for that portion of the cost of coverage applicable to their spouse/domestic partner and/or dependent children.

The Company's contribution toward the cost of the Base Plan will determine the Company's contribution toward the cost of any other medical option.

If a full-time regular employee enrolls in another health care plan offered by the Company and the cost of coverage in that plan exceeds the cost of coverage in the base plans, then the additional cost will be paid by the employee per the terms of the Flexible Benefits Plan.

If the Union elects to withdraw from the Health Care Plan as provided below, then effective the 1st of January following the retiree's effective date of retirement through October 31, 2021 the retiree (as well their spouse and dependents) shall only be provided the option of electing a Group Health Insurance Plan as outlined in Appendix D.

The Union, on behalf of its entire membership, shall have the option to withdraw from or reenter the Health Care portion of the Flexible Benefits Plan on January 1, 2019 and every January 1 thereafter while this Agreement is in effect. Notice must be given to the Company by August 1st ("notice date") prior to the year the withdrawal or reentry is to be effective. The Company will contribute and forward payment to the Union's insurer for each employee an amount equal to the contribution it would normally make for each employee represented by the Union under the Base Plan. This contribution must be utilized by the Union to purchase health care for the employee. The Union must provide documentation regarding

the reason for any coverage status change that occurs after the notice date. The Company will adjust its contribution only if the coverage status change is a recognized qualifying event under the terms of the Flexible Benefits Plan. Employees must notify the Union and the Company of the occurrence of a qualifying event within thirty-one (31) days of the event.

If the union elects to withdraw from the Company plan, the parties agree that in the event the Company becomes subject to a penalty, or reasonably believes that it may be subject to a penalty, under the Patient Protection and Affordable Care Act (PPACA), the Company will be able to offer to the employees in Local 1289 a suitable plan that meets the requirements of the Act and therefore avoids any penalty to the Company.

The Company commits to meet with the Union a minimum of one time per year to discuss the Health Care Plan, at the Union's request.

(b) Effective November 1, 2018 through October 31, 2021, the Company's contribution under the Health Care Plan in effect for a full-time regular employee who retires during the term of this Agreement shall be the same as the Company's contribution for a current full-time regular employee as specified in paragraph (a) above, with the following exceptions:

1. Effective November 1, 2018 through October 31, 2021, the Company's contribution under the Health Care Plan for a full-time regular employee who retires during the term of this Agreement and is or becomes age 65 during the term of this Agreement will be limited to the amount of the Company's contribution for the 2018 premium as specified in paragraph (a) above plus an amount up to five percent (5%) annually towards any increase in the Health Care Plan. Retirees will be responsible for premium costs in excess of the Company's contributions.
2. Effective November 1, 2018 through October 31, 2021, the Company will contribute 75% of the Health Care Plan costs for the surviving spouse and eligible dependents of a full-time regular employee who retired during the term

of this Agreement until the surviving spouse becomes Medicare eligible. The Company will contribute 75% of the Health Care Plan costs for a full-time regular employee's surviving spouse and eligible dependents until the surviving spouse becomes Medicare eligible, provided the full-time regular employee was eligible for retirement at the time of death. If the full-time regular employee was not eligible for retirement at the time of death, the Company will contribute 75% of the Health Care Plan costs for the full-time regular employee's surviving spouse and eligible dependents for five (5) years or until the surviving spouse becomes Medicare eligible, whichever occurs first.

(c) The Company will have in effect a Supplemental Vision Care Plan as outlined in Appendix D (the "Vision Plan") for each full-time regular and part-time regular employee as part of the FirstEnergy Flexible Benefits Plan. It is agreed that effective May 1, 2005, each full-time regular employee who elects the Vision Plan will pay 100% of the cost of providing coverage.

(d) The Company will have in effect a Dental Care Plan as outlined in Appendix D (the "Dental Plan") for each full-time regular and part-time regular employee as part of the FirstEnergy Flexible Benefits Plan. It is agreed that effective May 1, 2005, each full-time regular employee who elects Dental Plan coverage will pay 100% of the cost of providing coverage. The experience of the Dental Plan will be blended with all FirstEnergy employees in a similar dental plan.

(e) The Company will have in effect Employee Group Life Insurance coverage as outlined in Appendix D for each full-time regular employee as part of the FirstEnergy Flexible Benefits Plan.

Employees hired prior to January 1, 2005, were previously given an opportunity to continue their Part A and Part B Group Life Insurance Coverage by making a one-time irrevocable election.

Retiree Life Insurance for active employees will be as follows: Active employees hired prior to January 1, 2013 shall have

\$30,000 of life insurance upon retirement, until they attain the age 65. Upon attaining the age of 65 the amount of retiree life insurance shall be reduced to \$20,000. Upon attaining the age of 70 the amount of retiree life insurance shall be reduced to \$10,000.

Active employees hired on or after January 1, 2013 shall have \$10,000 of life insurance at retirement.

(f) The Company will have in effect Dependent Life Insurance coverage as outlined in Appendix D for each full-time regular employee as part of the FirstEnergy Flexible Benefits Plan.

(g) The Company will have in effect Group Accidental Death and Dismemberment coverage as outlined in Appendix D for each full-time regular employee as part of the FirstEnergy Flexible Benefits Plan.

(h) The Company will have in effect Business Travel Accident Insurance coverage as outlined in Appendix D for each full-time regular employee as part of the FirstEnergy Flexible Benefits Plan.

(i) It is stipulated and agreed that the terms and provisions of the Jersey Central Power & Light Company Long Term Disability Income Plan for IBEW System Council U-3 (IBEW Local 1289) shall remain in effect for employees hired before November 1, 2008. Employees hired on or after November 1, 2008 will be provided long term disability benefits as set forth in the Long Term Disability Plan found in the FirstEnergy Employee & Compensation Benefits Handbook.

(j) The Company will have in effect Flexible Spending Accounts (Health and Dependent Care) as outlined in Appendix D for each full-time regular employee as part of the FirstEnergy Flexible Benefits Plan.

7.3.(a) It is agreed that the Company has in effect the “FirstEnergy Corp. Master Pension Plan” (hereinafter referred to as “Pension Plan”), restated as of January 1, 2015. Part J of the Pension Plan is also known or has been known as “Plan for Retirement Annuities for Employees Represented by IBEW System Council U-3” or the “Jersey Central Power & Light Company Bargaining

Unit Retirement Plan” It is further agreed that Part J of such Pension Plan is applicable to employees of the Company who are represented by the Union and were employed prior to January 1, 2005. Said Part J shall be supplemented by the terms set forth in Appendix E of this Agreement.

(b) The Pension Plan was further amended for employees represented by the Union who were hired on or after January 1, 2005, but prior to January 1, 2016. Those employees shall participate in Part C of the Pension Plan as applicable on January 1, 2005. Said Part C shall be supplemented by the terms set forth in Appendix F of this Agreement.

(c) The Pension Plan shall be further amended for employees who are hired or rehired on or after January 1, 2016. These employees shall be eligible for benefits as provided under Part L of the Pension Plan, also known as “FirstEnergy Cash Balance Pension Plan.”

(d) Part A of the Pension Plan shall provide the general framework for the administration of Parts C, J and L, but nothing in Part A shall be deemed applicable to Part J if it results in any reduction or elimination of the pension entitlement for any Part J participant, nor may the application of Part A result in the elimination of the Special Grievance Procedure set forth in Article J11, nor may it restrict lawsuits to the United States District Court of Ohio or any other specified court.

(e) Parts A, C, J and L of the Pension Plan as so amended shall not, for the term of this Agreement, be subject to termination or to any amendment which would change benefits applicable at the time of such amendment to any employee of the Company represented by the Union. The Plan as so amended is not subject to demand for change or addition to or negotiation by the Union or Company until sixty (60) days preceding October 31, 2021. The Pension Plan shall, within the limitations set forth above, be subject to any changes necessary or desirable to make such costs of the Plan eligible for tax deduction or to make the income of the Trust Fund exempt from taxation or to bring the Plan into conformity or compliance with applicable governmental regulations.

4. If during the term of this Agreement, but not within six months of its expiration, any Federal or State Health Act (other than a Workers' Compensation or Occupational Disease Law) is enacted to provide hospital, surgical, medical, dental or prescription drug benefits for employees which in whole or in part duplicate the benefits of the current health insurance plan, the Company agrees to open the Agreement and meet and renegotiate with the Union the Health Insurance Plan Benefits and Payment. Any changes in benefits resulting from such negotiations, will be effective at the conclusion of such negotiations. It is agreed that the total Company cost of health benefits as adjusted will not exceed those borne by the Company immediately prior to such adjustments, as reduced by an amount equal to the Company liabilities to the Federal or State provider through direct payment or as a portion of any Federal or State taxes or any effective tax rate increases or other assessment that may result. Such adjusted benefits will remain in effect for the balance of the term of the Agreement.

5. Employees represented by the Union will be eligible to participate in the FirstEnergy Corp. Savings Plan as set forth in the Compensation and Benefits Handbook and may be amended by the Company from time to time.

6. Effective January 1, 2018, employees of the Union shall be eligible to participate in the FirstEnergy System Employee Short Term Incentive Program as set forth in the Compensation and Benefits Handbook, as may be amended by the Company from time to time.

The Company and the Union agree that all other references to any incentive compensation program found in this Agreement between the parties shall be deleted.

ARTICLE VIII WORKING CONDITIONS

1. The Company will provide all necessary protective equipment as is now furnished, such as rubber blankets, rubber gloves, rubber coats, rubber boots, rubber hose, etc., including first aid kits and first aid blankets, and shall keep them at places readily accessible and available at all times. The Company agrees to furnish

waterproof or acidproof clothing where such clothing is needed.

2. The Company will furnish to regular employees all necessary Company standard tools and equipment. When tools and equipment are provided by the Company, the employees receiving them will be held responsible for their return in good condition, ordinary wear and tear and reasonable loss excepted.

3. The Company shall not be required to furnish tools and equipment to outside skilled craftsmen, who as a condition of employment by others, are required to furnish their own tools.

4. Where work is to be done on live primaries or electrical equipment exceeding 600 volts, either a group supervisor, chief or first class man shall be present to supervise the job. Except in those cases where a man normally works alone or in re fusing branch circuits or transformers, there must be two (2) qualified men on the job when work is being done on live primaries or electrical line equipment exceeding 600 volts. When men working alone are confronted with work which, in their opinion, would be dangerous for them to undertake by themselves, they shall request and will be furnished qualified assistance. For the purposes of this Section, a qualified man shall be a first class man or a qualified second class man working with a first class man.

5. In the event of an accident on the job involving any employee covered hereby, an immediate investigation will be made by the appropriate Safety Committee which shall include at least one representative of the Union. In the event the Union deems the report of the accident investigation to be unfair to the employee involved, the Union may invoke the Grievance Procedure herein provided.

6. When employees who do not drive cars except on Company business are assigned by the Company to drive Company cars or trucks on Company business, the Company will pay for the necessary State driver's license. Only employees assigned to drive cars or trucks either on a regular, a relief, or a temporary basis, and licensed by the State and authorized by the Company to drive its automotive equipment, shall be permitted to operate cars and trucks at any time. No employee will be temporarily assigned to operate

automotive equipment when an employee, assigned as a regular or relief driver, is available for the work.

8.7.(a) If a newly hired or reinstated employee is required by any State or Government Agency to hold a license, other than an automobile driver's license, in order to qualify for his job with the Company, he shall obtain such license at his own expense. If an employee is hereafter promoted to a job, or at the time this Agreement is ratified, is working in a job within the classifications covered hereby in which job such a license is required by a State or Government Agency, the Company will pay the necessary license fees.

(b) If an employee is required by the Company to have a license which requires a test (such as the Radio Operator's license), and this test cannot be taken at any time other than normal working hours, the employee will not lose any straight time.

8. No employee shall be required to perform any task with which he is not familiar without proper instruction and training under close supervision, and no employee shall be required to work on complicated or hazardous jobs without a qualified helper.

9. Employees who are required to report at their usual place of assembly on the Company's property and then are transported to the place where work is to be performed, shall be transported to and from the place of work on the Company's time. All time shall be computed from the time at which an employee is scheduled to report and does report to the usual place of assembly on the Company's property at the beginning of the day, and shall end when he returns to the regularly scheduled place of ending work for the day.

8.10.(a) Employees called out to work without advance notice per Article 5.11 will be provided a meal allowance during the designated meal periods. The designated meal periods are defined as 11 p.m. - midnight; 5:00 a.m. to 6:00 a.m.; 11:00 a.m.- noon; 5:00 p.m. - 6:00 p.m.

(b) When an eight (8) hour employee continues to work more than two (2) hours or a ten (10) hour employee continues to work more than one (1) hour in extension of his/her workday, he/

she will be paid a meal allowance. Subsequent meal allowances will be provided during the designated meal periods as described in Paragraph (a).

(c) In the event an employee is scheduled to work planned off-schedule work per Article 5.12.(a) for a holiday, Saturday, Sunday or equivalent rest day or prior to shift, meals will be provided at all designated periods described in Paragraph (a) after eight (8) hours have been worked.

For those employees prearranged to report to work prior to their shift for emergencies and restoration efforts, meals will be provided at all designated meal periods as described in Article 8.10(a) after working four (4) hours.

(d) Employees provided a meal under this Article at the designated meal times or as near to those times as practical will be allowed a reasonable amount of time to eat the meal and will be paid during that meal period. Employees will be provided reasonable travel time to obtain the meal and paid for such travel time.

(e) If an employee working an extension of the workday qualifies for multiple meal allowances under this Article, any meal allowance that occurs within two (2) hours of the end of the work period shall not be paid. In lieu of the meal allowance, the employee will receive an hour of pay at the applicable rate. This hour of pay shall not extend the eight (8) hour rest period.

(f) If a meal is not furnished by the Company, the allowance will be \$17.00. Effective November 1, 2009, the meal allowance will be \$18.00.

(g) Employees required by the Company to work through their midday meal period shall be paid for that period at the applicable overtime rate and shall later be granted a meal period without pay. Employees who are required to work through and more than one (1) hour beyond the end of the midday meal period shall be paid the applicable overtime rate for the midday meal period missed and later granted a reasonable time to eat without loss of pay.

8.11. When the Company requires employees to be away from their homes overnight, meals and lodging, also transportation

once to and once from the job shall be furnished and paid for by the Company. Group supervisors or supervisors in charge of the work shall make all necessary arrangements in this connection.

8.12.(a) Employees shall not be required to work out-of-doors in inclement weather unless such work is required to protect life or property or to maintain service. They shall remain available and may be assigned to other related work as the Company may direct, with which they are familiar or can be readily instructed. This provision shall not apply to employees whose normal duties require them to work out-of-doors regardless of weather conditions. It will be the responsibility of supervisory personnel to determine when weather conditions are too severe for the work at hand with due regard to the nature of the work to be performed, wind velocity, precipitation, temperature, snow or ice accumulation on ground or poles or structures, availability of shelter, or a combination of these factors. However, this shall not negate the Union's rights under Article 9.1 of this Agreement.

In all work assignments covered under this Article, good judgment and common sense must be exercised in assigning duties.

Moderate or heavy rain, snow and/or continuous exposure to moderate or light rain and snow can create harsh and severe conditions when the majority of work out-of-doors should be postponed and other work assigned indoors. During rain or snow, crews will proceed if directed, to the job site and perform only assigned work that can be performed safely under the weather conditions prevailing at the job site. The following are examples of work that should be performed out-of-doors in inclement weather and all other outside work should be postponed.

- Emergency work
- Meter reading, switching, and snow removal
- Loading and unloading of materials which cannot be handled in a sheltered area
- Indoor work which may involve minimal exposure to the weather such as walking from vehicles to sheltered locations, or between sheltered locations of a reasonable distance

- Tasks necessary to fulfill legal or regulatory requirements

With regard to reading meters, if the Company and the Union determine that the inclement weather clause creates safety and/or health problems, the Company and Union will meet and discuss what appropriate action might be required to correct the problem(s).

Severely cold or cold and windy weather creates conditions where normal duties such as continuous work on poles and structures should be postponed whenever possible and other outside duties on the ground shall be assigned. In the assignment of these duties on the ground, the supervisor should be sure that the employees have access to shelter (trucks or buildings) and are provided reasonable periods of relief from the cold.

Extremely hot weather creates conditions where normal duties such as continuous work requiring rubber gloves and sleeves should be postponed whenever possible and other outside duties shall be assigned. In the assignment of these duties, the supervisor should be sure the employees are provided reasonable periods of relief from the heat.

Intermittent light rain and intermittent light snow are examples of weather conditions that are not considered inclement. The following are examples of non-energized work that can be performed during these types of conditions: loading and unloading of materials; loading, hauling, and installing poles; digging hand holes; setting underground pads; hand holes and transformers; and laying underground conductors. Normal duties such as working on energized facilities, continuous overhead work that involves climbing on poles and structures or work involving use of rubber protective covering equipment, shall be postponed during these conditions.

Under light/intermittent rain or snow, work that has been prearranged with a new or existing customer and if proven a hardship, will be performed consistent with emergency work procedures. Recognizing this work rule may require employees to work in inclement weather which may be considered harsh/severe conditions, the Company will notify the Local Union President or his designee when a project meeting the above criteria is scheduled.

Meter Reader-Collectors and Meter Readers will not be required to work out-of-doors during heavy rain, snow, or sleet, or in any severe weather conditions which would be considered as detrimental to the health or safety of the employee.

Employees reporting for work, but prevented from working by inclement weather, shall be paid their regular rate of pay during said period.

(b) An emergency is defined as an unforeseen circumstance or condition which threatens imminent interruption of service or imperils safety of persons or loss of property. The cause may be fire, flood, acts of God, and acts of government, breakdown of machinery or unforeseen human failure that cannot be planned for in advance.

8.13.(a) When an employee is transferred from one location to another, at the discretion of the Company and for its own benefit, the Company will so notify the employee concerned in writing and will pay the out of pocket moving and travelling expenses actually incurred. In this connection, it is understood and agreed that the aforesaid payment of moving expenses shall apply only when the employee involved gives notice of his intention to move his place of residence, as requested, within the twelve (12) months next following his transfer, unless the said twelve (12) months is extended by mutual consent.

(b) When employees are requested by the Company to work at other utilities outside of the FirstEnergy territory during emergencies, employees will be paid their hourly base wage at the double time rate.

When employees are required by the Company to work on FirstEnergy property during emergencies requiring an overnight stay, they will be paid their hourly base wage rate at double time. The Company will seek volunteers from reporting locations with qualified employees in accordance with Local Agreements. If the Company is unsuccessful in getting volunteers, then the Company may assign employees in reverse order of seniority, in accordance with Local Agreements, notwithstanding serious hardship. In the case of serious hardship, the next eligible, qualified employee will be assigned.

The Company will not seek volunteers or assign employees to report to any areas where employees are on strike. Also, the Company will not send workers to locations where employees have been sent to replace strikers.

14. It is agreed that Company rules now in effect or adopted or changed in the future, not contrary to the terms of this Agreement, shall be at all times strictly observed. In this connection, it is understood that when any rule is adopted or changed in the future, the Company will notify the Negotiating Committee of Local Union 1289 in advance, and explain the reason for such change.

15. All notices required under the terms hereof, and all Agreements arrived at, shall be in writing.

8.16.(a) In the case of death of a near relative, time off up to a maximum of four (4) consecutive calendar days will be granted without loss of basic straight time wages. In any event, the day following burial shall be the final day of such leave. Near relatives consist of husband, wife, son, daughter, father, mother, brother, sister, father in law, mother in law, grandchild, and any other relative residing in the home of the employee.

(b) In the event of the death of a grandparent of an employee or his spouse not residing in the home of the employee, brother in law, sister in law, son in law or daughter in law a maximum of one

(1) day to attend funeral services shall be granted without loss of basic straight time wages.

8.17.(a) When, in the opinion of the Company, business conditions permit, employees, upon request, may be granted a leave of absence without pay for a period not to exceed six (6) months, and will not thereby cease to accumulate seniority or length of service, providing such employees return to work at the end of such leaves of absence or are granted a renewal of such leaves by the Company. At the termination of such leaves, employees shall be reinstated, in the order of seniority, to their former positions, or if same have been eliminated, to positions as nearly comparable as possible. However, in case of an absence of ninety (90) days or more, a complete physical examination, performed by a reputable medical practitioner, may be required by the Company, both before

leaves are granted and before returning to duty.

(b) Any employee covered by this Agreement, who becomes elected or appointed to an office in the Union, requiring his absence from duty with the Company, shall be granted leave of absence without pay and shall continue to accumulate seniority with the Company throughout such term of office. During such period of absence, said officer's seniority shall continue to accumulate. Further, the President and Vice President are each eligible to participate, at the Union's expense, in the Company's Health Care, Life Insurance and Pension Plans, so long as each is on full-time leave of absence under this paragraph (a). The Company will submit a bill to the Union at least 30 days prior to the start of the quarter for which coverage under a plan is requested. Payment must be received by the Company prior to the start of each such quarter or coverage shall terminate as to the Health Care and Life Insurance Plans.

During such leave, the employee will be allowed to bid for promotional opportunities within their occupational group. Bids will be considered only for jobs for which the employee was qualified when granted the leave of absence. When an employee is awarded a position, the employee's record will reflect the promotion, but the job will be awarded to the next senior qualified bidder (not as a temporary assignment). Upon termination of the leave of absence, the employee will be afforded their contractual rights in accordance with Article III, Section 3.2 of the Labor Agreement.

(c) Employees who are selected by their Local Unions to serve as accredited delegates to conventions or similar meetings shall, after reasonable notice to the Company, be granted a leave of absence without pay for sufficient time for this purpose.

18. Employees subject to this Agreement shall be paid by the Company every week on a pay day to be fixed by the Company.

19. No operating or maintenance supervisor shall perform any manual work except in cases of emergencies or for the purpose of instructing or training.

20. In the event any employee is called for jury duty, or is

required to act as a witness in court on behalf of Federal, State or Municipal Agencies, and is properly subpoenaed by such Agencies, the employee will receive his regular straight time pay during such period, but will be expected to report on his job during regular working hours whenever the jury is not in session. When shift or schedule workweek employees are called for jury duty, they shall be temporarily assigned to work the day shift Monday through Friday, for the length of the jury session. During such temporary assignment, the employee will be expected to report for work on his regular job during regular working hours of the day shift whenever excused from the session. The employee shall give the Company at least seven (7) days notice before the beginning of the jury session for the above to be effective at the beginning of the session.

21. Beginning January 1, 2016, employees will receive an annual shoe allowance of \$50 for high ankle safety shoes and \$20 for low ankle safety shoes provided that the employee submits a receipt to document the purchase of the shoes.

22. After April 1, 2005, as a condition of employment, newly hired employees to the Customer Services Department, Meter Reading classifications will be required to provide a personal automobile for Meter Reading purposes. Business use mileage reimbursement will be paid at the IRS rate or thirty-five (.35) cents, whichever is greater.

(a) If an employee-furnished automobile should be damaged while used on Company business, the Company, through the Claims Department, will reimburse the employee for deductible portion of repair cost under the employee's insurance coverage but not to exceed \$500.00 per occurrence.

(b) Reimbursement at the standard IRS rate as referenced above is meant to account for the costs of using a personal automobile for Company business, including adequate insurance coverage. The Company reserves the right to ascertain that the employee maintains appropriate insurance coverage.

(c) Company and Union will meet in one year to determine if there is interest for incumbents to participate in this process.

Employees hired prior to April 1, 2005 will not be required to provide a personal vehicle for Customer Services (Meter Reading) Department purposes.

ARTICLE IX GRIEVANCE AND ARBITRATION

9.1. A Grievance is hereby defined as a disagreement concerning the interpretation or application of this Agreement, occurring not more than three (3) months prior to the date of complaint.

The parties will consider a Grievance timely if a Grievance Record is completed and filed with the appropriate supervisor within three months of the incident. Once supervision receives the Grievance Record and returns it to the Union with a written reply within thirty (30) calendar days, the Union will have thirty (30) calendar days from that date to file for a First Step Grievance meeting. Copies will be given to the steward and the original will be mailed to the Local Union President.

9.2.(a) Should any dispute arise between the Union and the Company as to any unadjusted Grievance or as to the rights of either party under this Agreement, both parties shall endeavor to settle such matters in the simplest and most direct manner. Any dispute arising from the interpretation of this Agreement will be referred for discussion as follows:

1st Step – A meeting between the aggrieved employee and/ or his Union representative with his immediate supervisor or appropriate supervision designated by the Company shall be held within sixty (60) calendar days from the date the Grievance advanced to First Step. No more than two (2) representatives (Local Steward and Local President or their designee) from the Union and the Grievant will be paid by the Company for all time lost from their scheduled work period to attend the First Step Grievance. A written reply to be given to the President of the Local Union involved within fifteen (15) working days. In discharge cases, this step will be bypassed.

2nd Step – In the event the Grievance is not satisfactorily

resolved at the First Step, upon notification from Local Union 1289, a Second Step hearing shall be scheduled and heard between the Union and the Company, and shall be held within sixty (60) calendar days from the date the Grievance advanced to Second Step. An International Representative of the I.B.E.W. may be present at this step of the Grievance Procedure only to assist Local Union 1289. A written reply shall be given within fifteen (15) working days to the President of Local Union 1289. If notification of request for Second Step hearing is not received within forty (40) working days after a reply was given in the First Step, subject to waiver by mutual consent, it shall no longer exist. No more than three (3) representatives from the Union (Local President and Vice-President, Secretary or their designee), and the grievant will be paid by the Company for all time lost from their scheduled work period to attend a Second Step Grievance.

If the Company fails to meet and provide a written reply, within any of the time periods specified in this Section, the Grievance will proceed to the next step. If the Union fails to pursue any Grievance within the time periods specified in this Section, the Grievance will be moot.

9.2.(b) Arbitration - If the foregoing steps have been taken without a satisfactory adjustment of the question in dispute, then upon written request within ninety (90) calendar days after date of reply on Step 2, either party may make a written request for arbitration to the American Arbitration Association (“AAA”). The arbitrator will be selected using AAA’s standard “strike and rank” procedure.

In the case of discharge or release of an employee, for any reason, the provisions of this clause for arbitration shall apply to the employee and the Company with respect to any unadjusted Grievance related to such discharge or release, regardless of whether or not the steps in the Grievance Procedure under this Article had been taken as herein provided.

Failure of notification by the aggrieved party within the aforesaid ninety (90) days shall serve to nullify any complaint on Grievances under this Procedure. The arbitrator selected shall

consider the merits of the question in dispute and render a decision thereon. The decision shall be in writing and shall be binding upon the parties. All previous arbitrations are binding to the extent they are applicable to and not contradictory to the terms of the Collective Bargaining Agreement. The parties shall meet at any place by mutual consent, each party sharing equally in the fee and expenses of the arbitrator.

No arbitrator shall have the power to change, add to or subtract from any of the provisions of this Agreement. The arbitrator's function shall be limited to the interpretation and application of the existing clauses

9.3. Recognized shop stewards or other employees, acting as representatives of the Union, may discuss Grievances with the Company without loss of pay. The Union will notify the Company, in writing, as to the identity of stewards and steward groups and a list of them shall be posted on appropriate bulletin boards. Time spent in meetings called by the Company shall be considered hours of labor.

(a) The Company will recognize as authorized representatives of the Union for purposes of Contract negotiations the following: President, Vice President and Secretary and Business Managers or Asst. Business Managers of Local Union 1289.

(b) The Company will recognize as authorized representatives of the Union for purposes of second step discussion of Grievances, the aggrieved employee, the President or Business Manager and Vice President or Business Manager of the Local Union from whence Grievance arose, the President, Vice President and Secretary of Local Union 1289, or their authorized deputies.

9.4 Awards made in Grievance cases involving wages shall be retroactive to the date on which the Grievance was first officially presented to the Company, unless otherwise unanimously agreed upon.

ARTICLE X CONTRACTING OUT WORK

10.1.(a) When it becomes necessary for the Company to contract out work of the type regularly and customarily performed

by employees covered by this agreement, preference shall be given to contractors having working agreements with the International Brotherhood of Electrical Workers. Contracting out of work shall not result in loss of employment to the regular employees covered by this agreement.

The Company will meet semi-annually with the Local Union 1289 Business Manager and the Presidents of Local Union 1289, collectively, to discuss work plans and departmental staffing levels.

Contractors may not perform any work when employees in the same line of work are in laid off status.

(b) It is understood and agreed that when any outside servicemen are called in to perform work on equipment that is now or will be in the future regularly and customarily operated and maintained by employees under this Agreement, they shall perform no manual work of such a nature as to displace any available, qualified, regular employee, or to reduce the normal basic hours of labor of such employees. It is further understood and agreed that the Company will at all times endeavor to assign regular, qualified, available employees to assist such servicemen in their work for the purposes of training and instruction on the equipment involved.

ARTICLE XI WAGE RATES (WAGE CHART - APPENDIX C)

11.1.(a) On May 1, 2019, a wage increase of 3.0% will be granted on the rates in effect April 30, 2019. Effective May 1, 2020, a wage increase of 3.0% will be granted on the rates in effect on April 30, 2020. Effective November 1, 2020, a wage increase of 3.0% will be granted on the rates in effect on October 31, 2020.

It is hereby stipulated and agreed that if the existing rate of pay of any employee covered by this agreement exceeds the rate of pay for that classification, established by this agreement, no reduction in present rate of pay of any employee concerned shall be made. It is understood, however, that any such personal rate of pay shall not apply to any successor on the job in question.

(b) The job descriptions applicable to the classifications covered by this Agreement are considered to be a part hereof. It is understood that, if, for purposes of improved efficiency in operations or because of change in method of operations, the Company revises any existing job description or creates any new job description for a new classification, it shall first submit such job description to the Union for review for accuracy. When the accuracy of such a job description has been established, it shall be evaluated jointly, for wage rate relationship purposes, and an appropriate rate shall be jointly established pursuant to the terms of this Agreement, under the Joint Job Evaluation Program. In this connection, either party may submit for reevaluation and correction any job description in which the duties actually performed differ from the duties provided for by the job description itself, subject to the requirements of 11.1.(a) last sentence.

(c) Questions of accuracy of any new or revised job description, and of the wage rate relationships appropriate thereto, are subject to adjustment, in the absence of Agreement under the Joint Job Evaluation Program, through the Grievance and Arbitration Procedure.

(d) Shift employees and employees the majority of whose regular hours worked are between 3:00 P.M. and midnight (early night shift), midnight to 8:00 A.M. (late night shift) or shift employees on the day shift on calendar Sunday, will be paid one dollar and sixty-two cents (\$1.62) shift differential effective November 1, 2015.

(e) Night shift differentials shall be considered as part of the rate of any employee for purposes of overtime pay.

ARTICLE XII

NO STRIKE - NO LOCKOUT

12.1. During the period of this Agreement or any extension thereof, there shall be neither strikes nor other stoppages of work by the Union or its members, nor lockouts of employees by the Company.

ARTICLE XIII LIVING CONTRACT
CLAUSE

13.1.(a) In order to better adapt to a dynamic and competitive business environment, the Union and Company agree to apply the Mutual Gains Bargaining process during the term of this Agreement. This would include, but not be limited to, the following Agreements:

- Ten-hour Workday Schedule Customer Care
- Diversification-Line, Cable, and UC&M Flexible Work Rules
- Infrastructure Mobility Agreement Insulate and Isolate Rules
- Joint Education Process
- Jurisdictional Guidelines Between Local Unions Markout Technician
- One Person Relay Reduced Outage Duration
- Reduction of Contracted Labor Regular Part-time
- Employees Revenue Recording
- Self-directed, Cross-skilled Work Teams Sick Leave Program
- Update Transitional Workforce Plan
- URD Program
- Work Hour Maximum
- 19.9 kv Cutout
- Clerical Bidding and Bumping
- Mobile Construction Group Agreement Thermography
- Relief Troubleshooter

(b) Any multi-Local Union Agreement reached will become a temporary Agreement with duration established mutually by the Joint Negotiating Committee. The permanency of any such Agreements will be contingent on a ratification vote of the members.

(c) This Agreement does not alter the present system whereby the Locals have the authority to agree to certain provisions without a ratification vote.

ARTICLE XIV TERM OF AGREEMENT

1. This Agreement shall be effective as of November 1, 2018 and shall remain in effect until October 31, 2021 and from year to year thereafter, unless either party hereto, shall, not less than sixty (60) days prior to any expiration date, notify the other party in writing of its intention to amend specific articles or paragraphs of this Agreement, or to terminate this Agreement. Changes herein may be made at any time by mutual consent, provided such changes are set forth in writing.

2. This Agreement represents the sole and complete negotiated Agreement resulting from collective bargaining negotiations between the parties, thereby eliminating and superseding all Agreements, customs, practices, and understandings not covered herein which were in effect prior to the date of this Agreement, whether the same were expressed or implied, written or oral, or based on other factors. As such, this Agreement shall govern during its term the entire relationship with respect to wages, rates of pay, hours of employment and other conditions of employment, and shall be the sole source of any and all rights or claims which may be asserted in the adjustment of differences hereunder or otherwise.

Items included and recognized as part of this Agreement are listed below:

1. The Memorandum of Understanding referencing the Transition to Power Systems Institute signed by Willis D. Wardell, Jr. for the Union and Stephen E. Morgan for the Company in 2004.
2. The Labor Management Guide as amended November 1, 2008.
3. The terms of all prior Summary of Agreements between the parties, but only to the extent the terms of such Summary of Agreements: a) remain applicable and in effect; b) have not otherwise been amended, deleted or superseded by any other Summary of Agreement; and, c) do not otherwise conflict with any provision within this Collective

Bargaining Agreement.

4. The Memorandum of Agreement referencing the structure of Power Systems Institute Program (“PSI”) signed by Brian Kube for the Union and James Fakult for the Company on March 8, 2018.
5. The Memorandum of Understanding referencing FR Clothing signed by Brian Kube for the Union and David Winston for the Company on October 25, 2018.
6. The Memorandum of Understanding referencing the “2010 Global Settlement” signed by Alex Bellick for the Union and Don Lynch for the Company on July 8, 2010.

IN WITNESS WHEREOF, the parties affix their seals this 25th day of July, 2018 FOR THE COMPANY: FOR THE UNION:

<u>/s/ Charles P. Cookson</u>	<u>7/25/ 18</u>	<u>/s/ Brian Kube</u>	<u>7/25/1 8</u>
Charles P. Cookson	Date	Brian Kube	Date
Executive Director, Labor Relations		President, IBEW Local 1289	

On behalf of FirstEnergy Corporation

<u>/s/ Matt Garrigan</u>	<u>7/25/18</u>
Brian Kube	Date VP, IBEW Local 1289

<u>/s/ Jim Fakult</u>	<u>7/25/18</u>	<u>/s/ Sandra D’Alessio</u>	<u>7/25/18</u>	Jim Fakult
Date	Sandra D’Alessio	Date		
President, JCP&L		Recording Secretary, IBEW Local		1289

**APPENDIX A
NON-OCCUPATIONAL DISABILITY**

**1. COMPANY SUPPLEMENTARY NON OCCUPATIONAL ILLNESS / INJURY
DISABILITY PROGRAM**

1.A. COVERAGE

Regular employees of the Company are eligible to participate, under this Program, to the extent and under the conditions outlined below.

1.B. DEFINITIONS

A.1.B.(1) A SUPPLEMENTARY CREDIT is an hourly benefit based upon the employee's normal daily base wage rate, provided however, that in no event shall the total of (i) wages paid for straight time hours worked, in a given workweek, plus (ii) vacation or other similar payments, plus (iii) the sum of any Company-paid disability benefits for that workweek, exceed forty (40) times the straight time hourly rate of the employee involved.

A.1.B.(2) NON-OCCUPATIONAL ILLNESS / INJURY DISABILITY is defined as bona fide personal illness or injury arising out of an off-the-job accident, properly certified by a competent medical practitioner, or other properly certified and recognized Medical Practitioner, satisfactory to the Company, which results in the total inability of the employee to perform the duties of his employment. Illness or injury arising out of willful violation of Company rules, or experienced in a period during which services were rendered in behalf of another employer, or occurring coincidental with violation of law or caused by personal misconduct on the part of the employee involved, or rising out of willful and deliberate self inflicted injury, or illness occurring during a period of layoff, shall not be considered Disability for the purpose of this Program.

A "wait day" is equivalent to 8 hours. Before benefits will be paid under this Section, an employee shall have the number of "wait days" as specified in the chart below:

YEARS OF SERVICE	WAITING DAYS BASED ON ABSENCES IN PREVIOUS CALENDAR YEAR							SICK HOURS CALENDAR YEAR	
	6	5	4	3	2	1	0	FULL	HALF
9 Mos. - 1 Yr.	3 DAYS FOR ALL ABSENCES							80	80
1 Yr. - 2 Yrs.	5	5	4	3	2	2	0	160	160
2 Yrs. - 3 Yrs.	5	5	4	3	2	1	0	200	400
3 Yrs. - 4 Yrs.	5	5	4	3	2	1	0	240	480
4 Yrs. - 5 Yrs.	5	4	3	2	1	1	0	280	560
5 Yrs. - 6 Yrs.	5	4	3	2	1	1	0	400	640
6 Yrs. - 7 Yrs.	4	4	3	2	1	1	0	480	560
7 Yrs. - 8 Yrs.	4	4	3	1	1	0	0	560	480
8 Yrs. - 9 Yrs.	4	3	3	1	1	0	0	720	320
9 Yrs. - 10 Yrs.	3	3	2	1	1	0	0	800	240
10 Yrs. - 15 Yrs.	2	2	1	1	0	0	0	800	240
15 Yrs. - 20 Yrs.	2	2	1	1	0	0	0	800	240
20 Yrs. or more	2	1	1	0	0	0	0	800	240

For employees hired on or after November 1, 2008, benefits will be paid under this Section following the number of “waitdays” as specified in the chart below:

YEARS OF SERVICE	WAITING DAYS BASED ON ABSENCES IN PREVIOUS CALENDAR YEAR							SICK HOURS CALENDAR YEAR	
	6	5	4	3	2	1	0	FULL	HALF
9 Mos. - 1 Yr.	3 DAYS FOR ALL ABSENCES							80	80
1 Yr. - 2 Yrs.	5	5	4	3	2	2	0	160	160
2 Yrs. - 3 Yrs.	5	5	4	3	2	1	0	200	400
3 Yrs. - 4 Yrs.	5	5	4	3	2	1	0	240	480
4 Yrs. - 5 Yrs.	5	4	3	2	1	1	0	280	560
5 Yrs. - 6 Yrs.	5	4	3	2	1	1	0	400	800

6 Yrs. – 7 Yrs.	4	4	3	2	1	1	0	480	960
7 Yrs. – 8 Yrs.	4	4	3	1	1	0	0	560	1120
8 Yrs. – 9 Yrs.	4	3	3	1	1	0	0	720	1040
9 Yrs. – 10 Yrs.	3	3	2	1	1	0	0	800	1040
10 Yrs. – 15 Yrs.	2	2	1	1	0	0	0	1040	1040
15 Yrs. – 20 Yrs.	2	2	1	1	0	0	0	1160	920
20 Yrs. or more	2	1	1	0	0	0	0	1280	800

An employee who is confined, as an in-patient in the hospital on the first day of absence will be paid benefits beginning on the

first day of such absence, that is no non-paid wait period will apply. Also the non-paid waiting period shall not apply to employees who are absent to receive chemotherapy treatment or are absent due to surgery performed as a hospital out-patient or in a doctor's office. Such surgery must be performed by a physician or surgeon certified to perform the surgery by the applicable state medical board.

If an employee's absence due to illness or injury extends into the next calendar year, the employee will continue to receive sick pay based upon his or her entitlement from the previous calendar year. That is, the number of sick days remaining in the next calendar year will be equal to the employee's sick pay entitlement from the previous calendar year less the number of sick days paid to the employee in the previous calendar year. If an employee returns to work for thirty (30) or more calendar days and is again absent from work due to illness or injury, the employee will reestablish his sick pay schedule based on his accumulated service in the next calendar year. However, if an employee returns to work for less than thirty

(30) calendar days, and is again absent from work due to illness or injury, the employee will continue with the remaining sick pay entitlement from the previous calendar year.

To become eligible for sickness or injury benefits during the first year of employment or re-employment with the Company, an employee shall have completed nine (9) months of continuous employment.

No benefits hereunder shall accumulate from one (1) service year to another.

An employee will not receive any general wage increase or upgrade rate of pay while absent because of sickness or injury.

For any benefits under this Section, an employee must notify his supervisor of the disability prior to the start of his shift as of the first day of the disability, unless otherwise impossible. For benefits hereunder, Management may request the employee furnish written confirmation of his medical practitioner's certification of total inability to perform the duties of his employment, which shall include diagnosis, prognosis and work restrictions or limitations. Such certification may be requested as of the first day of the absence.

The Company may also require the employee to be examined by its doctor to determine the validity of the employee's absence.

Benefits will not be paid unless the employee adopts such remedial measures as may be commensurate with his or her condition and permits such reasonable examinations and inquiries by the Company's representative, at the Company's expense, as in the judgment of the Company may be necessary to ascertain the employee's condition.

A.1.B.(3) The Company may make reasonable inquiries concerning excessive or improper use of the Non-Occupational Illness / Injury Disability Program. Company representatives may meet with employees to discuss such issues. The Non-Occupational Illness / Injury Disability Program is designed to provide for benefit illness and the Company may, for cause, issue progressive discipline for abuse of this Program. The progressive discipline for abuse of this Program shall be subject to the Grievance Procedure set forth in Article IX of the Contract.

The privileges and benefits available under this Section may at any time be withdrawn by the Company in any case where they have been abused. The foregoing shall be in addition to any other discipline, including termination that may be imposed as a result of such abuse.

1.C. SUPPLEMENTARY CREDIT ACCUMULATION

Employees may apply those hours banked in their supplementary credit allowance as defined in Appendix B.16.1(a) towards half sick days as provided in the charts set forth in A.1.B.2. There will be no further accumulation of supplementary credit.

1.D. SUPPLEMENTARY CREDIT USE

No Supplementary Credit may be used or benefits paid under this Program, for any period during which the employee involved performs any work for remuneration or profit or who fails to comply with the terms of this Program in any respect.

1.E. ACCUMULATED SUPPLEMENTARY CREDIT -CASH SURRENDER VALUE

An employee's unused Supplementary Credits, up to a maximum of 1040 hours and accumulated prior to January 1, 1995 will establish the maximum number of Supplementary Credits eligible for cash surrender value. An employee is eligible to cash surrender accumulated Supplementary Credits: (a) at the time of retirement, or (b) when he leaves under honorable conditions after at least fifteen (15) years of employment with the Company. The cash bonus paid will be equivalent to three-quarters (3/4) basic pay for each day of the lesser of such unused Supplementary Credit balance at the time of separation, or his unused balance as of December 31, 1994, at his basic straight-time rate of pay at the time of his leaving the Company's employ.

2. COMPANY LONG TERM DISABILITY PROGRAM

Employees hired before November 1, 2008 are provided long term disability benefits as set forth in the Jersey Central Power & Light Company Long Term Disability Income Plan for IBEW System Council U-3 (IBEW Local 1289).

Employees hired on or after November 1, 2008 will be provided long term disability benefits as set forth in the Long Term Disability Plan found in the FirstEnergy Employee & Compensation Benefits Handbook.

3. IMPROPER CLAIM FOR DISABILITY BENEFITS

Any employee who makes an unjust or improper claim for Disability Benefits under any of these Programs forfeits his right thereto, and shall be deemed to have violated Company rules and shall be subject to appropriate disciplinary action.

4. WAGE PAYMENT PLAN FOR DISABLED EMPLOYEES

4.A. In the event any employee becomes unable to perform the normal duties of his present classification because of mental or physical disability, certified by a competent physician, the Company will attempt to provide him with work, which he is capable of performing and which he can be reasonably expected to perform provided the disability did not arise out of violation of the Company's rules, or misconduct of the employee.

4.B. The employee shall receive, at the time of such assignment, the rate of his new classification, adjusted in accordance with the following formula:

Adjusted Rate Equals New Rate plus .05 times (Present Rate minus New Rate) times
Number of Years of Service

Under the provisions of this Plan, years of service are those full years of service and any part of a year greater than six calendar months. Any fraction of a cent resulting from this computation of five tenths (5/10) cents or less will be decreased to the next lower even cent, and of more than five tenths (5/10) cents will be increased to the next higher even cent.

4.C. In no event shall an employee's ADJUSTED pay rate, under this Plan, exceed his present rate of pay.

4.D. An employee receiving an ADJUSTED pay rate, under this Plan, shall hold the title of his new classification with the word "SPECIAL" appended thereto.

4.E. Human Resources shall consult with the employee's family physician to ascertain the extent of his incapacity in relation to a job assignment. In the event of disagreement as to the employee's condition and/or ability to perform the work of any particular classification between the employee's physician and the Company's physician, the two doctors shall, by agreement, select a third doctor who will consider the case submitted to him and render a decision within one (1) week from the date he receives the case and his decision will be binding. The cost of the third doctor shall be borne by the employee.

4.F. An employee transferred to a lower classification, under this Plan, shall be assigned without posting the job.

4.G. If an employee, who is being compensated under the provisions of this Plan, is again transferred to one or more lower rated classifications, his new adjusted rate, upon each such transfer, shall be computed as if the employee had been transferred to such lower classification initially, corrected to reflect any wage adjustments which may have been made in the classifications involved.

4.H. The ADJUSTED rate, at the time of assignment, shall become a personal rate for the employee involved, but will be subject to recomputation when and if the wage rates for the classification, used in the disability formula for the employee, are adjusted.

4.I. The Company may at its discretion, withhold the provisions of this Plan from any employee who also engages in work for other than the Company.

APPENDIX B LIVING CONTRACT
CLAUSE

1. TEN-HOUR WORKDAY SCHEDULE

(a) Effective the Wednesday before Memorial Day 2019 through the Wednesday that includes Labor Day and every year thereafter, the Company may establish two (2) 4 10-hour a day schedules in each Service Center combination listed below (one two (2) man crew scheduled Sunday through Wednesday) and (one two (2) man crew scheduled Wednesday through Saturday). Each year, the schedules will be rotated between adjacent districts as follows:

<u>Central New Jersey</u>	<u>Northern New Jersey</u>
Old Bridge - Freehold Branch	Newton - Dover Union Beach - Long Washington - Flemington
Lakewood - Cookstown Pleasant	Summit - Boonton Berkeley - Point

The work hours will be 12:00 p.m. to 10:00 p.m. These schedules will apply to the Lines Departments. Volunteers will have the first opportunity to fill any designated positions. If positions remain unfilled, then the Company will assign qualified employees from that location in reverse order of seniority.

Effective November 1, 2008, employees assigned to this schedule shall receive the differential benefits as described under Article 11.1(d).

(b) The Company may establish similar shifts for the UC&M Departments.

2. CUSTOMER CARE

1. Customer Care--Center of Excellence

Within the term of this Agreement, the Company will agree to continue to operate the Customer Service Center in Red Bank, New Jersey to effectively improve the Customer Care in New Jersey.

(a) Customer Accounting or “back office” work is the main focus of work in this New Jersey Center.

(b) Customer Service Representatives will handle customer calls when the business requires due to workload or storm conditions.

(c) When overtime becomes necessary, planned, extended shifts or call-outs, it will be by seniority on a rotating list that will give all employees an equal opportunity to accept off schedule work opportunities.

(d) When appropriate, training will be provided on an ongoing basis to the Red Bank Customer Service Reps for all Front Office and Back Office activities.

2. Customer Service Representative / Customer Service Representative Sr. Base Wage Structure

Schedule “A” Wage progression effective 11/1/2008:

LEVE L	RATE 1	RATE 2	JOB RATE
1	0-6 Months	6-12 Months	12-18 Months
2		18-24 Months	24-30 Months
3		30-36 Months	36-48 Months
Senio r			Vacancy Required

Customer Service Representative Level 1, Rate 1 will advance to Customer Service Representative, Job Rate in accordance with the schedule outlined above and after meeting all performance requirements. Progression above Level 3 will occur only when a vacancy occurs or when Management determines a need. When a vacancy is posted at the higher level, the position will be awarded to the senior qualified bidder.

3. Bumping, Bidding and 3.2c Job Offers

(a) Employees cannot bid or bump above level 2 without

having previously qualified as a Customer Service Representative step level 8.

(b) Employees who had not previously successfully held the Customer Service Representative position must pass the EEI test for bidding and bumping into the classification.

(c) Employees who had not previously successfully held the Customer Service Representative Classification, must successfully progress as outlined in Schedule "A".

4. Remittance Processing work will no longer be performed by the six remaining employees who were once part of this process. Instead, they will perform Customer Service work. These six employees will maintain their existing rate of pay.

(a) If these employees do not wish to accept Customer Service positions, they may elect to utilize Article 3.2.

5. Existing part-time Customer Service Representatives as of November 1, 2004 will be given a one-time opportunity to become a regular full-time Customer Service Representative at their current level.

3. DIVERSIFICATION - LINE, CABLE & UC&M

It is agreed the Company will use Line, Cable, and UC&M personnel to augment each other where efficiencies can be achieved. The practical application of this principle includes, but is not limited to, the following types of work:

- Installing substation egress cables
- Making up terminations
- Installing riser poles and related hardware

4. FLEXIBLE WORK RULES

The need for job flexibility is recognized and the parties will continue to address operating requirements by reaffirming that employees may perform similar or lesser skilled work for which they are qualified. When flexibility is required between Departments, such needs will be discussed and reviewed with the Union on a case by case basis.

There may be work rules that present significant challenges to meeting customer needs; when these are identified, the Union and Management will meet to review possible alternatives. Any alternatives affecting existing work rules will be jointly agreed to before being implemented.

If this work extends beyond occupational jurisdictions, agreement must be reached between the affected Union and Company personnel.

5. INFRASTRUCTURE MOBILITY AGREEMENT

1) General Provisions:

a) This Agreement applies to employees in TC&M, Cable, UC&M, Heavy Equipment Operator, Relay, Communication, Test and District LC&M classifications.

b) Job site reporting will be utilized where practical to allow employees to report directly to the work locations. It is Management's intent to provide facilities. It is agreed such facilities will include a secured area for employee's belongings and adequate sanitary facilities and phone.

c) Employees within the Infrastructure Mobility Agreement will be entitled to a mileage reimbursement at the IRS mileage rate based on the driving distance between the temporary reporting location and the employee's regular reporting location. Employees will also be reimbursed for any highway tolls incurred when reporting to the temporary location. Mileage and tolls will be reimbursed as a roundtrip.

For remote reporting assignments over 70 miles within JCP&L territory, a per diem payment of \$125 a day will be provided in lieu of expenses for overnight accommodations.

Remote reporting assignments outside of JCP&L service territory will not be required unless mutually agreed upon, by the Company and Union, on a case by case basis.

d) Remote reporting assignments will be made first seeking volunteers from within the required classifications from the location selected to supply employees for the remote report project. If a

sufficient number of employees within the classification do not volunteer, the Company will assign mobile employees from providing locations according to reverse order of seniority within the classification required.

Subsection d) is intended to mean:	Subsection d) is not intended to mean:
Once on remote reporting assignment, employee completes assignment prior to being eligible for another job.	The junior employee returning from assignment replaces the next senior employee who is still out on assignment.

e) A minimum of 48 hours advance notice is required for remote report assignments for TC&M, Cable, and Heavy Equipment Operators (includes those assigned to TC&M Unit, i.e., employees in Farmingdale and West Wharton).

f) The UC&M, District-LC&M, Relay, Heavy Equipment Operators, Test, and Communications classifications require a 5-day notice for remote reporting assignments. However in cases where the customer’s time schedule is urgent and the Company is unable to provide a 5-day notice, the Company and Union will resolve the issues.

g) The classifications covered in this Agreement will become 100% mobile. The District LC&M classifications will become 50% mobile. The Company agrees to limit the maximum amount of remote report work to any one District Lineman to no more than three months in any one calendar year, unless an employee volunteers for more work.

h) District employees will be afforded the opportunity to work on assignments beyond 70 miles, but will not be required to remote report beyond 70 miles from their home base.

i) Employees in TC&M (includes those HEO’s normally assigned to the TC&M Unit, i.e., current employees based in Farmingdale and West Wharton) will be required to remote report beyond 50 miles in NJ.

6. INSULATE & ISOLATE RULES

It was agreed that the interpretation of the Insulate and Isolate voltages is 15 KV per the 1967 Summary of Agreements, Exhibit "L"

Example: Any voltage between 5 KV up to and including 15 KV can be worked using the direct handling method.

7. JOINT EDUCATION PROCESS

The Company and Union agree to sponsor a joint education process for supervisors, managers and shop stewards on Contract application, conflict resolution and Grievance processing. It was also agreed on a local level to hold supervisor/shop steward round table discussions with senior Management and Union leadership to resolve concerns and clarify issues of mutual interests.

8. JURISDICTIONAL GUIDELINES BETWEEN LOCAL UNIONS

Both parties have recognized that the continuing changes to the workload may require crews to work out of their normal jurisdictional areas. It was agreed when this occurs that the affected Union officials and Company representatives would meet to discuss what guidelines would be required to accomplish this in the most efficient matter. It is understood this does not negate the Company's rights under the Infrastructure Mobility Agreement.

9. MARKOUT TECHNICIAN

With regard to the Markout Program, the Company and Union agreed to the following:

a) The present temporary Markout Technician positions will become regular positions.

b) The Markout Technician Job (Job No. 1250) will be added to the Bargaining Unit Wage Rate Schedule effective November 1, 1999. The base wage rate effective November 1, 1999 will be \$10.43 an hour.

c) The Company will establish a base staffing level. To the degree the Company seeks to fill additional positions, the Company will attempt to backfill these positions with existing regular

employees who may be in t/a positions scheduled to be eliminated, such as, the present t/a Meter Reader Collector positions.

d) The Company and Union will review the job evaluation of the Markout Technician. The review process will begin no later than March 31, 2000. The re-evaluation will be accomplished jointly consistent with the original intention of creating a job competitive with the non-regulated market.

10. ONE PERSON RELAY

1. Guide for Use of One-Person Relay Technician and Test Technician Crews

The nature of the work to be performed by a one-person crew will be determined and/or limited to tasks that can be performed safely and can be reasonably and efficiently accomplished by one person. Below are lists of examples of the type of work that may be performed by a one-person Relay Crew or one-person Test Crew. These lists are not intended to be all-inclusive and are all provided for illustrative purposes only.

a) Work to be performed by a one-person Relay Technician Crew (Relay Technician or Relay Technician Sr. level):

- Inspection, testing, calibration and minor repair of individual relays
- Relay trip checks at and below 34.5 KV
- Wire checking
- Ratioging instrument transformers of P.T.'s and C.T.'s
- Troubleshooting aid to UC&M on equipment control, alarm or indication problems (e.g., breaker, transformer, or network protector internal wiring problems)
- Minor wiring revisions to switchboards such as adding a single relay, a few wires, etc.
- Load checking
- Labeling and marking relay devices
- Checking fuse sizes and coordination within control schemes Note: The following work will continue to require a two-person Relay Crew:
 - Relay trip checks at voltages at or above 115KV

- Major wiring revisions to switchboards such as interrupting existing circuits, and the addition of multi tripping relays, etc,
- Phase angle testing
- Circuit checking DC circuits to assure wiring agrees with schematic

b) Work to be performed by a one-person Test Technician Crew (Test Technician Sr. level) when teamed up with a UC&M Crew or other appropriate work crew.

- Doble testing
- Circuit breaker timing
- Transformer turns ratio
- Various equipment insulation testing
- Equipment troubleshooting
- Operation of the transformer vacuum trailer
- Transmission / distribution infrared line testing
- Various switch testing

A two-person Test Crew may be used to perform some of this work in the absence of supporting crews when appropriate work opportunities are available. A typical example of this type work is performing the above mentioned tasks on spare equipment, out of service equipment or shop equipment.

c) Work to be performed by a one-person Test Crew independent of any other supporting crews to perform various works:

- Substation infrared testing
- DGA and transformer oil sampling
- Circuit breaker oil sampling
- Transformer gas testing
- SF₆, Nitrogen and dry air moisture testing
- All dew point testing

2. Remote Reporting of Relay Technician and Test Technician Crews

Remote reporting assignments will be made in accordance with the provisions of the Infrastructure Mobility Agreement. Relay Technicians and Test Technicians may take Company vehicles home

and report directly to the job site at the normal start time, when appropriate.

3. Standardized Work Practices

We will establish a joint Union-Management committee to standardize substation work practices to be utilized consistently in New Jersey.

4. Relay Technician Job Progression and Testing

The Relay Technician Jr. job classification will be modified to require progression from the Relay Technician Jr. level to the Relay Technician level. Progression will be based on meeting minimum time and testing requirements. In addition, all incumbent Relay Technicians may progress to the senior level subject to meeting testing requirements. All Test Technicians may progress to the senior level subject to meeting testing requirements. A joint Union- Management committee was formed and finalized the details of the testing and progression.

11. REDUCED OUTAGE DURATION

1. Outage Duration-24 hour / 7 day Coverage

a) Troubleshooter coverage will be provided by 24-hour / 7 day rotating shifts. The shift schedules shall consist of eight (8) hours of labor with rotating shifts from 7:00 A.M. to 3:00 P.M., from 3:00 P.M. to 11:00 P.M., and a fixed shift between 11:00 P.M. and 7:00 A.M. The wage rate for Express Service Technician on the midnight shift will be increased to the same level as an (Job # 222) LC&M Chief. Employees do not have a scheduled meal period, but may take a meal break to eat during a period when not assigned trouble calls, i.e., eat on the fly.

This is intended to mean:	This is not intended to mean:
Can temporarily change schedules under the conditions of the Labor Agreement	Can rotate midnights and 7 A.M. to 3 P.M. and 3 P.M. to 11 P.M. shifts.

2. Troubleshooter Callout

a) Troubleshooters will be assigned to the callout list of the District they normally cover

b) Troubleshooters will be called first to fill a shift vacancy. In these situations, the Troubleshooter could fill a Troubleshooter shift vacancy immediately prior to his/her shift. In determining the need to fill shift vacancies, the Company will, as an example, consider weather conditions, staffing levels and customer demands.

This is intended to mean:	This is not intended to mean:
When called out, they must report to the District they are assigned to and be compensated as normal under 5.15 of the Contract	Will be compensated per Mobility Agreement for travel to assigned District on call-outs

3. The types of work that will be performed by Troubleshooters will be done in compliance with I & I rules.

12. REDUCTION OF CONTRACTED LABOR

Parties agreed to utilize our in-house workforce in an efficient and cost effective manner. Toward this end, job specific Local Agreements can be made in order to be competitive with outside contractors if necessary and agreed to by both parties.

13. REGULAR PART-TIME EMPLOYEES

It is understood that this Agreement pertains to the establishment of regular part-time employees. The Company maintains the right to determine the number and/or classifications of employees. However, it is agreed that the Company will not displace regular full-time Bargaining Unit employees with regular part-time employees without mutual agreement (see Article 3.2)*. It was also agreed that if the number of regular part-time employees needed in the future changes, the Company will discuss their needs with the Union. This Agreement supersedes any existing Part-Time Agreements.

I. CONTRACTUAL CONDITIONS

A. Union Membership - Regular part-time employees will be treated as regular full-time employees under the terms of Article II of the Labor Agreement.

B. Seniority - For purposes of bidding and bumping, all service time while working as a regular part-time employee will be credited as half value (i.e. 3 years part-time = 1.5 years full-time; qualifications under Article 3.2.(c) require 20 years of regular part-time service).

The regular part-time positions will be posted. All employees will have an opportunity to bid these positions. The posting will also advise employees how qualified, successful bidders will be affected once transferred to regular part-time status. In order to maintain staffing stability of this position, all regular full-time employees bidding into the part-time position will be restricted from bidding to a full-time position for a period of one (1) year and subsequent bids to the part-time position will be at the convenience and consent of the Company. However, if a part-time position is abolished, the affected employee will be permitted to bid within 30 days of the expected date of the abolished position.

Full-time employees may bump into regular part-time positions only to avoid layoff. Full-time employees transferring to regular part-time positions will be treated in full compliance with the terms and conditions of this Agreement.

*NOTE: The Company does not intend to replace a full-time employee with a part-time employee. Any displacement of a full-time employee with a part-time employee will only be with mutual agreement. In addition, the Company can fill a full-time vacancy with a part-time employee upon discussion with the Union.

C. New Hires - All new hires will be required to work a minimum of two (2) years within that Department before obtaining eligibility to bid posted positions within other Departments within the Company. Regular part-time employees will be eligible to bid posted full-time positions within their own Department during their first two (2) years of employment through the job posting process.

D. Probationary and Qualifying Periods - Probationary and qualifying time periods will not be reduced; therefore, regular part-time employees will be required to fulfill a 12-month probationary and twice the qualifying time frame of a regular full-time employee.

Regular part-time Remittance Processing Technicians will be required to meet one-half (½) of the established standard for full-time employees (i.e. minimum 10-hour standard = 8,000 minimum, five (5) hour standard = 4,000 minimum). Retention in the classification and progression to the next higher step will be the same for regular part-time Remittance employees as stated for full-time employees.

E. Overtime - For callouts or working an extended shift (beyond the 8 or 10-hour threshold), overtime will be paid in accordance with the Contract. For prearranged overtime assignments, overtime pay will apply only after the employee has exceeded 40 hours in the workweek.

F. Meals - When a regular part-time employee is required to extend their normal scheduled shift, Article 8.10 shall apply. In the event that a regular part-time employee is prearranged to work a normal* full workday, the employee will be required to bring their own lunch and the time allowed for eating the meal will not be paid for.

*Normal may be defined for example as either eight (8) or ten (10) hours, depending on work location.

II. BENEFITS - The following benefits apply to all employees working in a regular part-time position.

A. Holidays - Regular part-time employees will be paid their normal straight time earnings when scheduled off to commemorate established holidays or floating holidays providing they work the normal workday preceding and following the holiday. It is agreed that holidays will be celebrated on the observed day if the employee is scheduled to work. In the event the holiday falls on a day that the employee is already scheduled off, then the holiday will be observed on the employee's first workday of that week. When two (2) holidays fall within one (1) week, they will be observed on each employee's first and second workday of that week. For this purpose, Sunday is considered the beginning of the workweek. In addition, time worked on these holidays will be paid at time and a half, and as indicated in Article 5.8 of the Contract. Regular part-time employees are entitled to three floating holidays.

Any alteration of existing holidays will be converted to floating holidays.

B. Floating Holidays - Although all part-time employees work 20 hours per week, there are several different shift combinations which impact the application of the entitlement for three floating holidays. It is recognized that with these different schedules, it is possible that some employees will have more total hours charged to the code than others.

As such, it is agreed that for part-time schedules, a floating holiday equals either four (4) hours or five (5) hours depending on shift schedule. This will normally result in a total annual floating holiday entitlement of either 12 or 15 hours. Depending on the shift schedule, it may be permissible to schedule two floating holidays for the same day. However, in no event, will the total annual floating holiday entitlement exceed 15 hours.

Below are part-time shifts currently in effect and examples of the application of this Agreement:

SHIFT	MON	TUES	WED	THURS	FRI	SAT	SUN
*	5	5	10				
**	4	4	4	4	4		
***	5	5	5	5			
****	4	8	8				

* $5 + 5 + 5 = 15$ hours OR $5 + 10$ (utilizes 2 floating holidays by taking 10 hours in one day) = 15 hours

** $4 + 4 + 4 = 12$ hours

*** $5 + 5 + 5 = 15$ hours

**** $4 + 4 + 4 = 12$ hours OR $4 + 8$ (utilizes 2 floating holidays by taking 8 hours in one day) = 12 hours

1. Transfers between Departments - When an employee transfers from one part-time schedule to another part-time schedule, any remaining floating holidays will be allotted according to the new Department's schedule. Example: An employee works a 4-day

five hour schedule and uses a floating holiday (5 hours). He/she then transfers to a 5-day four hour schedule. The two remaining floating holidays will be in four hour increments for an annual total of 13 floating holiday hours.

2. Transfers between full-time and part-time - If an employee transfers from a full-time position to a part-time position, the following applies:

If transfer occurs: Prior to July 1, he/she is entitled to a maximum of 3 floating holidays for that calendar year. After July 1, he/she will retain the 5 floating holidays for that calendar year.

Effective January 1 of the following year, you would be entitled to 3 floating holidays.

NOTE: IF THE EMPLOYEE, WHILE ON FULL-TIME STATUS, USES HIS/HER 5 FLOATING HOLIDAYS BEFORE TRANSFERRING TO PART-TIME STATUS, NO ADJUSTMENT WILL BE MADE.

If the employee transfers from a part-time position to a full-time position, the following applies:

If transfer occurs: Prior to July 1, he/she is entitled to a total of 5 floating holidays for that calendar year. After July 1, he/she will retain a maximum of 3 floating holidays for that calendar year.

C. Sick Leave - Regular part-time employees will be eligible for a maximum of thirty-two (32) hours paid supplementary sick leave per year, accrued at the rate of 4 hours/month accrued for eight months. Primary benefits will be provided as required by State law. Regular part-time employees will be eligible for one partial absence annually, paid in accordance with established contractual provisions.

D. Vacation - Regular part-time employees will earn, accumulate and schedule vacations at half value in accordance with Article VI of the Labor Agreement. Should a regular part-time employee transfer to full-time status, in scheduling vacation, it is understood that it may be necessary that paid vacation be

supplemented with unpaid time off to ensure a reasonable amount of time off.

Full-time employees bumping or bidding into regular part-time status will be scheduled off their four (4) hour shift and paid eight (8) hours for each vacation day earned during full-time status and scheduled in the subsequent year while working a regular part-time shift.

E. Health Care - Employees filling regular part-time positions will be eligible only for the Company-sponsored managed care plans. In each case, the Company will contribute one-half (1/2) of the total premium paid for full-time employees in respective plans.

F. Savings Plan - Regular part-time employees after 1,000 or more hours of scheduled work by their first anniversary or in a subsequent calendar year will be permitted to participate in the Savings Plan for bargaining employees. The Company will match employee's contribution towards the Savings Plan as negotiated for full-time regular employees.

G. Pension Plan - Regular part-time employees after 1,000 or more hours of scheduled work by their first anniversary or in a subsequent calendar year will be eligible to participate in the Plan for Retirement Annuities.

H. Credit Union - Regular part-time employees will be eligible to participate in the Utilities Employees Credit Union.

I. Life Insurance - Regular part-time employees will be eligible to purchase voluntary life insurance coverage.

J. Shift Differential - Regular part-time employees will be entitled to shift differential if the majority of their work hours are subsequent to 4:00 P.M. or prior to 8:00 A.M. or a calendar Sunday.

14. REVENUE RECORDING

1. Revenue Recording Wage Rates

a) A new job classification, Meter Reader, Job Number 656, is established effective 11/1/99 with a three year phased-in

base wage rate. The rates are as follows: effective 11/1/99 the rate is \$10.50, effective 11/1/00 the rate is \$10.71, effective 11/1/01 the rate is \$10.92. The above rates are not subject to adjustment over the term of the Labor Agreement.

b) Employees who are incumbents in the Meter Reader- Collector classification as of 10/31/99 will retain that classification until they vacate the position.

c) All current incumbents in the Meter Reader-Collector and Meter Reader-Collector Sr. classifications as of 10/31/99 shall maintain their current rate of pay for the duration of the Contract.

d) Regular full-time employees who hold Meter Reader- Collector or Meter Reader positions assigned under Article 3.2.c will retain their current rate without base increases for the duration of the Contract period. They will receive their rights under the Agreement if they are subsequently reassigned to another position under Article 3.2.c. Their new 3.2.c job offer will be based on the prevailing rate of the job they held at the time of their original 3.2.c job offer and will include any applicable base wage increases subsequent to the assignment.

e) Employees holding Meter Reader Collector-Chief, Meter Service Field Representative and all Meter Tester classifications shall be eligible for wage increases as outlined in Article XI, 11.1 (a).

2. Revenue Recording Work Rule Changes-Remote Reporting

The Company may require employees in Meter Reading classifications, when practical, to work directly from their home location, using Company supplied vehicles for business use only. This will enable employees to report directly to the meter reading route. To accomplish this, the Company will install downloading and uploading modem capability through the employee's home phone line. In recognition of this change of working conditions, as soon as possible after installation of the device, the Company will provide a one-time payment of \$250 to all regular full-time Meter Reader-Collectors in the position at time of implementation.

Employees may be required to report to the work place office at the beginning or end of the workday as determined by the Meter Reader Collector Chief and/or Management or when requested by Union leadership with prior Management approval.

3. Variable Work Schedules-Meter Reader, Meter Reader- Collector, Meter Reader Sr.

In order to maximize productivity, improve Customer Service and allow for greater employee flexibility with regard to working hours, employees will work a forty-hour (40) workweek Monday through Friday with flexible start/stop times. Summer hours (April-Sept) will be between 7:00 A.M. and 8:00 P.M. and winter hours (October-March) will be between 7:00 A.M. and 5:30 P.M. Each workday will consist of eight (8) hours. Individual schedules will be approved and maintained by the Meter Reader Collector Chief and/ or Management. A joint committee of Union and Management will be set up to establish a callout procedure for Meter Readers.

4. Implementation

A joint Union and Management Implementation Team will be established to oversee the implementation of remote reporting, variable work schedules, and incentive compensation. This team will work to resolve any issues that arise as a result of this Agreement.

15. SELF-DIRECTED, CROSS-SKILLED WORK TEAMS

The parties recognize that self-directed work teams create/ retain work for the Union, reduce contractors and foster productivity and efficiency. Self-directed work teams are already in place (i.e. Chiefs) and may be used for short-term situations which may or may not include cross discipline teams. To establish guidelines for implementation, the parties agree that Union and Management shall meet to identify opportunities for self-directed work teams by department in Jersey Central Power & Light. This will provide guidance for implementation and set standards to measure the success of the initial programs. The experience gained from these programs will be used to continue the concept with the mutual consent of both parties. It was agreed that this concept will apply to both single-craft or cross-skilled work teams.

16. SICK LEAVE PROGRAM UPDATE

1. Appendix A and Sick Leave Program Updates

a) Update A.1.C (3). Supplementary Credit Accumulation to read as follows:

Total accumulation of supplementary credits shall not exceed 180 days.

b) Update 1996 Disability Plan language in the 1996 Summary of Agreements to include the following:

In the case of continuing disability should the Company elect to fill the vacancy, the position will be posted t/a and will include the following language: "T/A to become regular should the employee not return to his position within one year."

If an employee returns to work from an extended illness extending beyond one year, he will return to his former job if available, or a comparable job provided he is physically capable of performing the work. If a comparable position is not available, he may exercise 3.2(c) rights. Also, seniority will not be interrupted while an employee is on an extended basis.

2. Contract Language Updates

a) Pursuant to the 1994 Negotiations Agreement on Short Term / Long Term Disability, update the heading of A.2. to read:

Company Short Term / Long Term Disability Program

17. TRANSITIONAL WORKFORCE PLAN

In an effort to optimize in-house workforce efficiencies and proactively seek future opportunities for existing employees in positions that may be reduced or eliminated by new technology and/or competitive pressures in a re-regulated industry, Union and Management agree to develop the following strategy:

1. Future staffing needs will be evaluated by Management based on attrition and future competitive and/or technological trends. This information will be reviewed with Union officials on an established interval schedule.

2. Where future work force staffing excesses or deficiencies are identified, a joint effort will be made to develop a plan to assist interested regular employees in adjusting career paths to maintain continued employment in viable positions and/or to offer alternatives to layoffs that may include enhanced voluntary separation packages, relocation allowances and/or bonuses, enhanced training opportunities, etc.

3. During the transition process, regular employees periodically or permanently vacating positions identified as “excess” may be temporarily backfilled with seasonal or temporary “transitional employees”. These individuals may be temporarily employed until the regular employee’s former position is finally eliminated. Ultimately, the plan will better position the Company to meet the challenge of competition by maintaining a forward focused workforce strategy that projects staffing needs and guides employees towards career paths that potentially extend individual employment prospects within the Company, while avoiding the obvious adverse impact of employee bumping during periods of job elimination.

Examples of transitional success might include:

A. Auxiliary seasonal Line Crews comprised of Meter Readers and Nuclear employees that provide supplemental URD distribution support while eliminating contractors during Spring, Summer and Fall construction periods.

B. Auxiliary Substation Construction & Maintenance Crews comprised of Generation employees that provide supplemental substation routine maintenance while freeing up regular SC&M Crews to do priority repairs.

C. Pre-training of employees in areas of projected need and/ or growth from areas where competition and/or technology have the potential to eliminate positions (i.e. Meter Readers, Generation related positions, Clerical, etc.).

18. URD PROGRAM

The URD Program that was negotiated into the Contract in 1999 will take on additional construction duties.

It is agreed that the following classifications will routinely be utilized in the URD group: Coordinator, LC&M Chief B, LC&M First Class, URD Leader, URD Equipment Operator, URD Technician A/B, and General Utility Worker.

a) Employees who currently hold the title of Leader and were “grandfathered” on November 1, 1999, shall retain their “grandfathered” wage rate.

b) A General Utility Worker job (No. 1285) has been added. Obtaining a CDL is a requirement of the position.

Job Site Reporting

a) Employees within the Program may be required to report directly to the job site, at the start of their shift. If appropriate, the employees will report to the nearest Company facility. The Company shall pay to each employee so reporting a mileage allowance at the IRS rate (including any highway tolls). Said mileage will be the distance from the employee’s permanent reporting place to the temporary assigned reporting place, including the return trip to the employee’s permanent reporting place.

b) Work assignments will occur in any District within the Area (Central and Northern) that the unit is assigned.

Working Conditions

a) Employees will be properly trained and qualified before performing any work as stated in Paragraph d). The Union and Company will meet at any time to discuss concerns that may arise for either party concerning the training process.

b) Qualified LC&M 1/C members of this group will be expected to work on URD energized systems.

c) In the absence of the normally assigned LC&M Chief B, when two LC&M 1/C are working together on a job, the senior LC&M will be upgraded to Chief B.

d) The URD classifications of Leader and Technician “A” shall perform work on energized and de-energized 240 volts and below, single-phase URD services, streetlights and meters including, but not limited to:

- Locate and repair underground streetlight faults using low voltage locating equipment;
- Replace streetlight heads and bulbs;
- During storm restoration activities, repair overhead services (240 volt and below) and reconnect at customer's point of attachment

Note: At all times when URD crews are performing this work, a coordinator or equivalent, will be readily available to render guidance and assistance.

e) Qualified Leaders, who have been sufficiently trained, can set poles with the assistance of a URD crew, where no overhead construction exists.

f) Incumbent employees as of November 1, 2008 who do not wish to perform work on energized 3-wire, 240 volt and below URD services shall be "grandfathered" and thereafter, the employee shall receive half the general wage increase.

Overtime

The URD Program is a separate work unit, and will maintain its own call-out list.

Hours of Labor

The workweek for this group will include a 40-hour workweek and will consist of either four (4) consecutive ten (10) hour days or five (5), eight 8 hour days between Monday and Friday inclusive. The work hours shall be between 6:00 A.M. and 6:00 P.M. with a half (1/2)-hour unpaid lunch period. Note: these scheduling provisions will supersede the provisions of Section 5.1 of the Agreement. Work schedules for the URD Business Unit will be in accordance with the provisions of the Labor Agreement Work schedules will be determined based on the units' and customer needs.

Vacations

Vacations may be scheduled as a group or on an individual basis. However, when utilizing the individual method, the number of employees granted vacation will not exceed a number that will

adversely affect the units ability to continue work, as determined by the Project Coordinator.

Project Coordinator

In order to maintain the efficiencies of the work group, an assigned URD Coordinator will support the efforts of the business unit by performing any function, including all tasks that are physical and administrative in nature.

19. WORK HOUR MAXIMUM

a) An employee who has worked sixteen (16) or more consecutive hours without having a rest period of at least eight (8) consecutive hours during that period shall, upon release, have a rest period of eight (8) consecutive hours from the time of his/her release before returning to work.

b) When an employee reaches the twelfth (12th) hour of work, he/she is responsible for contacting the appropriate Company representative requesting relief. The Company will provide relief prior to the 18th hour. If an employee fails to contact the appropriate Company representative and works beyond the eighteenth (18th) hour without approval, he/she will not be paid for any hours exceeding eighteen (18) hours.

c) Upon release, the employee will be allowed a rest period of eight (8) consecutive hours from the time of his/her release until he/she returns to duty. If any part of that rest period extends into his/ her regular schedule, he/she will be paid at his/her regular straight time rate of pay for those hours that extend into his/her regular schedule.

d) If the rest period extends into the employee's next regularly scheduled hours for less than five (5) hours, he/she must report for duty by the end of the rest period.

e) If the rest period extends into the employee's next regularly scheduled hours for five (5) or more hours, he/she will be excused from duty for that regularly scheduled period without loss of pay based on his/her regular straight time rate of pay, unless the employee is needed to help restore service. In those cases where

the employee is not needed to restore service, the employee will be provided an option to return to work after the appropriate eight (8) hour rest period. The employee will be required to notify his Supervisor of his intent to return prior to the commencement of his rest period.

f) During these paid rest periods at straight time, no other overtime-related contractual benefits are accrued. An example is overtime meals will not be paid while resting.

20. 19.9 KV CUTOOUT

Based on operational experience on 19.9 KV distribution, it has been determined that the opening/closing of 19.9 KV cutout boxes or disconnects can be safely performed by one qualified employee. However, recognizing the potential hazard that could occur, the qualified employee can ask for and receive assistance when deemed necessary. This work rule modification supersedes the 1975 Distribution Engineering Practices Manual (page B-046) requirement for a two-person crew.

21. Clerical Bidding & Bumping

I. CLERICAL CLASSIFICATION CONVERSION

- A. Operating Clerk Chief (1201); Clerk Senior (701) combined to classification Clerk Chief (791).
- B. Operating Clerk Sr. (1202); Clerk Intermediate Sr. (702) combined to classification Clerk Sr. (792).
- C. Operating Clerk Int. Sr. (1203); Clerk (703) combined to classification Clerk I (793).
- D. Operating Clerk (1204); Clerk Jr. (704) combined to classification Clerk II (794).
- E. Steno (722) equivalent to a Clerk I; Steno Sr. (721) equivalent Clerk Sr. (792).

FUNCTIONS WHERE JOB POSTED AND / OR CLERK HELD POSITION IN THIS FUNCTION

OPERATION SERVICES AND SUPPORT

Departments - Operating, Drafting, Mapping, TC/M, Regional Engineering, RDO, URD, Cable, Test, Relay, Meter, Transportation & Forestry

NON OPERATIONAL

Departments -Business Services, Facilities, Reprographics, Stores, Hydro (Yards Creek), Demand Side Management & Customer Support

CUSTOMER SERVICES

Departments - Customer Service Center & Business Office

II. TIME-IN-GRADE

1. Clerk II through Sr. must meet minimum time-in-grade requirements prior to consideration for advancement to the next higher level inclusive of a three (3) month qualifying period.

II to I-12 months I to Sr.-12 months Sr. to Chief-18 months

*If anyone is currently involved in time-in-grade (i.e. 18 months), they will automatically be converted to new time- in-grade schedule.

III. BIDDING WITHIN CLERICAL CLASSIFICATIONS

1. Clerk II to be considered entry level position.
2. Clerk II position will be filled by the senior bidder possessing sufficient qualifications.

IV. CLERK I VACANCIES

1. First consideration for filling Clerk I vacancies will be given to qualified bidders within the Clerical group. (a, b and c are equal and the job will be awarded with seniority prevailing.)

- a. Clerk II who meets time-in-grade requirements. (Qualify to Clerk 1 as per Collective Bargaining Agreement); Article 3.13 - within 90 days.
- b. Customer Service Representatives step level 3. (Qualify

to Clerk I as per Collective Bargaining Agreement); Article 3.13 - within 90 days.

c. Clerk level I and above.

2. If no qualified bids are received at the Clerk I level, the job will be filled at the Clerk II Job Rate level. He/She must complete 12 months time-in-grade, then he/she shall automatically progress to Clerk I Job Rate.

V. Clerk Sr. Vacancies

1. Qualifications for consideration for a Clerk Sr. vacancy will be considered sufficient as follows:

(a, b and c are equal and the job will be awarded with seniority prevailing.)

a. Clerk Chief * b. Clerk Sr.* c. Clerk I with full time- in-grade*

*includes any prior experience as a Clerk, (any Clerical experience during the employee's term of employment) will be considered towards a, b & c above.

2. Clerk Sr. vacancies will be awarded to the senior qualified bidder and the award will be made by taking "a" or "b" below into consideration with seniority prevailing.

"WITHIN FUNCTION" WITHIN 24 MONTHS

a. If the senior qualified bidder is "within function," See "Function Listing" (or held the position within 24 months), the job will be awarded at the senior level. (If awarded to a Clerk I with time-in-grade - need to follow 90-day qualifying period) - Article 3.13 of the Collective Bargaining Agreement

"WITHIN FUNCTION" OVER 24 MONTHS AGO OR "OUT OF FUNCTION"

b. If the senior qualified bidder is "from outside the function," (See "Function Listing, (or held the position over 24 months), he/she would be assigned at the Clerk I Job Rate for experience purposes. When he/she has completed the experience period (6 months) and is qualified for the job, he/

she shall progress to the qualifying rate (Job Rate 2) of Clerk Sr. for a maximum of 3 months. (Article 3.13 of the Collective Bargaining Agreement)

NO QUALIFIED SENIOR BIDS RECEIVED “IN FUNCTION” OR “OUT OF FUNCTION”

c. If no qualified bids are received at the Clerk Sr. level, bids at the lower level would then be considered. Successful bidders would be required to meet/finish appropriate time-in-grade requirements.

If the job is awarded to a senior person who is a Clerk I without full time-in-grade, or a Clerk Sr. without full time-in-grade, he/she needs to complete his/her required time-in-grade, then proceed to Senior Clerk Job Rate.

d. If there are no other qualified bids, the job will be filled at the Clerk II level for a period of 12 months at the Clerk II Job Rate. He/She shall then proceed to Clerk I Job Rate for a period of 12 months. Then proceed to Senior Clerk Job Rate.

VI. Clerk Chief Vacancies

1. Bids for Clerk Chief vacancies will only be considered from employees at the Clerk Chief or Clerk Sr. level (with full time- in-grade) within the function where the vacancy occurs.

2. If no qualified bids are received from within the function, qualified bids from outside the function will be considered.

VII. Bumping

A. Job abolishment will continue to be administered under the terms and conditions of 3.2.(c) of the Bargaining Agreement.

B. Bumping will be subject to the same terms and conditions as bidding outlined above.

If qualified to bid, an employee is also considered qualified to bump.

C. Lateral bumps - employee will retain rate of pay.

D. Upbumps will only be accepted “within function.”

22. Mobile Construction Group (MCG)

Mobile Construction Group

HISTORY

A ‘Settlement of Temporary Troubleshooter Vacancy Grievance’ was signed by the IBEW System Council U-3 (“Union”), and the Jersey Central Power & Light Company. This settlement also addressed Arbitration Case # 18 300 01568 09. This document specifically addresses settlement term #24 which state:

“24. Mobile Sub- Transmission / TC&M Group - The Company and the Union agree to establish a group of a combination of apprentices and qualified linemen.”

Although this settlement language suggests a ‘Sub0Transmission / TC&M (Transmission Construction & Maintenance) group, we have determined that during the settlement discussions the intent was to create two (2) individual groups, one in NJ and one in CNJ, for the purpose of distribution construction and maintenance.

INTENT

To create a new department and post new jobs for bid at West Wharton and Farmingdale, to be referred to as the Mobile Construction Group (MCG). This group would perform work which includes but is not limited to: distribution construction and maintenance, including overhead and

underground lines, and maintenance work throughout the Company. It is ultimately intended to establish two (2) groups, one located in the northern area, and one located in the southern area of Jersey Central Power & Light. It is not the intent of this agreement to alter the present District Operations concept.

LABOR AGREEMENT

Conditions not specifically covered in this agreement will be in accordance with the Collective Bargaining Agreement.

CONCEPT

There will be two (2) mobile construction groups, with the northern area reporting to our JCP&L West Wharton facility, and the southern

group reporting to our JCP&L Farmingdale facility.

Recognizing the resource planning of determining workload, when determined that work will be assigned to this mobile group, the scope of the work is to efficiently perform work associated with Department of Transportation (DOT) projects, road widening projects, line extensions, voltage conversion projects, reconditioning and reliability work, transferring of assets, and other work as prescribed in this agreement. Per the terms of this agreement, these groups can set wood poles for other than distribution voltages. Per the terms of this agreement the (MCG) Group is not intended to take overtime work from the Transmission (TCM) Group.

It will be understood that when working under this agreement, employees may be required to be away from their normal point of assembly for an undetermined amount of time and assigned to a location or district closer to the job location. Proper Facilities shall be provided, including a secure area with heat/air, sink and toilet, water and phone, and lunch table.

Within this group, apprentices will progress with training on all scopes of line work on our distribution systems.

This group will perform as a self-sufficient working group. Each of the two (2) groups will have its own overtime list. **PURPOSE**

The individual groups will work as an individual department. Management will take staffing levels and the type of work into consideration, and determine the level of supervision required to manage each groups. It is not the intent to have these groups reporting directly to the management of a district shop.

Remote reporting locations will be determined and approved by VP of Operations and the Director of Operations Services. Input from the Mobile Construction Group will be recognized.

The groups will be dedicated to the assigned projects at all times with the exception of storm emergencies, life and limb, and days that the assigned project cannot be worked.

FILL IN WORK

Fill in work can be assigned when the group's assigned project cannot be worked.

District work can be given to the group for fill in work. This is not intended to mix MCG and District lineman with the exception of storm emergencies or life and limb.

Fill in work can include service work, streetlights, recloser installations, work, etc.

All fill in district work will be assigned through the MCG Supervisor and approved by the Director of Operations Services.

The intent of this group is to do these projects within the allotted time and costs. For this reason, the Company will make every attempt to not remove MCG from their assigned project.

SCHEDULE

The MCG groups schedule in both northern and southern is Monday through Friday, 7:00 am to 3:30 pm. This group shall be considered a non-shift department, unless on a special project schedule.

It is understood that some projects may require a special schedule and/or hours. In this case, only when agreed upon by the Local IBEW Union President and the JCP&L Vice President of Operations, will a temporary schedule change be permitted. If the Local IBEW Union President position is unavailable, this responsibility will fall upon the authority of the Local IBEW Union Vice President. If the JCP&L Vice President position is unavailable, this responsibility will fall upon the authority of the Operations Services Director. This temporary schedule must be within the days of Monday through Friday and will not affect the sixth and seventh days off. The maximum hours of straight time during this temporary schedule can be ten (10) hours consecutive in one (1) day, and four (4) consecutive days per week (4-10's) and the group shall be paid shift differential when a on special schedule. Shift differential to be paid. All other contract provisions relating to the payment of overtime shall apply.

TRAVELING

Employees within this agreement will be entitled to a mileage reimbursement at the company approved IRS mileage rate based on the driving distance between the temporary reporting location and the employee's regular reporting location. Employees will also be reimbursed for any highway tolls incurred when reporting to the temporary location. Actual mileage and tolls will be reimbursed.

When a project requires the northern or southern group to report to the opposite area, a per diem payment of \$170 per day when staying overnight in northern, and \$170 per day when staying overnight in central (southern), will be provided in lieu of expenses for overnight accommodations and meals for non-storm situations. Actual mileage and tolls shall be paid once per week on a round trip basis.

The company reserves the right to provide transportation to travel to job locations while on company time.

Such travel to the opposite area will be for a maximum of sixty (60) working days within one year unless there are volunteers to travel for a longer duration.

Group employees will be afforded the opportunity to work on assignments beyond seventy (70) miles, but will not be required to remote report beyond seventy (70) miles from their home base.

When a specific project does not require the entire MCG for one area, group employees sent will be decided in the following order: First seeking volunteers by seniority within the required classifications from the location selected to supply employees for project. If a sufficient number of employees within the classification do not volunteer, the Company will assign MCG employees from that area according to reverse order of seniority within the classification required.

It is agreed that five (5) days advanced notice will be given for a new assignment with a different location.

OVERTIME

Any overtime required for a project assigned to the MCG will be offered to all employees at that location first according to their overtime list.

In the event it becomes necessary to assign a MCG crew to a district trouble call while working in a district and it is anticipated that the work involved shall continue beyond the end of the normal workday, the MCG crew shall be replaced with the proper district personnel at the earliest possible convenience.

MCG employees can be called out to assist in an overtime situation in the district they are working in, provided the District Overtime List, Adjacent District lists are exhausted and in accordance with the Troubleshooter Arbitration Settlement Agreement.

For overtime assignment for an extension of the workday overtime shall be assigned based on Article 5.11b of the Collective Bargaining Agreement for MCG crews reporting to the affected location after the local district list has been exhausted.

STORM RESTORATION

The MCG will be given the same consideration as any other department within Operation Services for storm restoration duty involving an overnight stay.

The parties will work toward making the Mobile Construction Group an IBEW Code of Excellence area.

23. Thermography

UC&M Inspectors can perform Thermography work in Emergency situations. These are defined as situations where there is an identified potential failure of an asset that will require regular monitoring. In addition, if all Test Techs are utilized and the Company still has Thermography work to perform, trained inspectors can be utilized to perform the work.

24. Relief Express Service Technician Relief

1. The Company and the union agree to create a new classification, Express Service Technician Relief job #2202 (a.k.a., "Relief Troubleshooter").
2. Troubleshooters shall have two (2) or more years of line experience, which will include the fourth (4th) year LC&M Apprentice:

3. The Company shall establish Relief Troubleshooters as follows:
 - a. The Company shall establish two (2) Relief Troubleshooters South of I-95 (S-NJ). (Berkeley, Point Pleasant, Cookstown, Lakewood).
 - b. The Company shall establish two (2) Relief Troubleshooters North of I-95 (N-CNJ). (Freehold, Long Branch, Union Beach, Old Bridge).
 - c. The Company shall establish two (2) Relief Troubleshooters in Southern/ North NJ (S-NNJ). (Washington, Flemington, Summit).
 - d. The Company shall establish two (2) Relief Troubleshooters in North/ North NJ (N NNJ). (Newton, Boonton, Dover).
4. The Relief Troubleshooter shall fill long-term shift vacancies for Trouble Shifts, in their areas. A long term sick or other vacancy is defined as a vacancy of more than two days. Advance notice of at least 48 hours shall be provided to the Relief Troubleshooter, with the appropriate time and one-half or double-time to be paid if such notice is not provided. The appropriate rate will be paid until the notice has been accomplished.
5. The Relief Troubleshooter shall fill long-term vacation/ floating holiday vacancies for Trouble Shifts, in their areas. A long term vacation vacancy is defined as a vacancy of more than four days. Advance notice of at least five working days shall be provided to the Relief Troubleshooter, with the appropriate time and one-half or double-time to be paid if such notice is not provided. The appropriate rate will be paid until the notice has been accomplished.
6. Longer term vacancies shall be posted for bid as a “temporary assignment to become permanent, should employee not return to work.”

7. If a Relief Troubleshooter is on a relief assignment for more than thirty (30) calendar days, he shall be replaced by another relief man unless he agrees to stay on longer for more than thirty (30) calendar days. (Section 5.3(a) applies.)
8. Relief Troubleshooters shall be assigned to any shop or location in their area, but once so assigned, that location shall become their home base.
9. Two Relief Troubleshooters will not be assigned to the same work location.
10. Relief Troubleshooters shall work Monday to Friday, from 6 a.m. to 2 p.m. when not on a relief assignment. When on a relief assignment, they shall work the normal established vacant shift of the sick or vacation vacancy they are filling.
11. When a relief troubleshooter reports to a different work location in order to cover a vacant shift, the employee shall be reimbursed for abnormal mileage and tolls.
12. Relief troubleshooters will be entitled to 17 weeks per calendar year at the 6 a.m. to 2 p.m. shift, including the week of Christmas where they are not required to fill shift vacancies.
13. The normal basic work week for trouble shifts shall consist of 40 hours per week. The intent of this agreement is to use the existing shifts and not to create new shifts.
14. Subject to the terms below, Troublemens shall be on a standardized shift scheduled that provides a long weekend every third weekend, beginning on January 1, 2014:
 - a. Existing shops with “sweet shifts” shall have the shift grandfathered until the incumbent employees request to move to the three week rotation or they come out through attrition, at which time the shop

- shall move to a 3-week rotation.
- b. Any shop with enough employees to support both a 3-week rotation and “sweet shift” may do so.
 15. The requirement that a troubleshooter cannot accept overtime for 8 hours before his shift shall no longer apply.
 16. Troubleshooters will have the first opportunity to fill trouble shifts.
 17. Troubleshooters will have the opportunity to carry the phones, after the district lineman have been offered the phones.
 18. Troubleshooters are available for phones on their long weekend, weekend, Day Shift. (Monday - Friday).
 19. For the purpose of having the employees readily available for call out overtime, as determined by the Company, up to one (1) two-man “On-Call Crews” may be established in each department and/or section. Those qualified employees, who are not working on an alternate shift. (Unless otherwise recognized in this agreement.) Two
(2) additional phones can be filled on a volunteer basis.
 20. The nature of the work assigned to trouble shooter will be tasks of short duration that can be safely and reasonably performed that does not limit the ability to respond to emergencies and outages. Common sense shall be applied.
 21. Mobile Sub-Transmission/ TC & M Group - The Company and the Union agree to establish a group of a combination of apprentices and qualified linemen.
 22. The Company will hire twenty (20) new troubleshooters from the outside/ contractors/others to fill any open or un-bid troubleshooters on the midnight shift, the relief shift, and, if needed, the Day/4 to 12 trouble shift. They shall have 3 year lock in. The company will attempt, if possible, to hire qualified journeymen/ troubleshooters.

If the Company is unable to recruit the twenty (20) qualified Troubleshooters, the parties will meet to determine how to proceed to meet the commitment.

23. Existing internal JCP&L employees shall get the first opportunity to bid on all jobs. If they are unfilled after posting for bid, they shall be filled by a new hire within the provision.
24. Because this is a new concept the parties agree to meet and resolve issues as they arise.
25. The parties agrees that this Settlement fully and finally resolves all matters relating to or arising out of the facts involved in the Grievance and Arbitration mentioned above, and that such matter and the subject matter contained therein shall be deemed settled. Any conflicting language in the collective bargaining agreement is superseded by this agreement.

APPENDIX C
Jersey Central Power & Light Company Bargaining Unit Wage Rate
Schedule

2017				
Job #	Classification	Rate 1	Rate 2	Job Rate
	Effective November 1, 2017			
100 Series				
121	Mechanical Maintenance "A" (MM)	\$ 33.74	\$ 37.95	\$ 42.17
122	Mechanical Maintenance "B" (MM)	\$ 29.60	\$ 33.30	\$ 37.00
123	Mechanical Maintenance "C" (MM)	\$ 26.26	\$ 29.55	\$ 32.83
125	Electrical Maintenance "A" (MM)	\$ 35.10	\$ 39.49	\$ 43.88
126	Electrical Maintenance "B" (MM)	\$ 31.70	\$ 35.67	\$ 39.63
127	Electrical Maintenance "C" (MM)	\$ 28.69	\$ 32.27	\$ 35.86
150	Combustion Turbine Technician	\$ 35.94	\$ 40.44	\$ 44.93
151	Hydro Technician	\$ 35.94	\$ 40.44	\$ 44.93
1511	Hydro Technician (Less than 1 year)	\$ 31.70	\$ 35.67	\$ 39.63
200 Series				
200	URD Coordinator	\$ 39.59	\$ 44.54	\$ 49.49
201	URD Leader	\$ 34.90	\$ 39.27	\$ 43.63
202	URD Equipment Operator	\$ 30.05	\$ 33.80	\$ 37.56
203	URD Technician A	\$ 25.84	\$ 29.07	\$ 32.30
204	URD Technician B	\$ 23.37	\$ 26.29	\$ 29.21
218	Chief - Express Service Technician Trainer (Temporary)	\$ 44.57	\$ 50.15	\$ 55.72
219	Line Construction & Maint. - 4th Year Apprentice	\$ 38.82	\$ 42.24	\$ 42.57

220	Express Service Technician	\$ 39.82	\$ 44.79	\$ 49.77
2201	Express Service Technician (Late Night Shift)	\$ 41.28	\$ 46.44	\$ 51.60
2202	Express Service Technician Relief	\$ 42.21	\$ 47.48	\$ 52.76
221	Line Construction & Maintenance -Chief "B"	\$ 39.82	\$ 44.79	\$ 49.77
222	Line Construction & Maintenance - Chief	\$ 41.28	\$ 46.44	\$ 51.60
223	Electric Service Installer - Chief	\$ 37.40	\$ 42.08	\$ 46.75
224	Electric Service Assistant	\$ 35.06	\$ 39.44	\$ 43.82
225	Electric Service Assistant - Junior	\$ 30.19	\$ 33.97	\$ 37.74
226	Line Construction & Maintenance - 1/C	\$ 38.17	\$ 42.94	\$ 47.71
227	Line Construction & Maint. - 3rd Year Apprentice	\$ 33.90	\$ 33.90	\$ 38.82

Job #	Classification	Rate 1	Rate 2	Job Rate
228	Line Construction & Maint. - 2nd Year Apprentice	\$ 28.31	\$ 30.51	\$ 33.90
229	Line Construction & Maint. - 1st Year	\$ 22.65	\$ 25.48	\$ 28.31
230	Utility Construction & Maint. Tool Repair Technician	\$ 34.06	\$ 38.31	\$ 42.57
231	Utility Construction & Maintenance - Inspector	\$ 36.49	\$ 41.05	\$ 45.61
232	Utility Construction & Maintenance - Chief	\$ 38.96	\$ 43.83	\$ 48.70
233	Utility Construction & Maintenance - 1/C	\$ 38.82	\$ 39.53	\$ 43.92
234	Utility Construction & Maint. 3rd Year Apprentice	\$ 33.90	\$ 33.90	\$ 38.82
235	Utility Construction & Maint. 2nd Year Apprentice	\$ 28.31	\$ 30.51	\$ 33.90
236	Utility Construction & Maint. 1st Year Apprentice	\$ 22.65	\$ 25.48	\$ 28.31
239	Test Technician- Sr.	\$ 36.76	\$ 41.36	\$ 45.95
240	Test Technician	\$ 33.13	\$ 37.27	\$ 41.41
242	Relay Technician - Sr.	\$ 38.39	\$ 43.19	\$ 47.99
243	Relay Technician	\$ 34.71	\$ 39.05	\$ 43.39
244	Relay Technician Jr.	\$ 31.00	\$ 34.88	\$ 38.75
245	Communications Technician - Sr.	\$ 38.39	\$ 43.19	\$ 47.99
246	Communications Technician	\$ 34.71	\$ 39.05	\$ 43.39
247	Communications Technician - Jr.	\$ 31.00	\$ 34.88	\$ 38.75
250	Cable Splicer - 1/C-Leader	\$ 37.87	\$ 42.61	\$ 47.34
251	Cable Splicer - 1/C	\$ 37.25	\$ 41.90	\$ 46.56
252	Cable Splicer - 2/C	\$ 32.37	\$ 36.41	\$ 40.46
253	Cable Splicer - Apprentice	\$ 28.00	\$ 31.50	\$ 35.00
254	Chief Cable Splicer (Temporary)	\$ 38.98	\$ 43.86	\$ 48.73
270	Line Inspector - 1/C	\$ 33.49	\$ 37.67	\$ 41.86

271	Line Inspector - 2/C	\$ 29.60	\$ 33.30	\$ 37.00
272	Street Light Oper (Line Constr & Mtce - 1/C)	\$ 34.86	\$ 39.22	\$ 43.58
273	Street Light Oper (Line Constr & Mtce - 2/C)	\$ 30.19	\$ 33.97	\$ 37.74
274	Street Light Maintenance Worker I	\$ 30.19	\$ 33.97	\$ 37.74
275	Street Light Maintenance Worker II	\$ 22.51	\$ 25.33	\$ 28.14
300 Series				
301	Meter Tester - Chief	\$ 36.15	\$ 40.67	\$ 45.19
302	Meter Tester - 1/C	\$ 33.35	\$ 37.52	\$ 41.69
303	Meter Tester - 2/C	\$ 30.15	\$ 33.92	\$ 37.69

Job #	Classification	Rate 1	Rate 2	Job Rate
304	Single Phase Meter Tester	\$ 25.38	\$ 28.55	\$ 31.72
305	Meter Tester - Apprentice	\$ 21.81	\$ 24.53	\$ 27.26
306	Safety Equipment Tester	\$ 24.56	\$ 27.63	\$ 30.70
308	Laboratory Technician	\$ 34.62	\$ 38.95	\$ 43.28
309	Meter Service Field Representative	\$ 28.56	\$ 32.13	\$ 35.70
400 Series				
401	Transportation Technician	\$ 33.47	\$ 37.66	\$ 41.84
	Transportation Technician - Step 3A	\$ 32.22	\$ 36.24	\$ 40.27
	Transportation Technician - Step 2	\$ 31.02	\$ 34.90	\$ 38.78
	Transportation Technician - Step 1B	\$ 29.79	\$ 33.52	\$ 37.24
	Transportation Technician - Step 1A	\$ 28.56	\$ 32.13	\$ 35.70
402	Fleet Services Tech Chief	\$ 35.34	\$ 39.75	\$ 44.17
403	Machinist-Garage	\$ 33.17	\$ 37.31	\$ 41.46
404	Fleet Services Tech - 1/C	\$ 31.70	\$ 35.67	\$ 39.63
405	Fleet Services Tech - 2/C	\$ 28.56	\$ 32.13	\$ 35.70
406	Auto Parts Handler	\$ 28.66	\$ 32.24	\$ 35.82
500 Series				
502	Stores Equipment Operator	\$ 27.84	\$ 31.32	\$ 34.80
503	Plant Stockkeeper	\$ 31.38	\$ 35.31	\$ 39.23
504	Plant Stockkeeper - Jr.	\$ 28.35	\$ 31.90	\$ 35.44
505	Storekeeper	\$ 29.01	\$ 32.63	\$ 36.26
506	Storekeeper - Jr.	\$ 24.08	\$ 27.09	\$ 30.10
507	Warehouse Attendant - Sr.	\$ 25.40	\$ 28.58	\$ 31.75
508	Warehouse Attendant	\$ 24.08	\$ 27.09	\$ 30.10
512	Materials Handler	\$ 28.66	\$ 32.24	\$ 35.82

513	Materials Handler - Jr.	\$ 24.56	\$ 27.63	\$ 30.70
600 Series				
602	Bookkeeper-Chief	\$ 34.28	\$ 38.57	\$ 42.85
604	Customer Representative Sr.	\$ 27.66	\$ 31.11	\$ 34.57
60603	Customer Service Representative Level 3	\$ 23.91	\$ 26.90	\$ 29.89
60602	Customer Service Representative Level 2	\$ 20.18	\$ 22.70	\$ 25.22
60601	Customer Service Representative Level 1	\$ 17.69	\$ 19.90	\$ 22.11
651	Meter Reader Chief	\$ 31.07	\$ 34.96	\$ 38.84
652	Meter Reader - Collector - Sr.	\$ 27.76	\$ 31.23	\$ 34.70
654	Meter Reader - Collector	\$ 25.34	\$ 28.51	\$ 31.68
656	Meter Reader	\$ 14.48	\$ 16.29	\$ 18.10
700 Series				
708	Customer Data Technician	\$ 27.65	\$ 31.10	\$ 34.56
709	Data Management Center Operator	\$ 26.11	\$ 29.38	\$ 32.64

Job #	Classification	Rate 1	Rate 2	Job Rate
715	Information Processing Technician	\$ 23.84	\$ 26.82	\$ 29.80
716	Information Processing Technician - Jr.	\$ 21.50	\$ 24.18	\$ 26.87
718	Duplicating Equipment Operator	\$ 24.94	\$ 28.06	\$ 31.18
719	Duplicating Equipment Operator - Jr.	\$ 22.55	\$ 25.37	\$ 28.19
741	Cashier-Sr	\$ 22.27	\$ 25.06	\$ 27.84
742	Cashier-Intermediate-Sr.	\$ 20.85	\$ 23.45	\$ 26.06
743	Cashier	\$ 18.92	\$ 21.29	\$ 23.65
751	Messenger-Special	\$ 23.92	\$ 26.91	\$ 29.90
752	Messenger	\$ 17.18	\$ 19.33	\$ 21.48
760	Telephone Operator - Chief	\$ 24.56	\$ 27.63	\$ 30.70
761	Telephone Operator	\$ 21.94	\$ 24.68	\$ 27.42
762	Telephone Operator - Jr.	\$ 18.92	\$ 21.29	\$ 23.65
769	Drafting Technician - Sr.	\$ 34.64	\$ 38.97	\$ 43.30
770	Drafting Technician	\$ 32.04	\$ 36.05	\$ 40.05
771	Drafting Technician - Jr.	\$ 27.22	\$ 30.62	\$ 34.02
772	Drafting Technician - Apprentice	\$ 22.52	\$ 25.34	\$ 28.15
773	Blue Print Operator	\$ 22.27	\$ 25.06	\$ 27.84
774	Mapping Technician - Sr.	\$ 26.91	\$ 30.28	\$ 33.64
775	Mapping Technician	\$ 25.74	\$ 28.95	\$ 32.17
776	Mapping Technician - Jr.	\$ 23.36	\$ 26.28	\$ 29.20
791	Clerk Chief	\$ 31.70	\$ 35.67	\$ 39.63
792	Clerk Senior	\$ 28.66	\$ 32.24	\$ 35.82
793	Clerk I	\$ 24.72	\$ 27.81	\$ 30.90
794	Clerk II	\$ 20.91	\$ 23.53	\$ 26.14
900 Series				
902	Transit Operator - Survey	\$ 31.41	\$ 35.33	\$ 39.26

903	Transit Operator Assistant - Survey	\$ 26.91	\$ 30.28	\$ 33.64
905	Layout Technician - Sr.	\$ 34.64	\$ 38.97	\$ 43.30
906	Layout Technician - Sr. (Chief of Party)	\$ 34.01	\$ 38.26	\$ 42.51
907	Layout Technician	\$ 30.81	\$ 34.66	\$ 38.51
908	Layout Technician - Jr.	\$ 25.40	\$ 28.58	\$ 31.75
1200 Series				
1250	Markout Technician	\$ 15.03	\$ 16.91	\$ 18.79
1257	Utility Technician	\$ 26.22	\$ 29.49	\$ 32.77
1259	Laborer Semi-Skilled	\$ 23.92	\$ 26.91	\$ 29.90
1261	Utility Worker	\$ 20.91	\$ 23.53	\$ 26.14
1268	Building Maintenance & Repair - Chief	\$ 34.28	\$ 38.57	\$ 42.85
1269	Building Maintenance & Repair - 1/C	\$ 31.38	\$ 35.31	\$ 39.23
1270	Building Maintenance & Repair - 2/C	\$ 27.17	\$ 30.56	\$ 33.96

Job #	Classification	Rate 1	Rate 2	Job Rate
1271	Building Maintenance & Repair - 3/C	\$ 23.92	\$ 26.91	\$ 29.90
1272	Janitor	\$ 11.58	\$ 13.03	\$ 14.48
1274	Janitor (Lead)	\$ 12.94	\$ 14.56	\$ 16.18
1275	Automotive Painter	\$ 31.70	\$ 35.67	\$ 39.63
1278	Automotive Painter-2/C	\$ 28.66	\$ 32.24	\$ 35.82
1285	General Utility Worker	\$ 19.02	\$ 21.40	\$ 23.78
1286	General Utility Worker	Weight ed	Weight ed	Weight ed
1288	Heavy Equipment Operator	\$ 31.70	\$ 35.67	\$ 39.63
1289	Heavy Equipment Operator - Chief	\$ 36.81	\$ 41.41	\$ 46.01
1290	Heavy Equipment Operator - Special	\$ 33.23	\$ 37.39	\$ 41.54

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Job #	Classification	Rate 1	Rate 2	Job Rate
	Effective May 1, 2019			
100 Series				
121	Mechanical Maintenance "A" (MM)	\$ 34.75	\$ 39.10	\$ 43.44
122	Mechanical Maintenance "B" (MM)	\$ 30.49	\$ 34.30	\$ 38.11
123	Mechanical Maintenance "C" (MM)	\$ 27.05	\$ 30.43	\$ 33.81
125	Electrical Maintenance "A" (MM)	\$ 36.16	\$ 40.68	\$ 45.20
126	Electrical Maintenance "B" (MM)	104 \$ 32.66	\$ 36.74	\$ 40.82
127	Electrical Maintenance "C" (MM)	\$ 29.55	\$ 33.25	\$ 36.94
150	Combustion Turbine Technician	\$ 37.02	\$ 41.65	\$ 46.28
151	Hydro Technician	\$ 37.02	\$ 41.65	\$ 46.28

1511	Hydro Technician (Less than 1 year)	\$ 32.66	\$ 36.74	\$ 40.82
200 Series				
200	URD Coordinator	\$ 40.78	\$ 45.87	\$ 50.97
201	URD Leader	\$ 35.95	\$ 40.45	\$ 44.94
202	URD Equipment Operator	\$ 30.95	\$ 34.82	\$ 38.69
203	URD Technician A	\$ 26.62	\$ 29.94	\$ 33.27
204	URD Technician B	\$ 24.07	\$ 27.08	\$ 30.09
218	Chief - Express Service Technician Trainer (Temporary)	\$ 45.91	\$ 51.65	\$ 57.39
219	Line Construction & Maint. - 4th Year Apprentice	\$ 39.98	\$ 43.51	\$ 43.85
220	Express Service Technician	\$ 41.01	\$ 46.13	\$ 51.26
2201	Express Service Technician (Late Night Shift)	\$ 42.52	\$ 47.84	\$ 53.15
2202	Express Service Technician Relief	\$ 43.47	\$ 48.91	\$ 54.34
221	Line Construction & Maintenance - Chief "B"	\$ 41.01	\$ 46.13	\$ 51.26
222	Line Construction & Maintenance - Chief	\$ 42.52	\$ 47.84	\$ 53.15

Job #	Classification	Rate 1	Rate 2	Job Rate
223	Electric Service Installer - Chief	\$ 38.52	\$ 43.34	\$ 48.15
224	Electric Service Assistant	\$ 36.10	\$ 40.62	\$ 45.13
225	Electric Service Assistant - Junior	\$ 31.10	\$ 34.98	\$ 38.87
226	Line Construction & Maintenance - I/C	\$ 39.31	\$ 44.23	\$ 49.14
227	Line Construction & Maint. - 3rd Year Apprentice	\$ 34.92	\$ 34.92	\$ 39.98
228	Line Construction & Maint. - 2nd Year Apprentice	\$ 29.16	\$ 31.43	\$ 34.92
229	Line Construction & Maint. - 1st Year	\$ 23.33	\$ 26.24	\$ 29.16
230	Utility Construction & Maint. Tool Repair Technician	\$ 35.08	\$ 39.47	\$ 43.85
231	Utility Construction & Maintenance - Inspector	\$ 37.58	\$ 42.28	\$ 46.98
232	Utility Construction & Maintenance - Chief	\$ 40.13	\$ 45.14	\$ 50.16
233	Utility Construction & Maintenance - I/C	\$ 39.98	\$ 40.72	\$ 45.24
234	Utility Construction & Maint. 3rd Year Apprentice	\$ 34.92	\$ 34.92	\$ 39.98
235	Utility Construction & Maint. 2nd Year Apprentice	\$ 27.94	\$ 31.43	\$ 34.92
236	Utility Construction & Maint. 1st Year Apprentice	\$ 23.33	\$ 26.24	\$ 29.16
239	Test Technician- Sr.	\$ 37.86	\$ 42.60	\$ 47.33
240	Test Technician	\$ 34.12	\$ 38.39	\$ 42.65
242	Relay Technician - Sr.	\$ 39.54	\$ 44.49	\$ 49.43
243	Relay Technician 100	\$ 35.75	\$ 40.22	\$ 44.69
244	Relay Technician Jr.	\$ 31.93	\$ 35.92	\$ 39.91
245	Communications Technician - Sr.	\$ 39.54	\$ 44.49	\$ 49.43
246	Communications Technician	\$ 35.75	\$ 40.22	\$ 44.69
247	Communications Technician - Jr.	\$ 31.93	\$ 35.92	\$ 39.91

250	Cable Splicer - 1/C-Leader	\$ 39.01	\$ 43.88	\$ 48.76
251	Cable Splicer - 1/C	\$ 38.37	\$ 43.16	\$ 47.96
252	Cable Splicer - 2/C	\$ 33.34	\$ 37.50	\$ 41.67
253	Cable Splicer - Apprentice	\$ 28.84	\$ 32.45	\$ 36.05
254	Chief Cable Splicer (Temporary)	\$ 40.15	\$ 45.17	\$ 50.19
270	Line Inspector - 1/C	\$ 34.50	\$ 38.81	\$ 43.12
271	Line Inspector - 2/C	\$ 30.49	\$ 34.30	\$ 38.11
272	Street Light Oper (Line Constr & Mtce - 1/C)	\$ 35.91	\$ 40.40	\$ 44.89
273	Street Light Oper (Line Constr & Mtce - 2/C)	\$ 31.10	\$ 34.98	\$ 38.87

Job #	Classification	Rate 1	Rate 2	Job Rate
274	Street Light Maintenance Worker I	\$ 31.10	\$ 34.98	\$ 38.87
275	Street Light Maintenance Worker II	\$ 23.18	\$ 26.08	\$ 28.98
300 Series				
301	Meter Tester - Chief	\$ 37.24	\$ 41.90	\$ 46.55
302	Meter Tester - 1/C	\$ 34.35	\$ 38.65	\$ 42.94
303	Meter Tester - 2/C	\$ 31.06	\$ 34.94	\$ 38.82
304	Single Phase Meter Tester	\$ 26.14	\$ 29.40	\$ 32.67
305	Meter Tester - Apprentice	\$ 22.46	\$ 25.27	\$ 28.08
306	Safety Equipment Tester	\$ 25.30	\$ 28.46	\$ 31.62
308	Laboratory Technician	\$ 35.66	\$ 40.12	\$ 44.58
309	Meter Service Field Representative	\$ 29.42	\$ 33.09	\$ 36.77
400 Series				
401	Transportation Technician	\$ 34.48	\$ 38.79	\$ 43.10
	Transportation Technician - Step 3A	\$ 33.18	\$ 37.33	\$ 41.48
	Transportation Technician - Step 2	\$ 31.95	\$ 35.95	\$ 39.94
	Transportation Technician - Step 1B	\$ 30.69	\$ 34.52	\$ 38.36
	Transportation Technician - Step 1A	\$ 29.42	\$ 33.09	\$ 36.77
402	Fleet Services Tech Chief	\$ 36.40	\$ 40.95	\$ 45.50
403	Machinist-Garage	\$ 34.16	\$ 38.43	\$ 42.70
404	Fleet Services Tech - 1/C	\$ 32.66	\$ 36.74	\$ 40.82
405	Fleet Services Tech - 2/C	\$ 29.42	\$ 33.09	\$ 36.77
406	Auto Parts Handler	\$ 29.51	\$ 33.20	\$ 36.89
500 Series				

502	Stores Equipment Operator	\$ 28.67	\$ 32.26	\$ 35.84
503	Plant Stockkeeper	\$ 32.33	\$ 36.37	\$ 40.41
504	Plant Stockkeeper - Jr.	\$ 29.20	\$ 32.85	\$ 36.50
505	Storekeeper	\$ 29.88	\$ 33.62	\$ 37.35
506	Storekeeper - Jr.	\$ 24.80	\$ 27.90	\$ 31.00
507	Warehouse Attendant - Sr.	\$ 26.16	\$ 29.43	\$ 32.70
508	Warehouse Attendant	\$ 24.80	\$ 27.90	\$ 31.00
512	Materials Handler	\$ 29.51	\$ 33.20	\$ 36.89
513	Materials Handler - Jr.	\$ 25.30	\$ 28.46	\$ 31.62
600 Series				
602	Bookkeeper-Chief	\$ 35.31	\$ 39.73	\$ 44.14
604	Customer Representative Sr.	\$ 28.49	\$ 32.05	\$ 35.61
60603	Customer Service Representative Level 3	\$ 24.63	\$ 27.71	\$ 30.79
60602	Customer Service Representative Level 2	\$ 20.78	\$ 23.38	\$ 25.98
60601	Customer Service Representative Level 1	\$ 18.22	\$ 20.49	\$ 22.77
651	Meter Reader Chief	\$ 32.01	\$ 36.01	\$ 40.01

Job #	Classification	Rate 1	Rate 2	Job Rate
652	Meter Reader - Collector - Sr.	\$ 28.59	\$ 32.17	\$ 35.74
654	Meter Reader - Collector	\$ 26.10	\$ 29.37	\$ 32.63
656	Meter Reader	\$ 14.91	\$ 16.78	\$ 18.64
700 Series				
708	Customer Data Technician	\$ 28.48	\$ 32.04	\$ 35.60
709	Data Management Center Operator	\$ 26.90	\$ 30.26	\$ 33.62
715	Information Processing Technician	\$ 24.55	\$ 27.62	\$ 30.69
716	Information Processing Technician - Jr.	\$ 22.14	\$ 24.91	\$ 27.68
718	Duplicating Equipment Operator	\$ 25.70	\$ 28.91	\$ 32.12
719	Duplicating Equipment Operator - Jr.	\$ 23.23	\$ 26.14	\$ 29.04
741	Cashier-Sr	\$ 22.94	\$ 25.81	\$ 28.68
742	Cashier-Intermediate-Sr.	\$ 21.47	\$ 24.16	\$ 26.84
743	Cashier	\$ 19.49	\$ 21.92	\$ 24.36
751	Messenger-Special	\$ 24.64	\$ 27.72	\$ 30.80
752	Messenger	\$ 17.70	\$ 19.91	\$ 22.12
760	Telephone Operator - Chief	\$ 25.30	\$ 28.46	\$ 31.62
761	Telephone Operator	\$ 22.59	\$ 25.42	\$ 28.24
762	Telephone Operator - Jr.	\$ 19.49	\$ 21.92	\$ 24.36
769	Drafting Technician - Sr.	\$ 35.68	\$ 40.14	\$ 44.60
770	Drafting Technician	\$ 33.00	\$ 37.13	\$ 41.25
771	Drafting Technician - Jr.	\$ 28.03	\$ 31.54	\$ 35.04
772	Drafting Technician - Apprentice	\$ 23.19	\$ 26.09	\$ 28.99
773	Blue Print Operator	\$ 22.94	\$ 25.81	\$ 28.68
774	Mapping Technician - Sr.	\$ 27.72	\$ 31.19	\$ 34.65
775	Mapping Technician	\$ 26.51	\$ 29.83	\$ 33.14
776	Mapping Technician - Jr.	\$ 24.06	\$ 27.07	\$ 30.08

791	Clerk Chief	\$ 32.66	\$ 36.74	\$ 40.82
792	Clerk Senior	\$ 29.51	\$ 33.20	\$ 36.89
793	Clerk I	\$ 25.46	\$ 28.65	\$ 31.83
794	Clerk II	\$ 21.54	\$ 24.23	\$ 26.92
900 Series				
902	Transit Operator - Survey	\$ 32.35	\$ 36.40	\$ 40.44
903	Transit Operator Assistant - Survey	\$ 27.72	\$ 31.19	\$ 34.65
905	Layout Technician - Sr.	\$ 35.68	\$ 40.14	\$ 44.60
906	Layout Technician - Sr. (Chief of Party)	\$ 35.03	\$ 39.41	\$ 43.79
907	Layout Technician	\$ 31.74	\$ 35.70	\$ 39.67
908	Layout Technician - Jr.	\$ 26.16	\$ 29.43	\$ 32.70
1200 Series				
1250	Markout Technician	\$ 15.48	\$ 17.42	\$ 19.35

Job #	Classification	Rate 1	Rate 2	Job Rate
1257	Utility Technician	\$ 27.00	\$ 30.38	\$ 33.75
1259	Laborer Semi-Skilled	\$ 24.64	\$ 27.72	\$ 30.80
1261	Utility Worker	\$ 21.54	\$ 24.23	\$ 26.92
1268	Building Maintenance & Repair - Chief	\$ 35.31	\$ 39.73	\$ 44.14
1269	Building Maintenance & Repair - 1/C	\$ 32.33	\$ 36.37	\$ 40.41
1270	Building Maintenance & Repair - 2/C	\$ 27.98	\$ 31.48	\$ 34.98
1271	Building Maintenance & Repair - 3/C	\$ 24.64	\$ 27.72	\$ 30.80
1272	Janitor	\$ 11.93	\$ 13.42	\$ 14.91
1274	Janitor (Lead)	\$ 13.34	\$ 15.00	\$ 16.67
1275	Automotive Painter	\$ 32.66	\$ 36.74	\$ 40.82
1278	Automotive Painter-2/C	\$ 29.51	\$ 33.20	\$ 36.89
1285	General Utility Worker	\$ 19.59	\$ 22.04	\$ 24.49
1286	General Utility Worker	Weighted	Weighted	Weighted
1288	Heavy Equipment Operator	\$ 32.66	\$ 36.74	\$ 40.82
1289	Heavy Equipment Operator - Chief	\$ 37.91	\$ 42.65	\$ 47.39
1290	Heavy Equipment Operator - Special	\$ 34.23	\$ 38.51	\$ 42.79

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Job #	Classification	Rate 1	Rate 2	Job Rate
	Effective May 1, 2020			
100 Series	106			
121	Mechanical Maintenance "A" (MM)	\$ 35.79	\$ 40.27	\$ 44.74
122	Mechanical Maintenance "B" (MM)	\$ 31.40	\$ 35.33	\$ 39.25
123	Mechanical Maintenance "C" (MM)	\$ 27.86	\$ 31.34	\$ 34.82

125	Electrical Maintenance "A" (MM)	\$ 37.25	\$ 41.90	\$ 46.56
126	Electrical Maintenance "B" (MM)	\$ 33.63	\$ 37.84	\$ 42.04
127	Electrical Maintenance "C" (MM)	\$ 30.44	\$ 34.25	\$ 38.05
150	Combustion Turbine Technician	\$ 38.14	\$ 42.90	\$ 47.67
151	Hydro Technician	\$ 38.14	\$ 42.90	\$ 47.67
1511	Hydro Technician (Less than 1 year)	\$ 33.63	\$ 37.84	\$ 42.04
200 Series				
200	URD Coordinator	\$ 42.00	\$ 47.25	\$ 52.50
201	URD Leader	\$ 37.03	\$ 41.66	\$ 46.29
202	URD Equipment Operator	\$ 31.88	\$ 35.87	\$ 39.85
203	URD Technician A	\$ 27.42	\$ 30.84	\$ 34.27
204	URD Technician B	\$ 24.79	\$ 27.89	\$ 30.99
218	Chief - Express Service Technician Trainer (Temporary)	\$ 47.29	\$ 53.20	\$ 59.11
219	Line Construction & Maint. - 4th Year Apprentice	\$ 41.18	\$ 44.82	\$ 45.17

Job #	Classification	Rate 1	Rate 2	Job Rate
220	Express Service Technician	\$ 42.24	\$ 47.52	\$ 52.80
2201	Express Service Technician (Late Night Shift)	\$ 43.79	\$ 49.27	\$ 54.74
2202	Express Service Technician Relief	\$ 44.78	\$ 50.37	\$ 55.97
221	Line Construction & Maintenance -Chief "B"	\$ 42.24	\$ 47.52	\$ 52.80
222	Line Construction & Maintenance - Chief	\$ 43.79	\$ 49.27	\$ 54.74
223	Electric Service Installer - Chief	\$ 39.67	\$ 44.63	\$ 49.59
224	Electric Service Assistant	\$ 37.18	\$ 41.83	\$ 46.48
225	Electric Service Assistant - Junior	\$ 32.03	\$ 36.04	\$ 40.04
226	Line Construction & Maintenance - 1/C	\$ 40.49	\$ 45.55	\$ 50.61
227	Line Construction & Maint. - 3rd Year Apprentice	\$ 35.97	\$ 35.97	\$ 41.18
228	Line Construction & Maint. - 2nd Year Apprentice	\$ 30.03	\$ 32.37	\$ 35.97
229	Line Construction & Maint. - 1st Year	\$ 24.02	\$ 27.03	\$ 30.03
230	Utility Construction & Maint. Tool Repair Technician	\$ 36.14	\$ 40.65	\$ 45.17
231	Utility Construction & Maintenance - Inspector	\$ 38.71	\$ 43.55	\$ 48.39
232	Utility Construction & Maintenance - Chief	\$ 41.33	\$ 46.49	\$ 51.66
233	Utility Construction & Maintenance - 1/C	\$ 41.18	\$ 41.94	\$ 46.60
234	Utility Construction & Maint. 3rd Year Apprentice	\$ 35.97	\$ 35.97	\$ 41.18
235	Utility Construction & Maint. 2nd Year Apprentice	\$ 28.78	\$ 32.37	\$ 35.97
236	Utility Construction & Maint. 1st Year Apprentice	\$ 24.02	\$ 27.03	\$ 30.03
239	Test Technician- Sr.	\$ 39.00	\$ 43.88	\$ 48.75

240	Test Technician	\$ 35.14	\$ 39.54	\$ 43.93
242	Relay Technician - Sr.	\$ 40.73	\$ 45.82	\$ 50.91
243	Relay Technician	\$ 36.82	\$ 41.43	\$ 46.03
244	Relay Technician Jr.	\$ 32.89	\$ 37.00	\$ 41.11
245	Communications Technician - Sr.	\$ 40.73	\$ 45.82	\$ 50.91
246	Communications Technician	\$ 36.82	\$ 41.43	\$ 46.03
247	Communications Technician - Jr.	\$ 32.89	\$ 37.00	\$ 41.11
250	Cable Splicer - 1/C-Leader	\$ 40.18	\$ 45.20	\$ 50.22
251	Cable Splicer - 1/C	\$ 39.52	\$ 44.46	\$ 49.40
252	Cable Splicer - 2/C	\$ 34.34	\$ 38.63	\$ 42.92
253	Cable Splicer - Apprentice	\$ 29.70	\$ 33.42	\$ 37.13

Job #	Classification	Rate 1	Rate 2	Job Rate
254	Chief Cable Splicer (Temporary)	\$ 41.36	\$ 46.53	\$ 51.70
270	Line Inspector - 1/C	\$ 35.53	\$ 39.97	\$ 44.41
271	Line Inspector - 2/C	\$ 31.40	\$ 35.33	\$ 39.25
272	Street Light Oper (Line Constr & Mtce - 1/C)	\$ 36.99	\$ 41.62	\$ 46.24
273	Street Light Oper (Line Constr & Mtce - 2/C)	\$ 32.03	\$ 36.04	\$ 40.04
274	Street Light Maintenance Worker I	\$ 32.03	\$ 36.04	\$ 40.04
275	Street Light Maintenance Worker II	\$ 23.88	\$ 26.87	\$ 29.85
300 Series				
301	Meter Tester - Chief	\$ 38.36	\$ 43.16	\$ 47.95
302	Meter Tester - 1/C	\$ 35.38	\$ 39.81	\$ 44.23
303	Meter Tester - 2/C	\$ 31.98	\$ 35.98	\$ 39.98
304	Single Phase Meter Tester	\$ 26.92	\$ 30.29	\$ 33.65
305	Meter Tester - Apprentice	\$ 23.14	\$ 26.03	\$ 28.92
306	Safety Equipment Tester	\$ 26.06	\$ 29.31	\$ 32.57
308	Laboratory Technician	\$ 36.74	\$ 41.33	\$ 45.92
309	Meter Service Field Representative	\$ 30.30	\$ 34.08	\$ 37.87
400 Series				
401	Transportation Technician	\$ 35.51	\$ 39.95	\$ 44.39
	Transportation Technician - Step 3A	\$ 34.18	\$ 38.45	\$ 42.72
	Transportation Technician - Step 2	\$ 32.91	\$ 37.03	\$ 41.14
	Transportation Technician - Step 1B	\$ 31.61	\$ 35.56	\$ 39.51
	Transportation Technician - Step 1A	\$ 30.30	\$ 34.08	\$ 37.87
402	Fleet Services Tech Chief	\$ 37.50	\$ 42.18	\$ 46.87

403	Machinist-Garage	\$ 35.18	\$ 39.58	\$ 43.98
404	Fleet Services Tech - 1/C	\$ 33.63	\$ 37.84	\$ 42.04
405	Fleet Services Tech - 2/C	\$ 30.30	\$ 34.08	\$ 37.87
406	Auto Parts Handler	\$ 30.40	\$ 34.20	\$ 38.00
500 Series				
502	Stores Equipment Operator	\$ 29.54	\$ 33.23	\$ 36.92
503	Plant Stockkeeper	\$ 33.30	\$ 37.46	\$ 41.62
504	Plant Stockkeeper - Jr.	\$ 30.08	\$ 33.84	\$ 37.60
505	Storekeeper	\$ 30.78	\$ 34.62	\$ 38.47
506	Storekeeper - Jr.	\$ 25.54	\$ 28.74	\$ 31.93
507	Warehouse Attendant - Sr.	\$ 26.94	\$ 30.31	\$ 33.68
508	Warehouse Attendant	\$ 25.54	\$ 28.74	\$ 31.93
512	Materials Handler	\$ 30.40	\$ 34.20	\$ 38.00
513	Materials Handler - Jr.	\$ 26.06	\$ 29.31	\$ 32.57

Job #	Classification	Rate 1	Rate 2	Job Rate
600 Series				
602	Bookkeeper-Chief	\$ 36.37	\$ 40.91	\$ 45.46
604	Customer Representative Sr.	\$ 29.34	\$ 33.01	\$ 36.68
60603	Customer Service Representative Level 3	\$ 25.37	\$ 28.54	\$ 31.71
60602	Customer Service Representative Level 2	\$ 21.41	\$ 24.08	\$ 26.76
60601	Customer Service Representative Level 1	\$ 18.76	\$ 21.11	\$ 23.45
651	Meter Reader Chief	\$ 32.97	\$ 37.09	\$ 41.21
652	Meter Reader - Collector - Sr.	\$ 29.45	\$ 33.13	\$ 36.81
654	Meter Reader - Collector	\$ 26.89	\$ 30.25	\$ 33.61
656	Meter Reader	\$ 15.36	\$ 17.28	\$ 19.20
700 Series				
708	Customer Data Technician	\$ 29.34	\$ 33.00	\$ 36.67
709	Data Management Center Operator	\$ 27.70	\$ 31.17	\$ 34.63
715	Information Processing Technician	\$ 25.29	\$ 28.45	\$ 31.61
716	Information Processing Technician - Jr.	\$ 22.81	\$ 25.66	\$ 28.51
718	Duplicating Equipment Operator	\$ 26.46	\$ 29.77	\$ 33.08
719	Duplicating Equipment Operator - Jr.	\$ 23.93	\$ 26.92	\$ 29.91
741	Cashier-Sr	\$ 23.63	\$ 26.59	\$ 29.54
742	Cashier-Intermediate-Sr.	\$ 22.12	\$ 24.89	\$ 27.65
743	Cashier	\$ 20.07	\$ 22.58	\$ 25.09
751	Messenger-Special	\$ 25.38	\$ 28.55	\$ 31.72
752	Messenger	\$ 18.22	\$ 20.50	\$ 22.78
760	Telephone Operator - Chief	\$ 26.06	\$ 29.31	\$ 32.57
761	Telephone Operator	\$ 23.27	\$ 26.18	\$ 29.09

762	Telephone Operator - Jr.	\$ 20.07	\$ 22.58	\$ 25.09
769	Drafting Technician - Sr.	\$ 36.75	\$ 41.35	\$ 45.94
770	Drafting Technician	\$ 33.99	\$ 38.24	\$ 42.49
771	Drafting Technician - Jr.	\$ 28.87	\$ 32.48	\$ 36.09
772	Drafting Technician - Apprentice	\$ 23.89	\$ 26.87	\$ 29.86
773	Blue Print Operator	\$ 23.63	\$ 26.59	\$ 29.54
774	Mapping Technician - Sr.	\$ 28.55	\$ 32.12	\$ 35.69
775	Mapping Technician	\$ 27.30	\$ 30.72	\$ 34.13
776	Mapping Technician - Jr.	\$ 24.78	\$ 27.88	\$ 30.98
791	Clerk Chief	\$ 33.63	\$ 37.84	\$ 42.04
792	Clerk Senior	\$ 30.40	\$ 34.20	\$ 38.00
793	Clerk I	\$ 26.22	\$ 29.50	\$ 32.78
794	Clerk II	\$ 22.18	\$ 24.96	\$ 27.73
900 Series				
902	Transit Operator - Survey	\$ 33.32	\$ 37.49	\$ 41.65

Job #	Classification	Rate 1	Rate 2	Job Rate
903	Transit Operator Assistant - Survey	\$ 28.55	\$ 32.12	\$ 35.69
905	Layout Technician - Sr.	\$ 36.75	\$ 41.35	\$ 45.94
906	Layout Technician - Sr. (Chief of Party)	\$ 36.08	\$ 40.59	\$ 45.10
907	Layout Technician	\$ 32.69	\$ 36.77	\$ 40.86
908	Layout Technician - Jr.	\$ 26.94	\$ 30.31	\$ 33.68
1200 Series				
1250	Markout Technician	\$ 15.94	\$ 17.94	\$ 19.93
1257	Utility Technician	\$ 27.81	\$ 31.28	\$ 34.76
1259	Laborer Semi-Skilled	\$ 25.38	\$ 28.55	\$ 31.72
1261	Utility Worker	\$ 22.18	\$ 24.96	\$ 27.73
1268	Building Maintenance & Repair - Chief	\$ 36.37	\$ 40.91	\$ 45.46
1269	Building Maintenance & Repair - 1/C	\$ 33.30	\$ 37.46	\$ 41.62
1270	Building Maintenance & Repair - 2/C	\$ 28.82	\$ 32.43	\$ 36.03
1271	Building Maintenance & Repair - 3/C	\$ 25.38	\$ 28.55	\$ 31.72
1272	Janitor	\$ 12.29	\$ 13.82	\$ 15.36
1274	Janitor (Lead)	\$ 13.74	\$ 15.45	\$ 17.17
1275	Automotive Painter	\$ 33.63	\$ 37.84	\$ 42.04
1278	Automotive Painter-2/C	\$ 30.40	\$ 34.20	\$ 38.00
1285	General Utility Worker	\$ 20.18	\$ 22.70	\$ 25.22
1286	General Utility Worker	Weighted	Weighted	Weighted
1288	Heavy Equipment Operator	\$ 33.63	\$ 37.84	\$ 42.04
1289	Heavy Equipment Operator - Chief	\$ 39.05	\$ 43.93	\$ 48.81
1290	Heavy Equipment Operator - Special	\$ 35.26	\$ 39.66	\$ 44.07

**November,
2020**

Job #	Classification	Rate 1	Rate 2	Job Rate
	Effective November 1, 2020			
100 Series				
121	Mechanical Maintenance "A" (MM)	\$ 36.86	\$ 41.47	\$ 46.08
122	Mechanical Maintenance "B" (MM)	\$ 32.34	\$ 36.39	\$ 40.43
123	Mechanical Maintenance "C" (MM)	\$ 28.69	\$ 32.27	\$ 35.86
125	Electrical Maintenance "A" (MM)	\$ 38.37	\$ 43.16	\$ 47.96
126	Electrical Maintenance "B" (MM)	\$ 34.64	\$ 38.97	\$ 43.30
127	Electrical Maintenance "C" (MM)	\$ 31.35	\$ 35.27	\$ 39.19
150	Combustion Turbine Technician	\$ 39.28	\$ 44.19	\$ 49.10
151	Hydro Technician	\$ 39.28	\$ 44.19	\$ 49.10
1511	Hydro Technician (Less than 1 year)	\$ 34.64	\$ 38.97	\$ 43.30
200 Series				
200	URD Coordinator	\$ 43.26	\$ 48.67	\$ 54.08
201	URD Leader	\$ 38.14	\$ 42.91	\$ 47.68

Job #	Classification	Rate 1	Rate 2	Job Rate
202	URD Equipment Operator	\$ 32.84	\$ 36.95	\$ 41.05
203	URD Technician A	\$ 28.24	\$ 31.77	\$ 35.30
204	URD Technician B	\$ 25.54	\$ 28.73	\$ 31.92
218	Chief - Express Service Technician Trainer (Temporary)	\$ 48.70	\$ 54.79	\$ 60.88
219	Line Construction & Maint. - 4th Year Apprentice	\$ 42.42	\$ 46.16	\$ 46.53
220	Express Service Technician	\$ 43.50	\$ 48.94	\$ 54.38
2201	Express Service Technician (Late Night Shift)	\$ 45.10	\$ 50.74	\$ 56.38
2202	Express Service Technician Relief	\$ 46.12	\$ 51.89	\$ 57.65
221	Line Construction & Maintenance - Chief "B"	\$ 43.50	\$ 48.94	\$ 54.38
222	Line Construction & Maintenance - Chief	\$ 45.10	\$ 50.74	\$ 56.38
223	Electric Service Installer - Chief	\$ 40.86	\$ 45.97	\$ 51.08
224	Electric Service Assistant	\$ 38.30	\$ 43.08	\$ 47.87
225	Electric Service Assistant - Junior	\$ 32.99	\$ 37.12	\$ 41.24
226	Line Construction & Maintenance - 1/C	\$ 41.70	\$ 46.92	\$ 52.13
227	Line Construction & Maint. - 3rd Year Apprentice	\$ 37.05	\$ 37.05	\$ 42.42
228	Line Construction & Maint. - 2nd Year Apprentice	\$ 30.93	\$ 33.34	\$ 37.05
229	Line Construction & Maint. - 1st Year	\$ 24.74	\$ 27.84	\$ 30.93
230	Utility Construction & Maint. Tool Repair Technician	\$ 37.22	\$ 41.88	\$ 46.53
231	Utility Construction & Maintenance - Inspector	\$ 39.87	\$ 44.86	\$ 49.84
232	Utility Construction & Maintenance - Chief	\$ 42.57	\$ 47.89	\$ 53.21

233	Utility Construction & Maintenance - I/C	\$ 42.42	\$ 43.20	\$ 48.00
234	Utility Construction & Maint. 3rd Year Apprentice	\$ 37.05	\$ 37.05	\$ 42.42
235	Utility Construction & Maint. 2nd Year Apprentice	\$ 29.64	\$ 33.35	\$ 37.05
236	Utility Construction & Maint. 1st Year Apprentice	\$ 24.74	\$ 27.84	\$ 30.93
239	Test Technician- Sr.	\$ 40.17	\$ 45.19	\$ 50.21
240	Test Technician	\$ 36.20	\$ 40.73	\$ 45.25
242	Relay Technician - Sr.	\$ 41.95	\$ 47.20	\$ 52.44
243	Relay Technician	\$ 37.93	\$ 42.67	\$ 47.41
244	Relay Technician Jr.	\$ 33.87	\$ 38.11	\$ 42.34

Job #	Classification	Rate 1	Rate 2	Job Rate
245	Communications Technician - Sr.	\$ 41.95	\$ 47.20	\$ 52.44
246	Communications Technician	\$ 37.93	\$ 42.67	\$ 47.41
247	Communications Technician - Jr.	\$ 33.87	\$ 38.11	\$ 42.34
250	Cable Splicer - 1/C-Leader	\$ 41.38	\$ 46.56	\$ 51.73
251	Cable Splicer - 1/C	\$ 40.70	\$ 45.79	\$ 50.88
252	Cable Splicer - 2/C	\$ 35.37	\$ 39.79	\$ 44.21
253	Cable Splicer - Apprentice	\$ 30.59	\$ 34.42	\$ 38.24
254	Chief Cable Splicer (Temporary)	\$ 42.60	\$ 47.93	\$ 53.25
270	Line Inspector - 1/C	\$ 36.59	\$ 41.17	\$ 45.74
271	Line Inspector - 2/C	\$ 32.34	\$ 36.39	\$ 40.43
272	Street Light Oper (Line Constr & Mtce - 1/C)	\$ 38.10	\$ 42.87	\$ 47.63
273	Street Light Oper (Line Constr & Mtce - 2/C)	\$ 32.99	\$ 37.12	\$ 41.24
274	Street Light Maintenance Worker I	\$ 32.99	\$ 37.12	\$ 41.24
275	Street Light Maintenance Worker II	\$ 24.60	\$ 27.68	\$ 30.75
300 Series				
301	Meter Tester - Chief	\$ 39.51	\$ 44.45	\$ 49.39
302	Meter Tester - 1/C	\$ 36.45	\$ 41.00	\$ 45.56
303	Meter Tester - 2/C	\$ 32.94	\$ 37.06	\$ 41.18
304	Single Phase Meter Tester	\$ 27.73	\$ 31.19	\$ 34.66
305	Meter Tester - Apprentice	\$ 23.83	\$ 26.81	\$ 29.79
306	Safety Equipment Tester	118 \$ 26.84	\$ 30.20	\$ 33.55
308	Laboratory Technician	\$ 37.84	\$ 42.57	\$ 47.30
309	Meter Service Field Representative	\$ 31.21	\$ 35.11	\$ 39.01
400 Series				

401	Transportation Technician	\$ 36.58	\$ 41.15	\$ 45.72
	Transportation Technician - Step 3A	\$ 35.20	\$ 39.60	\$ 44.00
	Transportation Technician - Step 2	\$ 33.90	\$ 38.13	\$ 42.37
	Transportation Technician - Step 1B	\$ 32.56	\$ 36.63	\$ 40.70
	Transportation Technician - Step 1A	\$ 31.21	\$ 35.11	\$ 39.01
402	Fleet Services Tech Chief	\$ 38.62	\$ 43.45	\$ 48.28
403	Machinist-Garage	\$ 36.24	\$ 40.77	\$ 45.30
404	Fleet Services Tech - 1/C	\$ 34.64	\$ 38.97	\$ 43.30
405	Fleet Services Tech - 2/C	\$ 31.21	\$ 35.11	\$ 39.01
406	Auto Parts Handler	\$ 31.31	\$ 35.23	\$ 39.14
500 Series				
502	Stores Equipment Operator	\$ 30.42	\$ 34.23	\$ 38.03
503	Plant Stockkeeper	\$ 34.30	\$ 38.58	\$ 42.87

Job #	Classification	Rate 1	Rate 2	Job Rate
504	Plant Stockkeeper - Jr.	\$ 30.98	\$ 34.86	\$ 38.73
505	Storekeeper	\$ 31.70	\$ 35.66	\$ 39.62
506	Storekeeper - Jr.	\$ 26.31	\$ 29.60	\$ 32.89
507	Warehouse Attendant - Sr.	\$ 27.75	\$ 31.22	\$ 34.69
508	Warehouse Attendant	\$ 26.31	\$ 29.60	\$ 32.89
512	Materials Handler	\$ 31.31	\$ 35.23	\$ 39.14
513	Materials Handler - Jr.	\$ 26.84	\$ 30.20	\$ 33.55
600 Series				
602	Bookkeeper-Chief	\$ 37.46	\$ 42.14	\$ 46.82
604	Customer Representative Sr.	\$ 30.22	\$ 34.00	\$ 37.78
60603	Customer Service Representative Level 3	\$ 26.13	\$ 29.39	\$ 32.66
60602	Customer Service Representative Level 2	\$ 22.05	\$ 24.80	\$ 27.56
60601	Customer Service Representative Level 1	\$ 19.32	\$ 21.74	\$ 24.15
651	Meter Reader Chief	\$ 33.96	\$ 38.21	\$ 42.45
652	Meter Reader - Collector - Sr.	\$ 30.33	\$ 34.12	\$ 37.91
654	Meter Reader - Collector	\$ 27.70	\$ 31.16	\$ 34.62
656	Meter Reader	\$ 15.82	\$ 17.80	\$ 19.78
700 Series				
708	Customer Data Technician	\$ 30.22	\$ 33.99	\$ 37.77
709	Data Management Center Operator	\$ 28.54	\$ 32.10	\$ 35.67
715	Information Processing 120 Technician	\$ 26.05	\$ 29.30	\$ 32.56
716	Information Processing Technician - Jr.	\$ 23.50	\$ 26.43	\$ 29.37
718	Duplicating Equipment Operator	\$ 27.26	\$ 30.66	\$ 34.07
719	Duplicating Equipment Operator - Jr.	\$ 24.65	\$ 27.73	\$ 30.81

741	Cashier-Sr	\$ 24.34	\$ 27.39	\$ 30.43
742	Cashier-Intermediate-Sr.	\$ 22.78	\$ 25.63	\$ 28.48
743	Cashier	\$ 20.67	\$ 23.26	\$ 25.84
751	Messenger-Special	\$ 26.14	\$ 29.40	\$ 32.67
752	Messenger	\$ 18.77	\$ 21.11	\$ 23.46
760	Telephone Operator - Chief	\$ 26.84	\$ 30.20	\$ 33.55
761	Telephone Operator	\$ 23.97	\$ 26.96	\$ 29.96
762	Telephone Operator - Jr.	\$ 20.67	\$ 23.26	\$ 25.84
769	Drafting Technician - Sr.	\$ 37.86	\$ 42.59	\$ 47.32
770	Drafting Technician	\$ 35.01	\$ 39.38	\$ 43.76
771	Drafting Technician - Jr.	\$ 29.74	\$ 33.45	\$ 37.17
772	Drafting Technician - Apprentice	\$ 24.61	\$ 27.68	\$ 30.76
773	Blue Print Operator	\$ 24.34	\$ 27.39	\$ 30.43
774	Mapping Technician - Sr.	\$ 29.41	\$ 33.08	\$ 36.76
775	Mapping Technician	\$ 28.12	\$ 31.64	\$ 35.15

Job #	Classification	Rate 1	Rate 2	Job Rate
776	Mapping Technician - Jr.	\$ 25.53	\$ 28.72	\$ 31.91
791	Clerk Chief	\$ 34.64	\$ 38.97	\$ 43.30
792	Clerk Senior	\$ 31.31	\$ 35.23	\$ 39.14
793	Clerk I	\$ 27.01	\$ 30.38	\$ 33.76
794	Clerk II	\$ 22.85	\$ 25.70	\$ 28.56
900 Series				
902	Transit Operator - Survey	\$ 34.32	\$ 38.61	\$ 42.90
903	Transit Operator Assistant - Survey	\$ 29.41	\$ 33.08	\$ 36.76
905	Layout Technician - Sr.	\$ 37.86	\$ 42.59	\$ 47.32
906	Layout Technician - Sr. (Chief of Party)	\$ 37.16	\$ 41.81	\$ 46.45
907	Layout Technician	\$ 33.67	\$ 37.88	\$ 42.09
908	Layout Technician - Jr.	\$ 27.75	\$ 31.22	\$ 34.69
1200 Series				
1250	Markout Technician	\$ 16.42	\$ 18.48	\$ 20.53
1257	Utility Technician	\$ 28.64	\$ 32.22	\$ 35.80
1259	Laborer Semi-Skilled	\$ 26.14	\$ 29.40	\$ 32.67
1261	Utility Worker	\$ 22.85	\$ 25.70	\$ 28.56
1268	Building Maintenance & Repair - Chief	\$ 37.46	\$ 42.14	\$ 46.82
1269	Building Maintenance & Repair - 1/C	\$ 34.30	\$ 38.58	\$ 42.87
1270	Building Maintenance & Repair - 2/C	\$ 29.69	\$ 33.40	\$ 37.11
1271	Building Maintenance & Repair - 3/C	\$ 26.14	\$ 29.40	\$ 32.67
1272	Janitor	\$ 12.66	\$ 14.24	\$ 15.82
1274	Janitor (Lead)	\$ 14.15	\$ 15.92	\$ 17.69
1275	Automotive Painter	\$ 34.64	\$ 38.97	\$ 43.30

1278	Automotive Painter-2/C	\$ 31.31	\$ 35.23	\$ 39.14
1285	General Utility Worker	\$ 20.78	\$ 23.38	\$ 25.98
1286	General Utility Worker	Weight ed	Weighte d	Weight ed
1288	Heavy Equipment Operator	\$ 34.64	\$ 38.97	\$ 43.30
1289	Heavy Equipment Operator - Chief	\$ 40.22	\$ 45.24	\$ 50.27
1290	Heavy Equipment Operator - Special	\$ 36.31	\$ 40.85	\$ 45.39
NOTE:				
Rate 1 - applies to all hourly employees in the first six (6) months of employment.				
Rate 2 - applies to all hourly employees in the second six (6) months of employment.				

**APPENDIX D FIRSTENERGY
FLEXIBLE BENEFITS PLAN GENERAL DESCRIPTIVE
SUMMARY**

Medical Plan Options:

The following Plans will go into effect January 1, 2017:

Base PPO Plan (80/20) with RX 100 Base Prescription Plan

	In-Network	Out-of-Network
Deductible	\$750/\$1,500	\$1,500/\$3000
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$3,500/\$7,000	\$6,500/\$12,500
Office Visit	Subject to deductible and coinsurance	Subject to deductible and coinsurance
ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital Admission	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
Lifetime Maximum	None	

Rx 100 Base Prescription Plan

Retail	\$100 individual/\$200 family max. deductible 70% coinsurance; \$5/\$15/\$30 min , \$100 max. 30-day supply with one refill Generic Drug Rule Applies
Mail Order	Generic - 80% coinsurance; \$12.50 min Preferred (Formulary) - 75% coinsurance; \$37.50 min Brand Name - 75% coinsurance; \$75 min, \$200 max. 90-day supply with three refills Generic Drug Rule Applies
Other Provisions	Mandatory Mail Order after one refill.
Out of Pocket Maximum	\$3,000 individual/\$6,000 family annual combined retail and mail. Out of network - No limit

Generic, Preferred (Formulary), Brand Name

Enhanced HDHP*

	In-Network	Out-of-Network
Deductible	\$1,350/\$2,700	
\$2,500/\$5,000		
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$4,500/\$9,000	\$8,500/\$17,000
Office Visit	Subject to deductible and coinsurance	Subject to deductible and coinsurance
ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital Admission	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Prescriptions	Mandatory Mail Order after one refill. Generic Drug Rule Applies	Mandatory Mail Order after one refill. Generic Drug Rule Applies
Lifetime Maximum	None	

* The deductibles and out-of-pocket maximums of the Enhanced HDHP are designed to qualify the plan as an eligible high deductible health plan for purposes of offering a Health Savings Account. The IRS determines these guidelines which may index over time. For 2018, the minimum deductible is \$1,350 single/\$2,700 family; the maximum out of pocket maximum is \$6,750 single/\$13,500 family.

Consumer HDHP*

	In-Network	Out-of-Network
Deductible 125	\$2,700/\$5,200	\$5,000/\$10,000
Coinsurance	80% after deductible	60% after deductible
OOP Maximum	\$5,500/\$11,000	\$10,000/\$20,000
Office Visit	Subject to deductible and coinsurance	Subject to deductible and coinsurance

ER Visit	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
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Hospital Admission	Subject to deductible and coinsurance	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
Prescriptions	Subject to deductible and coinsurance Mandatory Mail Order after one refill. Generic Drug Rule Applies	Subject to deductible and coinsurance Mandatory Mail Order after one refill. Generic Drug Rule Applies
Lifetime Maximum	None	

* The deductibles and out-of-pocket maximums of the Consumer HDHP are designed to qualify the plan as an eligible high deductible health plan for purposes of offering a Health Savings Account. The IRS determines these guidelines which may index over time. For 2018, the minimum deductible is \$2,700 single/\$5,200 family; the maximum out of pocket maximum is \$6,750 single/\$13,500 family.

PPO 500 90/10 with Rx 100 Base Prescription Plan

	In-Network	Out-of-Network
Deductible	\$500/\$1,000	\$1,500/\$3,000
Coinsurance	90% after deductible	60% after deductible
OOP Maximum	\$3,500/\$6,500	\$6,500/\$12,500
Office Visit	90% after deductible	60% after deductible
ER Visit	90% after deductible (\$250 co-pay if not a medical emergency)	Subject to deductible and coinsurance (\$250 co-pay if not a medical emergency)
Hospital Admission	90% after deductible	Subject to deductible and coinsurance
Preventive Care	100% No Deductible	Not covered
Prescriptions	Subject to deductible and coinsurance Mandatory Mail Order after one refill. Generic Drug Rule Applies	Subject to deductible and coinsurance Mandatory Mail Order after one refill. Generic Drug Rule Applies
Lifetime Maximum	None	

Rx 100 Base Prescription Plan

Retail	\$100 individual/\$200 family max. deductible 70% coinsurance; \$5/\$15/\$30 min , \$100 max. 30-day supply with one refill Generic Drug Rule Applies
Mail Order	Generic - 80% coinsurance; \$12.50 min Preferred (Formulary) - 75% coinsurance; \$37.50 min Brand Name - 75% coinsurance; \$75 min, \$200 max. 90-day supply with three refills Generic Drug Rule Applies
Other Provisions	Mandatory Mail Order after one refill.
Out of Pocket Maximum	\$3,000 individual/\$6,000 family annual combined retail and mail. Out of network - No limit

Generic, Preferred (Formulary), Brand Name

Note: While the PPO 500 90/10 health care plan is currently in compliance with the Affordable Care Act, the Company has the right to make changes to the plan which are required to ensure it remains below Cadillac tax requirements and is in compliance with the Act in 2018 through 2021. The Company and the Union will meet and negotiate how to make any changes required. The parties agree that the plan will meet the requirements of the Affordable Care Act and avoid the Cadillac Tax.

The following goes into effect on November 1, 2015:

Vision

	Basic Vision	Supplemental Vision
Exam		
In-Network	\$50 copay	\$10 copay
Out-of-Network	Not covered	Reimbursed up to \$45
Frames (Annual)		
In-Network	25% discount	\$160 retail frame allowance
(all manufacturers)		
Out-of-Network	Not covered	Reimburse up to \$70
Lens & Lens Options (minimum prescription of .5 diopter for lens coverage - medically necessary)		
In-Network	Single: \$40 copay	\$25 copay for progressive lenses

	Bifocal: \$60 copay Trifocal/Lenticular: \$75 copay	\$25 copay for anti-reflective lenses \$25 for all other lens options
Out-of-Network	Not covered	Single vision - reimburse up to \$30 Bifocal lenses - reimburse up to \$50 Trifocal lenses - reimburse up to \$65 Lenticular Lenses - reimburse up to \$100
Contacts		
In-Network	15% discount on exam only (no discount on materials)	Elective - \$160 allowance Med necessary - covered in full (must be pre-approved)
Out-of-Network	Not covered	Elective - reimburse up to \$105 Med necessary - reimburse up to \$210

Covered Services	In-Network	Out-of-Network
Annual Deductible	\$100/\$300	\$200/\$600
Calendar Year Max (excludes orthodontics)	\$1,000 per person	\$1,000 per person
Diagnostic and Preventive Oral Exams Cleaning X-rays	100% of covered expense paid by the plan	80% of covered expense paid by the plan
Basic and Restorative Fillings Root Canal Endodontics	50% of covered expense paid by the plan	30% of covered expense paid by the plan
Major Restorative Caps Crowns Bridgework	25% of covered expense paid by the plan	Not Covered
Orthodontics (up to age 19)	Not Covered	Not Covered

Dental Plan: The following plan will go into effect January 1, 2019 Basic

Plus Plan

Covered Services	In-Network	Out-of-Network
Annual Deductible	\$50/\$150	\$100/\$300
Calendar Year Max (excludes orthodontics)	\$2,000 per person	\$2,000 per person

Diagnostic and Preventive		
Oral Exams		
Cleaning		
X-rays	100% of covered expense paid by the plan	80% of covered expense paid by the plan
Basic and Restorative		
Fillings		
Root Canal		
Endodontics	80% of covered expense paid by the plan	60% of covered expense paid by the plan
Major Restorative		
Caps		
Crowns		
Dentures		
Bridgework	50% of covered expense paid by the plan	30% of covered expense paid by the plan
Orthodontics (up to age 19)		
50% of covered expense paid by the plan (\$1,500 Lifetime Max)		
50% of covered expense paid by the plan (\$1,500 Lifetime Max)		

Life Insurance: Group Life Insurance (Parts A & B) One time offering or FirstEnergy Basic (Pre-2005 Actives)
Supplemental Life Insurance (Up to 10 times base salary) Dependent Life
Tier 1 (\$10,000 Spouse / \$5,000 Children) Tier 2 (\$20,000 Spouse / \$10,000 Children) Tier 3 (\$40,000 Spouse / \$20,000 Children) Tier 4 (\$60,000 Spouse / \$20,000 Children) Tier 5 (\$80,000 Spouse / \$20,000 Children) Tier 6 (\$100,000 Spouse / \$20,000 Children)
Employee Accidental Death and Dismemberment
Family Accidental Death and Dismemberment (Up to 10 times base salary)

(Maximum coverage of \$3 million) Business Travel
Accident Insurance

Long-Term

Disability: JCP&L Long-Term Disability Plan
FE Basic
FE Supplemental

Flexible Spending

Accounts: Health Care Spending Account
Dependent Care Spending Account

Other: Adoption Assistance Program

APPENDIX E
PLAN FOR RETIREMENT ANNUITIES

Benefit Provisions Applicable to Current Participants

Unmarried participants can choose either the existing eligible dependent provision or designate a non-spouse beneficiary for the Pre-Retirement Death Benefit. Provisions for the non-spouse beneficiary are comparable to FE Pension Plan.

Effective January 1, 2009, additional retirement options will be added to the “Plan for Retirement Annuities.” The Joint and Survivor Annuities choices will now include 25% and 75% options with the 5 year or the Lifetime “Pop-Up” provisions. All of the new joint and survivor options will also have Equalization provisions. Also beginning January 1, 2009, three Period Certain Annuities (5, 10 or 15 years) will also be offered as an optional form of payment. The Period Certain Annuities will not have “Pop-Up” or Equalization provisions.

To ensure actuarial equivalence, effective November 1, 2008, benefits payable under the retirement options will be actuarially adjusted to account for both the participant’s and beneficiary’s age. The amount of the adjustment will be based on the actuarial tables in effect for the FirstEnergy Corp. Master Pension Plan. As appropriate, the current actuarial table will be used to determine if

the current factors provide for a higher benefit. If so, those factors will be used.

Effective November 1, 2008, the Surviving Spouse's Benefit (Death Prior to Termination of Employment) will be revised to eliminate the one year of marriage eligibility requirement and cover the spouse to whom the employee is married at the time of death.

All other provisions of the Plan for Retirement Annuities for Employees Represented by IBEW System Council U-3 will remain as currently in effect for the term of the Agreement for participants hired prior to January 1, 2005.

At the option of the retiring employee, the 5-year limitation on the Pension Plan Pop-Up Provision available as a joint and survivor option under the Pension Plan may be continued for the remaining life expectancy of the retiree with the corresponding actuarial reduction to the retiree's benefit. The election of the lifetime Pop-Up provision must be made at the time of retirement.

APPENDIX F PENSION PLAN

For new employees hired on or after January 1, 2005

Changes to Benefit Provisions applicable to new participants hired on or after 1/1/2005

- Earnings for new participants equal "Total Pay" defined as wages paid by the Company for regular hours worked, 401(k) contributions, before-tax Flexible Benefits contributions and annual incentive payments - plus overtime.
- Highest Average Monthly Total Pay is the average of the highest 48 consecutive months of "Total Pay" during the last 120 months of Service prior to retirement or other separation of employment.

Highest Average Monthly Total Pay Benefit Formula

Equals Highest Average Monthly Total Pay times 1.2% for each year of Credited Service.

Benefits paid to new participants hired on or after January 1, 2005,

will be based on the Highest Average Monthly Total Pay Benefit Formula only.

Early Retirement Reduction Factors

Accrued monthly pension benefit reduced for Early Retirement prior to age 65 according to the following schedule:

Age 64	-	0%
Age 63	-	0%
Age 62	-	0%
Age 61	-	4%
Age 60	-	8%
Age 59	-	12%
Age 58	-	16%
Age 57	-	20%
Age 56	-	24%
Age 55	-	28%

Other Benefit Provisions

Pre-Retirement Death Benefit - Benefit payable to the beneficiary of an employee with 10 or more years of service who dies while actively employed. If the employee is married, the spouse is the beneficiary. If the employee is not married, one beneficiary may be designated. Monthly benefit to the beneficiary begins the first of the month following the date of the employee's death and is paid for the remainder of the beneficiary's life. The beneficiary would receive a benefit determined as a 100% provisional payee option reduced for early retirement. The maximum reduction for early retirement would be 28%.

Qualified Pre-Retirement Survivor Annuity - Benefit payable to the spouse/designated beneficiary of an employee who has five to nine years of service and dies while actively employed. Monthly benefit begins the first of the month following the date the employee would have reached age 55. The spouse/designated beneficiary would receive a benefit determined as a 100% provisional payee option reduced for early retirement using the reduction factors for vested participants.

Disability Retirement Benefit – The provision which continues accrual of service and earnings to employees who are receiving LTD benefits will not apply to new Pension Plan participants hired on or after January 1, 2005.

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