

Overtime Administration - Electric Distribution Operations Distribution Control Center

Whereas the Company and the Union are desirous of having an equitable system for the administrations of prearranged and all other overtime for the Electric Distribution Operations department for the classifications of Distribution System Operators and Apprentices, the following is agreed to:

There will be a trial period of one year for the process described below. At the end of the one year, either party can with 30 days notice cancel the agreement and the administration of the overtime will revert to existing bargaining unit agreement practices in force at that time. During the one year trial period, either party may bring forth suggested changes, and if both parties agree the changes will be implemented and documented in writing.

The administration of overtime for the Electric Distribution Operations department shall be:

1. The "Prearranged Overtime" and "All Other Overtime" lists will be updated weekly and posted by 10:00 AM on the first working day of the week, normally Monday. The two lists will be titled "Prearranged Overtime" and "Callout Overtime".
2. Any available prearranged overtime for the ensuing work week will be posted at the same time.
3. All employees, except those on vacation, will be notified as soon as practical of any shifts added to the Prearranged Sign-up sheet after the 10:00 AM deadline.
4. Any available prearranged overtime posted as above will be assigned as follows:
 - a. Tuesday through Thursday will be assigned at 12:00 noon of the day the available overtime is posted
 - b. Friday through the holiday weekend will be assigned at 12:00 noon on Thursday
 - c. Adjustments will be made to the above to accommodate holiday weekends
5. Any travel time paid will be charged to the appropriate overtime list.
6. Overtime will be documented on the lists in straight time equivalent hours. For example – 8 hours of double time will be charged as 16 hours of straight time.
7. Employees who are on vacation will not be called, except in an emergency, to fill overtime regardless of the category in which the overtime falls. Employees are considered to be on vacation at the end of the last regular shift prior to a vacation day until the beginning of the first regular shift after a vacation day. Employees may volunteer to be available for overtime while on vacation by notifying management via e-mail.

8. Employees will be offered overtime based upon the overtime lists. The lists will have the people with the least amount of overtime at the top and other personnel in descending order by overtime hours.
9. Employees declining overtime will be credited with the hours of overtime refused. The hours refused will be those worked by the employee who accepted the overtime. The overtime lists published at the beginning of each week will reflect all overtime hours worked as well as those hours refused in order to accurately determine the positions on the overtime lists for all employees.

The only valid exclusions to this rule are:

- a. The employee has a documented appointment with a medical professional
 - b. The employee is sick
 - c. The employee is on state or federally protected leave
10. For the purpose of prearranged overtime an employee is considered to have declined if:
 - a. The employee did not volunteer for the overtime shift by the appropriate deadline using the posted sign up sheet AND
 - b. The employee does not accept when called or notified in person that the shift is still available
 - i. (Note: If the employee does not answer when called, and does not return the call within the previously stated time limit, the employee is considered to have declined the overtime.)
 11. Employees working overtime under Article II Section II.45 (also known as the "14 hour" rule) will only be charged for the overtime hours worked minus their normal straight time hours. For example, an employee who works 16 hours under the "14 hour" rule will be charged for the travel time, the two hours of additional straight time, the additional shift prior to the employee's regular shift and the difference between straight time and double time for the 8 hours of the employee's regular shift for a total of 27 straight time hours.
 12. Employees who work rotating shifts and are scheduled to work a recognized holiday will be paid according to the bargaining unit agreement, however, for the purposes of overtime administration the hours will be charged to the all other overtime list rather than the prearranged overtime list. If the employee requests the holiday off, and the day is posted for prearranged overtime then both the employee that requested the day off and the employee that accepted the overtime will be charged for the hours worked on the prearranged overtime list.
 13. Employees being called out to work will be called and if they turn down the overtime they will be charged with the hours worked by the employee who responded on the all other overtime list. Employees being called at an alternate number or paged for a callout will be given 15 minutes to respond to the page or voice message. If the employee does not respond and accept within 15 minutes of the page, the employee

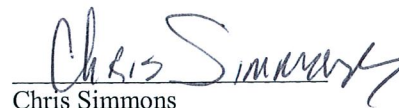
will be credited with the call out hours worked. If the employee does respond to accept the overtime within 15 minutes and it has already been filled the employee will not be charged for the overtime. NOTE: The callout process will not be delayed during this 15 minute period. The person making the call out will continue down the call out list until someone accepts the overtime.


14. Employees will not be charged for declining overtime if the overtime is declined by all and no operator is forced to work the overtime hours.
15. Employees declining to hold over for non-mandatory meetings in which employees are paid overtime will not be credited with the overtime for the meeting. All overtime resulting from non-mandatory meetings will be charged on the all other overtime list.


This letter of understanding will take effect at 6:00 AM January 2, 2008 and supersedes the LETTER OF UNDERSTANDING - OVERTIME ADMINISTRATION - DISTRIBUTION OPERATIONS dated February 18, 1997.

Agreed to on December 14, 2007 by

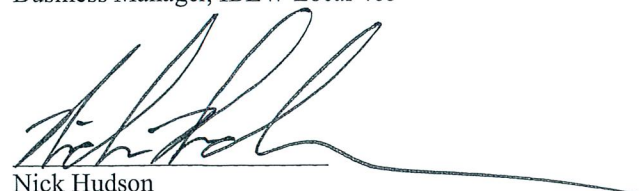

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Attachment A
An Example of All Other Overtime List

Callout Overtime YTD

EFFECTIVE FROM 7/19/2006 TO 7/26/2006

Full_Name	Callout_Accepted	Callout_Declined	Callout_Total
DSO			
RIVERO, RICHARD	21.3	0.0	21.3
PUKAHI, DAN	43.1	0.0	43.1
GLOW, DENNIS	67.3	0.0	67.3
ANNETT, BILL	85.0	0.0	85.0
GIDRON, JEFFREY	91.4	0.0	91.4
HUDSON, NICK	92.3	0.0	92.3
EVANS, GARY	94.4	0.0	94.4
GETTO, AMY	114.0	0.0	114.0
LAYTON, WILLIAM	116.2	0.0	116.2
CUELLAR, JUAN	142.0	0.0	142.0
DIGENAN, JACOB	142.3	0.0	142.3
HIBPSHMAN, TED	147.1	0.0	147.1
OTT, GEORGE	154.1	0.0	154.1
BRUNSON, JACK	164.5	0.0	164.5
SILVA, JAVIER	166.5	0.0	166.5
KREIN, ARTHUR	195.7	0.0	195.7
CONTINELLI, RON	211.1	0.0	211.1
KOPMEYER, ALAN	221.2	0.0	221.2
SANKO, MICHAEL	237.8	0.0	237.8
HERRERA, RAYMOND	282.2	0.0	282.2

Attachment B
Example of Prearranged Overtime List

Prearranged Overtime YTD

EFFECTIVE FROM 7/19/2006 TO 7/26/2006

Full_Name	Prearranged_Accepted	Prearranged_Declined	Prearranged_Total
DSO			
RIVERO, RICHARD	159.0	0.0	159.0
HERRERA, RAYMOND	273.4	0.0	273.4
GLOW, DENNIS	287.8	0.0	287.8
DIGENAN, JACOB	314.0	0.0	314.0
CONTINELLI, RON	326.0	0.0	326.0
CUELLAR, JUAN	369.0	0.0	369.0
OTT, GEORGE	372.6	0.0	372.6
ANNETT, BILL	376.0	0.0	376.0
PUKAHI, DAN	378.0	0.0	378.0
GETTO, AMY	379.5	0.0	379.5
KOPMEYER, ALAN	381.0	0.0	381.0
HIBPSHMAN, TED	383.0	0.0	383.0
BRUNSON, JACK	384.0	0.0	384.0
GIDRON, JEFFREY	409.0	0.0	409.0
KREIN, ARTHUR	409.5	0.0	409.5
HUDSON, NICK	430.5	0.0	430.5
LAYTON, WILLIAM	439.5	0.0	439.5
SILVA, JAVIER	467.0	0.0	467.0
EVANS, GARY	510.0	0.0	510.0
SANKO, MICHAEL	541.0	0.0	541.0