



October 1, 2015 – September 30, 2020

System Services Group Labor Agreement

Between

Commonwealth Edison Company

And

**Local Union 15 of the International
Brotherhood of Electrical Workers**

ComEd®

An Exelon Company



ARTICLE TABLE OF CONTENTS

Article	Subject	
	Title Page	1
	Article Table of Contents.....	2
	Preamble	3
I	Representation and Recognition	3-4
II	Union – Company Relationship.....	4-7
III	Seniority, Promotions, Layoffs, Re-Employment	7-16
IV	Hours of Work, Overtime, and Holidays	16-20
V	Working Conditions.....	20-24
VI	Vacation Allowance.....	24-30
VII	Wages.....	30-31
VIII	Grievances – Arbitration	31-36
IX	Terms of Agreement.....	36-37
	Exhibit A General Wage Increases.....	38
	Memorandums and Letters.....	40-64

**Labor Agreement Between
Commonwealth Edison Company and
Local Union 15 of the International
Brotherhood of Electrical Workers**

PREAMBLE

This Labor Agreement is made by and between Local 15, International Brotherhood of Electrical Workers, AFL-CIO (hereafter called the "Union") and ComEd (hereafter called the "Company"). This Labor Agreement shall be binding upon the parties and their respective successors and assigns. The parties hereto agree with each other as follows:

ARTICLE I

Representation and Recognition

1. The Union, having been recognized by the Company as the bargaining agency for certain employees in a bargaining unit of ComEd (sometimes referred to as "System Services Group") is hereby recognized by the Company as the exclusive bargaining representative for all employees in such unit.

2. The occupational titles of the employees covered by this Labor Agreement are listed in Exhibit A attached and made a part hereof. Wherever occupational titles in the Labor Agreement indicate either masculine or feminine form, the

titles are intended to include all employees without regard to sex.

3. The Company agrees that to the extent that the work to be performed by the employees covered by this Labor Agreement is work of the type that has been ordinarily and customarily performed by ComEd's regular employees covered by the April 1, 2001 and subsequent Collective Bargaining Agreements [hereafter referred to as "CBA"] between Commonwealth Edison and Local 15, International Brotherhood of Electrical Workers, AFL-CIO, such work may be assigned by the Company or ComEd to employees covered by this Labor Agreement or to employees covered by the CBA, or both, with each assignment to be performed under the wages, fringe benefits, and terms and conditions of this Labor Agreement or the CBA.

ARTICLE II

Union - Company Relationship

1. The Company is responsible to direct the work required. The Company shall therefore have no restrictions, except those specifically provided for in the Labor Agreement, in planning, directing, and controlling the operation of all the Company's work, in deciding the number and classification of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job site to job site, in requiring employees to observe the Company's rules and regulations not inconsistent with this

Labor Agreement, in requiring all employees to observe all safety regulations, and in suspending or discharging employees for proper cause.

2. The Company agrees that during the period of this Labor Agreement there shall be no lockout of members of the Union or any employees covered by the terms of this Labor Agreement. The Union, its membership, individually and collectively, agree that there shall be no strike, or other interruption of work, it being the desire of all parties to provide uninterrupted service to the public. The Company understands and agrees that the no-strike and grievance-arbitration provisions of this Labor Agreement shall not apply if there are picket lines established by Local 15, International Brotherhood of Electrical Workers, AFL-CIO, on or adjacent to the property of ComEd or at customers serviced by the employees of ComEd pursuant to a lawful strike by members of Local 15 who are employed by ComEd.

3. There shall be no discrimination, interference, restraint, or coercion, by the Company or any of its agents, against any employee because of the employee's membership in the Union or because of any lawful activities on behalf of the Union. The Union or its agents will not solicit, engage in organization work or any other Union activities, during the working time of employees, except as provided in Article 8, Grievance - Arbitration, of this Labor Agreement.

4. Neither the Company nor the Union, through their officers, members, representatives, agents or committees, shall engage in any activity of any kind for the purpose of defeating or evading the terms of this Labor Agreement.
5. Posting of official Union notices on Company property shall be permitted and definite space shall be allotted for this purpose.
6. All employees of the Company covered by the terms of this agreement shall be required to join the Union after 520 straight time hours of employment (or the effective date of this agreement, whichever is later) or to tender the appropriate initiation fees, dues, and assessments to the Union, and to retain membership in the Union or to continue to tender the appropriate initiation fees, dues and assessments to the Union as a condition of employment during the term of this Labor Agreement.
7. Upon presentation of a written check-off authorization from the employee, the Company will deduct from the employees' pay and remit to the Union, initiation fees, dues, and regular and special assessments. The authorization shall be irrevocable for a period of one year, or until the termination of the current Labor Agreement between the Company and the Union, whichever occurs sooner; and the authorization shall be automatically renewed and shall be irrevocable for successive periods of one year or for the period of each succeeding applicable Labor Agreement between the

Company and Union, whichever shall be shorter, unless written notice of revocation is given by the employee to the Company and the Union not more than 30 days and not less than 10 days prior to the expiration of each period of one year, or of each applicable Labor Agreement between the Company and the Union, whichever occurs sooner.

ARTICLE III

Seniority, Promotions, Layoffs, Re-Employment

1. This Article shall apply to all employees covered by this Labor Agreement.
2. A new employee shall be termed a "probationary" employee. The probationary period shall be equal to 520 straight time hours of employment. A probationary employee may be discharged any time prior to the end of the probationary period. The discharge of a probationary employee shall not be subject to the provisions of Article 8, except as to the issue of whether or not the employee has completed his probationary period. Upon completion of the probationary period, the employee shall be placed on the seniority list as a regular employee and immediately credited with the seniority and service, which accumulated during the probationary period.
3. The Company shall have no obligation to employ a minimum number of employees.

4. Employees will report for work only when directed to report by the Company or its representatives. Employees will be required to accept assignments for work when they are made available to the employee. An employee who does not accept at least ninety-five percent (95%) of the offered assignments within his or her reporting zone may be discharged provided proper notice of the assignment was given. The 95% assignment acceptance requirement will be measured from January 1 through December 31 on an annual basis. It shall be monitored on a periodic basis with a quarterly update to be posted and/or otherwise supplied to employees. If the 95% rate is not attained as set forth above, the remaining provisions of Article III, Section 4 may be applied.

In the case of an unassigned employee, 24-hour notice will be considered proper notice for the provision above. In the case of an assigned employee, notification by the close of business on the previous day will be considered proper notification for the provision above.

5. Whenever the Company assigns employees to a new work assignment, employees who are not currently assigned to a job will be offered the assignment by seniority. An employee who does not accept at least ninety-five percent (95%) of the assignments offered within his or her reporting zone, provided proper notices of the assignments were given, will be subject to Article 3, Paragraph 4, of this agreement.

6. Length of employment in the Company shall be "service." Length of employment in a particular job classification within the Company shall be "seniority." Service and/or seniority will be in accordance with the Company's records but cannot include time spent in the Company prior to a break in service of more than 180 days for reasons other than layoff or required military service (see Paragraphs 15 and 16).
7. If two or more employees are promoted to the same job classification on the same date, their seniority order in their new job classification shall be determined by service date. Initial seniority will be established on the date the employee is hired. If more than one employee is hired on the same date, their service dates will be determined by their surname in alphabetical order.
8. A list showing seniority and service date of employees will be provided to the Union semi-annually. Each month the Company will inform the Union of personnel changes which affect the seniority list.
9. A job classification shall be "higher" when it carries a higher rate of pay. "Promotion" shall mean advancement to a higher job classification.
10. In cases of promotion to higher job classifications within the bargaining unit, the factors to be considered shall be ability

and seniority. Where the ability of the employees under consideration is substantially equal, the employee highest on the seniority list will be the one promoted. In case of promotion, if the employee who is first on the seniority list is not selected, the employee shall be informed by the Company of the reason why he or she was not promoted. The Union will be furnished the names of employees not promoted in accordance with seniority.

11. If no qualified employee is available for the vacancy or newly created job classification, then the Company may hire someone to fill such job after notifying the Union.
12. An employee who is promoted shall be given a training and qualifying period equal to not more than 520 straight time hours for determination as to whether or not the employee can meet the job requirements. If it is decided by the Company at any time during this period that the employee is not competent to perform the work of the new job classification, the employee will be transferred back to the employee's former job classification and shall have included in his or her seniority the time spent in the higher job classification.
13. The Company will afford the senior employees in a job classification a reasonable opportunity to be trained for the next higher job classification to the extent the Company finds it practicable to provide such training.

14. There are two (2) zones for reporting purposes, the North Zone and the South Zone. The zones are delineated by the ComEd Business Office boundaries. The following table depicts the offices comprising the North and South Zones:

North Zone	South Zone
Crystal Lake – Woodstock Dekalb Dixon Elgin Freeport Libertyville & Waukegan Mt. Prospect Northbrook Rockford	Aurora Bolingbrook Bradley Channahon Crestwood Glenbard Maywood Joliet Streator University Park

15. If an employee is required to report to a location in another zone, the employee will (i) report to the work location and be eligible for travel reimbursement as described below, or (ii) will report to a location as designated by Management within the employee’s zone and travel to the work location on Company time. Management will make the determination, as described in either (i) or (ii) above, as to the manner in which the employee will report to a work location in another zone.
16. If an employee uses his/her own vehicle and is eligible for travel reimbursement, the employee will be reimbursed for the difference in mileage between the employee’s home and

primary reporting location within his/her zone and the employee's home and work location in another zone, utilizing the Company's current mileage reimbursement rate.

17. If an employee travels on his/her time to a work location outside his/her zone, the employee will receive a Commuting Allowance based upon the difference in mileage between the employee's home and primary reporting location within his/her zone and the employee's home and work location in another zone, as described below.

18. An employee's primary reporting location for the purpose of travel reimbursement will be the ComEd Business Office to which the employee has been assigned for the majority of time during the previous three (3) month period.

Differential Round Trip Miles	Commuting Allowance
1 – 14	\$9.66
15 – 29	\$13.80
30 – 49	\$13.80
50 – 59	\$19.32
60 – 69	\$19.32
70 – 79	\$24.84
80 – 89	\$24.84
90 – 99	\$30.36
100 – 109	\$30.36
110 – 119	\$35.88
120 – 129	\$35.88
130 and above	See Per Diem

Any changes negotiated in the CBA between Commonwealth Edison Company & Exelon Business Service Company and IBEW Local 15 that changes the above referenced Allowances shall automatically apply to the SSG CBA.

19. When it becomes necessary to lay off employees, the order of lay off will be based on their service dates, without reference to job classification. If employees are recalled, they shall be recalled by service dates.

If employees are required to change reporting zones because of the layoff provision above, they may elect to voluntarily layoff to avoid the reporting zone change.

If an employee changes zones to avoid layoff, the employee will be afforded the opportunity to return to the employee's home reporting zone when openings that the employee is eligible for occur in that zone. Employees laid off and employees that change zones to avoid layoff will be equally afforded the opportunity to fill the openings that they are trained and qualified for, as they occur, in seniority order.

20. When it becomes necessary to lay off employees, such employees participating within a medical plan will continue to receive coverage under their respective plan for a period of up to three months. The employee's premium contribution will continue and be paid to the company on a

bi-weekly basis until such time the employee is recalled or three continuous months time has lapsed. The employee's premium contribution during the three-month continuation period will be 120% of the active employee premium contribution amount.

21. Employees shall have the right to recall for a two-year period following their layoff. An employee shall be notified of recall at the last mailing address and phone number supplied the Company. If the employee wishes to accept the recall, the employee shall notify the Company within six calendar days, excluding Sundays and holidays, after the notification was mailed or given to the employee and shall report for work on the day assigned. If an employee does not accept the recall, within his or her reporting zone, the employee will not be notified of subsequent vacancies and shall have no further recall rights. Upon recall, a laid-off employee shall be credited with the seniority and service, which the employee had accumulated as of the date of layoff.

22. Any employees laid off under this Agreement will be given a first priority over anyone "off the street" in the event ComEd is hiring for any "physical" positions outside of the SSG Labor Agreement but under the other Collective Bargaining Agreement between Commonwealth Edison Company and Local Union 15 (duration October 1, 2015 through September 30, 2022) ("ComEd/Local 15 CBA"). However, the priority described above will not include

priority over ComEd/Local 15 CBA employees who were laid off and have recall rights. Priority will be given for a two year period concurrent with the SSG recall period following the initial layoff of any applicable SSG employees.

23. Any employee on military service shall, upon re-employment, have the period of his military service added to the service he had at the time of his entry into military service. The Company and the Union will jointly determine what seniority must be given a returning veteran to comply with the Universal Military Service and Training Act. If they cannot agree or if their decision is disputed by the veteran or any official having responsibility for the administration of the Act, the Company and the Union will follow the advice or ruling of the local office charged with responsibility for the administration of the Act (or any higher official to whom the veteran, the Company or the Union appeals) unless the Company and the Union agree to contest such advice or ruling. The Company may make adjustments in positions and seniority necessary to reflect the seniority and position given the returning veteran pursuant to the above provisions.
24. In the case of a regular employee who has more than fifteen (15) years net credited service with the Company and who is unable to carry on their regular work as determined by the Company, the Company, based on business needs, will attempt to place such employee in a position which the

employee is able to perform and meet the entry requirements.

ARTICLE IV
Hours of Work, Overtime, and Holidays

1. Employees will be scheduled for no more than forty (40) hours per week and no more than five (5) consecutive days (exception, see Article 5, Paragraph 8). Workweeks shall normally be scheduled for five (5) eight (8) hour days or four (4) ten (10) hour days. This paragraph shall not apply if the work being performed is exclusively for entities other than Commonwealth Edison.

In the case of work being performed exclusively for entities other than Commonwealth Edison, the following paragraph will apply:

Employees will be scheduled for no more than 40 regular hours and no more than 5 regular workdays. All hours worked outside of the regularly scheduled workdays will be paid at the overtime rates described in Paragraph 3 (exception, see Article 5, Paragraph 8).

2. Employees will not be guaranteed a specific number of hours in a work week, except as provided for in this Labor Agreement.

3. Employees will not work scheduled overtime except as provided for in Article 5, Paragraph 8 of this Labor Agreement. Incidental overtime due to unforeseen circumstances (such as equipment breakdown) may occur as an extension of a scheduled workday. Overtime hours will be paid at time and one-half of the employees rate after they have worked forty (40) hours in a work week. Overtime shall be computed to the nearest half hour.

The paragraph above shall not apply if the work being performed is exclusively for entities other than Commonwealth Edison.

In the case of work being performed exclusively for entities other than Commonwealth Edison, the following paragraph will apply:

Employees may work scheduled overtime from time to time as required. Overtime will be paid at time and one half of the employee's rate for hours worked outside of the regularly scheduled workdays. Overtime on the employees second regular day off will be paid at the double time rate. Overtime shall be computed to the nearest half hour.

4. The Company must notify employees before quitting time of the current work day if the employee is not required to report for work on their next scheduled work day.

5. During the work day there shall be an unpaid meal period not exceeding one-half hour, and the meal period will occur within one hour of the midpoint of the scheduled workday.
6. For the purposes of timekeeping, a work week shall begin and end at midnight, Sunday night.
7. For the purposes of timekeeping, the date to which the basic workday is to be allocated shall be the date on which the majority of the basic workday hours are worked. If the hours of the basic workday are evenly divided between two calendar days, the basic workday shall be allocated to the date on which the basic workday ends.
8. Overtime shall be allocated to the calendar day on which it is worked
9. The following days shall be recognized as holidays:

New Year's Day
Martin Luther King Jr. Birthday
Labor Day
Memorial Day
Independence Day
Thanksgiving Day
The day after Thanksgiving Day
Christmas Eve
Christmas Day

10. Whenever the holiday falls on a scheduled workday, the employee will be entitled to the day off. Employee must work or use approved time off on either the scheduled workday immediately preceding or the scheduled workday immediately following the holiday, the employee shall receive the straight time hours pay based on the number of scheduled straight time hours per day in that work week in which the holiday falls.

If the employee qualifies for holiday pay and the holiday falls on a Regular Day Off (RDO), the day immediately preceding or immediately following the RDO (whichever is not an RDO) will be recognized as the holiday.

11. Each employee will be allocated four (4) floating holidays to be scheduled and observed on their basic workday effective January 1 of each year. For timekeeping purposes, the floating holiday will be scheduled similar to a vacation day in accordance with the vacation provisions in Article VI. . Floating holidays shall be defined as eight (8) or ten (10) hours off, based on the work schedule in place at the time of the employee's schedule.
 - A. Effective January 1, 2016, an employee may use four (4) floating holidays each year in half day increments, provided the employee obtains prior approval from his/her supervisor.

B. If an employee transfers/hires into SSG he or she will be eligible for floating holidays after completing their probationary period (transferees who have previously completed their probation will not be subject to any additional probationary period) as follows:

<u>When Hired/Transfer</u>		<u>Eligibility</u>
First Quarter	01/01 through 03/31	4 Days
Second Quarter	04/01 through 06/30	3 Days
Third Quarter	07/01 through 09/30	2 Days
Fourth Quarter	10/01 through 12/31	*0 Days

*Not eligible because probationary period extends through the end of the year

12. If an employee is required to work on a holiday, the employee will be paid at the time and one-half rate for the hours worked in addition to the holiday pay if eligible.
13. Employees shall not be entitled to any other absences with pay besides paid holidays, except as noted in Article 6, paragraph 3.

ARTICLE V
Working Conditions

1. Joint Safety Committee

The Company may establish reasonable rules and provisions for the safety and health of employees during the hours of

their employment. Any changes will be discussed with Union representatives prior to changes being put into effect. Employees will comply with safety and health rules and provisions. Such rules and provisions shall apply uniformly to all employees affected.

The Company and the Union will cooperate in the establishment of a joint safety committee. The joint safety committee will consist of an equal number of management appointed members and Union appointed members who will meet jointly at regularly scheduled intervals.

2. Tuition Reimbursement

It is the policy of the Company to encourage employee to further their self-development through study in approved schools. Accordingly, partial reimbursement of tuition and required fees is made provided the courses have a direct benefit on the employee's current job or lead to an approved higher level degree than the employee currently possess. All such courses of study must be approved in advance.

3. Disability Plan

The Disability Plan, (MBA) Mutual Benefits Association, provides income security if employees are unable to work due to a non-occupational illness or injury.

Disability Plan Benefits: Employees under the SSG Labor Agreement, if disabled beyond one week, will receive if they so choose, regular MBA benefits as do employees covered under the ComEd/Local 15 CBA and subject to the terms and conditions of the Exelon Mutual Benefit Association Rules And Bylaws starting with the eighth day of disability. Employees can use up to two (2) floating holidays to bridge their first week disability. Floating holidays shall be defined as eight (8) or ten (10) hours off, based on the work schedule in place at the time of the employee's schedule.

4. In the interest of safety, at the request of the employee involved, an employee shall be accompanied by a Union representative when he is called before a formal committee making an investigation of an accident. This shall not apply to immediate on the job investigations of an accident. In appointing members of a committee to conduct formal or informal investigation of an accident, the Company will include a representative designated by the Union as a member of the committee.
5. Employees will be required to report directly to a job site or a show-up location in condition to perform work. Employees will travel on their own time, at their own expense, and be ready for work at the scheduled starting time. Employees will be released from work at their last work location for the day.

The Company shall furnish all tools, safety vests, hard hats, and equipment required to perform the work covered in this Labor Agreement, except for: pliers, screw driver, hammer, channel lock pliers, wrenches, and tool belts which will be furnished by the employee. An initial issue of rain gear and knife will be made to the employee; subsequent issues required by normal wear and tear will be on an exchange basis.

Any stipend provided to represented ComEd employees to offset the cost of safety boots will be provided to represented employees who are part of the SSG group.

6. Employees shall be held responsible for tools and equipment furnished by the Company. The Company will supply necessary toolboxes or other safe places for storage of Company furnished tools and equipment. When tools are furnished, employees will be responsible for return of same in good condition, allowing for normal wear.
7. When an employee reports to work and the Company determines the employee is unable to work due to weather conditions or other causes beyond the employee's control, the employee shall receive two (2) hours of pay at the straight time rate, provided the employee remains on the site until released by the Company. If the employee works more than two (2) hours but less than eight (8) hours and is released by the Company for reasons identified above, the employee will be paid for all hours worked to the nearest

one-half hour increment, except that the employee will receive pay for the entire scheduled hours if released during the two (2) hour period prior to the end of their scheduled day.

8. If as a result of a loss of four (4) or more hours in a work week due to weather conditions or other causes beyond the employee's control, the Company may determine it is necessary to schedule additional workdays. These additional workdays will be considered as make-up days and will be scheduled as eight (8) or ten (10) hour workdays. All hours worked, as make-up hours will be paid at the straight time rate up to forty (40) hours straight time pay for the week. To finish the make up day, up to four (4) additional hours may be worked at time and one half the straight time rate. Make-up days will normally be scheduled on the employee's first regular day off.

ARTICLE VI

Vacation Allowance

1. In each calendar year, all regular employees who were on the payroll at the close of the last day of the preceding calendar year and who have one (1) year of service, shall be entitled to vacations with pay in accordance with the provisions of this Article.
2. A regular employee will be granted a regular vacation of two (2) calendar weeks and one (1) extra basic workday of

vacation after the employee has completed their first year of service. Thereafter, the employee will be allowed a regular vacation of two (2) calendar weeks in each calendar year and extra basic workdays of vacation in accordance with the following:

Calendar Year in Which an Employee Completes the Following Years of Service	<u>Days of Vacation Allowed</u>		
	<u>Regular</u>	<u>Extra</u>	<u>Total</u>
1 to 4 inclusive	10	1	11
5 to 10 inclusive	10	5	15
11 to 14 inclusive	10	7	17
15 to 19 inclusive	10	10	20
20	10	11	21
21	10	12	22
22	10	13	23
23	10	14	24
24	10	15	25
25 and over	10	20	30

“Days of Vacation” shall be defined as eight (8) or ten (10) hours off, based on the work schedule in place at the time of the employee’s vacation time off. In no case will vacation pay for five days of vacation exceed forty (40) hours of straight time pay at the applicable hourly rate.

“Service” for vacation purposes is service within ComEd. If an SSG employee subsequently transfers to or from a

position with ComEd the employee will lose no service time thereby.

3. An employee will be paid at their basic hourly rate of pay for the employee's scheduled basic workdays during his or her vacation.
4. Provided the conditions of work are such that the employee's services can be spared and with the understanding that they are subject to change to meet operating conditions and work requirements, vacation shall be selected in accordance with service.

The vacation period shall be from February 1st to November 30th, inclusive. However upon request and subject to the above, an employee may be granted a vacation outside the vacation periods specified above.

Vacation schedules shall be posted on the appropriate bulletin boards not less than thirty (30) calendar days in advance of the vacation period defined above.

5. For vacation purposes, a calendar week shall normally begin and end at midnight, Sunday night.
6. An employee will be allowed to carry over up to five (5) unused regular or extra vacation days into the following year. Any regular vacation days carried over to the following year will be converted to extra vacation days.

7. An employee, eligible for a vacation with pay, whose employment by the Company is terminated before the employee has the entire vacation to which the employee is eligible during the current calendar year, shall receive a vacation allowance equal to the employee's basic hourly rate for the number of days for which the employee is eligible in excess of the number of days of vacation the employee has already taken during the current calendar year.
8. Vacation Scheduling, Call-in Vacation, Emergency Vacation
 - A. Vacations will be scheduled in the following order:
 1. In seniority order, employees will select no more than two (2) full weeks of vacation.
 2. After all employees have selected two (2) weeks of vacation and in seniority order, employees will then select their remaining extra days vacation in seniority order.
 3. If employees wish to schedule individual days of vacation or increments of vacation that are less than one (1) full week, they will be allowed to schedule such vacation after 1 and 2 above. Scheduling full weeks of vacation takes priority over scheduling

vacation in increments of less than one (1) full week.

B. Requests for “call-in vacation” or “emergency vacation” days will be subject to the following:

1. The employee must call the employee’s supervisor one (1) hour prior to the start of his or her shift to request the day off.
2. Except as defined in Article (4) section Eleven (A), no partial days off will be permitted, i.e. the employee must be eligible for at least a full day of vacation as defined above.
3. While every effort will be made to grant the requested time off, the ability to grant the employee’s request is subject to the operating needs of the Company.

C. No more than ten percent (10%) of the employees at a location may be off on vacation at any one time.

9. Employees who are appointed by their Union to serve as delegates to Union conventions or similar Union meetings shall, after reasonable notices to the Company and provided the conditions of work are such that his or her services can be spared, be granted leaves of absence without pay for sufficient time for this purpose.

10. Upon proper notification, reasonable time off as required shall be granted to a regular employee in case of the death of the employee's father, mother, sister, brother, wife, husband, child, grandchild, grandmother, grandfather, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent-in-laws, step-parents, or step-children. Normally not more than three (3) days of such time off between the death and burial will be granted without loss of basic hourly rate of pay or scheduled vacation time.

In addition, this provision will apply to the death of domestic partners or the death of their eligible children as defined by Company medical benefit dependent purposes or for such partners who have registered their civil union with the State of Illinois or their state of residence. A domestic partner is defined as an adult, 18 years or older, of the same or opposite sex that shares a residence with you, is in an exclusive committed relationship with you, is not related to you by blood and is not legally married.

11. A regular employee will be paid at his or her basic hourly rate of pay for hours the employee would have otherwise worked while performing jury service during the employee's basic workweek, but such pay shall not be allowed more than once in each calendar year. All fees received for jury service will be retained by the employee.

ARTICLE VII Wages

1. The wage rates for the job classifications for the term of this Labor Agreement are set forth in Exhibit A.
2. When a qualified employee temporarily works in a job classification that is higher or lower than the employee's regular job classification, the employee shall be paid for the day at the employee's current rate of pay or the rate of pay of the classification to which the employee is assigned, whichever is higher. Employees will be asked at the job site by seniority.
3. For extended upgrades or downgrades (greater than 3 days) the employees will be asked by seniority in the reporting zone.

If an employee works 480 hours or more in a higher classification during any three (3) consecutive month period and is not promoted to the higher job classification, such employee shall receive the higher hourly rate for an additional 200 hours.

4. Employees shall be paid every two weeks before quitting time on Friday. When a holiday falls on a payday, the employee will be paid the day before the holiday. An employee may elect to have the employee's check mailed to

his or her home or automatically sent to a bank of the employee's choice.

5. Productivity incentive programs may be used from time to time and will be discussed with the Union prior to implementation by the Company. During the term of this Labor Agreement, employees will be covered by the same Annual Incentive Plan as provided in the April 1, 2001 CBA.

ARTICLE 8

Grievances - Arbitration

1. There shall be a reasonable number of Stewards, not to exceed six (6), for all employees covered by this agreement. These Stewards shall be selected by the Union. The Union shall furnish the Company with a list of names of the Stewards and the work groups they represent.
2. Should any dispute or difference arise between the Company and the Union or its members as to the interpretation or application of any of the provisions of this Agreement or with respect to job working conditions, the term working conditions being limited to those elements concerned with the hours when employees are at work and the acts required of them during such hours, the dispute or difference shall be settled through the grievance procedure, provided that no grievance will be considered which is more than four weeks old. A dispute as to whether a particular disagreement is a

proper subject for the grievance procedure shall itself be treated as a grievance. The steps of the grievance procedure are:

- Step 1. The dispute or difference shall be presented and first discussed by the employee concerned and the immediate Supervisor. The employee shall be accompanied by a Steward if the employee so requests.
- Step 2. If the dispute or difference is not satisfactorily settled in Step 1, it shall be presented to the Company by the Union Business Representative having jurisdiction. The appropriate Company Representative and Human Resources Representative will discuss the grievance with the Business Representative who may be accompanied by the Steward involved, within fifteen (15) working days after receipt of the grievance. Either party may be accompanied by one additional representative. The management representative will give an answer within five (5) working days after the Step 2 discussion.
- Step 3. If the dispute or difference is not satisfactorily settled in Step 2, it shall be referred at the request of either party to a meeting between the appropriate Executive of the Company (or designee), the appropriate Human Resources

Manager (or designee), an Employee Relations Representative and Business Representative(s) who may be accompanied by the appropriate steward(s) of Local 15 in an effort to resolve the issue of the grievance. If the issue is not resolved as a result of the meeting or neither party requests the meeting, the grievance shall be referred to an Impartial Arbitrator, not a Board of Arbitration.

The appointment of an Impartial Arbitrator shall be made from a list furnished to the parties under the procedure provided in the rules of the Federal Mediation and Conciliation Service. This list shall contain the names of eleven (11) arbitrators, all of whom are members of the National Academy of Arbitrators and shall not contain the names of Arbitrators who have been selected for another pending arbitration between the Company and the Union. The parties shall meet within ten (10) working days of the furnishing of the list and alternately strike the names of the arbitrators in order to select an arbitrator for hearing, with the first party to strike determined by a coin flip or other agreeable method. The arbitration hearing, or at least the first day of the hearing, shall be held within two (2) months of the date the Arbitrator has been selected and, if the Arbitrator is not available, the last name(s) struck will be contacted for their availability.

Grievances in arbitration shall be heard without attorneys, without any briefs or memoranda (pre- or post-hearing), and without transcripts or recordings. The Arbitrator shall issue a one-page Arbitration Award within ten (10) days of the hearing. The Impartial Arbitrator shall be governed wholly by the terms of this Agreement and shall have no power to add or to change its terms. The Arbitration Award shall be binding on the Company and the Union, and shall constitute a precedent as to other grievances in the future and can be introduced into any other arbitration in the future. No more than one grievance may be submitted in each arbitration proceeding. The fees and expenses of the arbitration and the Impartial Arbitrator shall be borne equally by the Company and the Union.

3. In all cases in this Article where a certain number of working days is stipulated, the said number of days shall not include Saturdays, Sundays, or holidays.
4. The time specified for each step in the grievance procedure may be extended by mutual agreement.
5. At each step above Step 1 in the grievance procedure the answer given by the Company shall be in writing. In case the Union is not satisfied with the Company's reply, it shall

present within fifteen (15) working days a written request for further consideration to the Company representative specified at the next higher step.

6. In case of a grievance relative to disciplinary suspension or demotion, or discharge for cause, such grievance shall be originated at Step 2 of the grievance procedure.

If the charges are not sustained in the procedure outlined in this Article, the employee's record shall be cleared of such charges and in the case of loss of any wages; the employee will be made whole.

7. In case of a grievance as a result of implementation of a departmental reorganization or technological change affecting employees covered by this agreement, changes in an existing job classification, or the establishment of a new job classification, such grievance may be originated at Step 2.
8. In the event of a dispute or difference, the parties hereto shall continue to transact and carry on their business in the same manner as at the time of the raising of the question or questions in dispute until a settlement is reached through the grievance or arbitration procedure provided in this Article.
9. The Company will release the appropriate Steward(s) to attend Grievance meetings at the request of the Union, after reasonable notices to the Company.


10. The Company will pay, at their basic hourly rates of pay, officially designated Union Stewards, as provided for in this Article, for the basic work days of their basic work week, while engaged in the following steps of the grievance procedure:

Stewards..... Steps 1,2

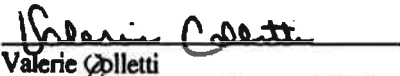
ARTICLE IX Terms of Agreement

1. This Labor Agreement, when signed by the proper officials of the Company and the Union and approved by the President of the Brotherhood shall be effective the pay period immediately following ratification.
2. The term of the Labor Agreement is to and including September 30, 2020.
3. The general wage increase reflected in Exhibit A is effective October 1, 2015.
4. Employees entering into the titles of Principal Mechanic and Operator classifications must remain in these positions for a minimum of one year.


- A. Upon successful completion of the Directional Boring training employees will receive the appropriate title, pay, and the one year commitment to the position will start.
- B. An employee who has served his/her one year commitment in total as an Operator or as a Principal Mechanic fulfills the one year obligation.
5. This Agreement shall be considered renewed from term to term of one (1) year at its expiration date of October 1, 2020 and each subsequent October 1, unless a written notice of desire to amend or terminate the Agreement is given by the Union or by the Company at least sixty (60) days before the expiration of the term of the Agreement or of any renewal period. In the event such written notice expresses a desire to amend the Agreement, such desired amendments shall be set forth in writing and accompany the notice of desire to amend. The parties agree to commence negotiations on any proposed amendments not less than forty (40) days before the end of the then current term, and further agree that if said negotiations are not completed by the expiration date of the then current term of the Agreement, then the term of the Agreement shall automatically be extended so long as negotiations are in progress. Changes in the Agreement can be made at any time by mutual consent.


Jaime Parsons
Manager, Employee/Labor Relations
Exelon Business Services Company

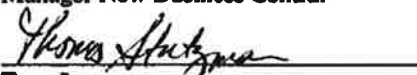

Dean Apple
President


Valerie Colletti
Vice President Distribution Operations
Commonwealth Edison Company


Terry McGoldrick
VP, Senior Assistant Business Manager


Todd Banks
Manager New Business Central


Dave Wiggins
Assistant Business Manager


Tom Stutzman
SSG Work Manager

Memorandums and Letters

I. Joseph Krisch letter dated 05/19/98 regarding Work Covered by the System Services Group Labor Agreement 41

II. Joseph Krisch letter dated 05/19/98 regarding Underground Residential Distribution Work in Chicago Region 43

III. Joseph Krisch letter dated 05/19/98 regarding Impact of System Services Group Labor Agreement Upon Overhead Department Employees..... 44

IV. Joseph Krisch letter dated 05/19/98 regarding System Services Group Work Outside Of Defined Zones..... 46

V. Joseph Krisch letter dated 05/19/98 regarding Staffing for System Services Group..... 47

VI. Joseph Krisch letter dated 05/19/98 regarding Benefit Coverage for System Services Group Employees 50

VII. Joseph Krisch letter dated 05/19/98 regarding Fitness for Duty for System Services Group Employees 52

VIII. Joseph Krisch letter dated 05/19/98 regarding Summer Employment for System Services Group (S.S.G.)..... 54

IX. Ronald Talbot letter dated 10/04/01 regarding Paid Time Off for System Services Group Employees 57

X. Principal Mechanic and Operator Job Descriptions..... 58

XI. Letter of Understanding dated 8/2/12 concerning the initial staffing of the Principal Mechanic and Operator classifications..... 61

XII. Memorandum of Agreement SSG Utilization during Storm Restoration Process (SRP) 63

ATTACHMENT I

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Work Covered by the System Services Group Labor Agreement

The System Services Group (SSG) will perform Underground Residential Distribution (URD) installation work as described by the Duties and Requirements of the various job classifications in the System Services Group. The maintenance of all URD facilities remains the jurisdiction of applicable Overhead employees within the existing Collective Bargaining Agreement.

ComEd agrees that to the extent that the work to be performed by the employees covered by the (SSG) Labor Agreement between a Unicom subsidiary and Local 15, International Brotherhood of Electrical Workers, AFL-CIO, is work of the type that has been ordinarily and customarily performed by ComEd's regular employees covered by the August 25, 1997 Collective Bargaining Agreement (hereafter referred to as "CBA") between Commonwealth Edison and Local 15, International Brotherhood of Electrical Workers, AFL-CIO, such work may be assigned by Unicom or ComEd to employees covered by the SSG Labor Agreement or to employees covered by the CBA, or both, with each

Page 41

assignment to be performed under the wages, fringe benefits, and terms and conditions of the CBA or the SSG Labor Agreement, respectively. In the event of a reduction in work force, employees covered by the SSG labor agreement shall be laid off first and the work returned to ComEd regular employees.

If such work is contracted out to individuals not covered by the CBA or the SSG Labor Agreement, the propriety of such contracting out and the obligations of ComEd to employees covered by the CBA with respect to such contracting out shall be determined by the application of the CBA. The restrictions on contracting and the remedies provided by the CBA for any violation thereunder shall apply only to employees covered by the CBA and not to employees covered by the SSG Labor Agreement.

Sincerely,

Joseph R. Krisch
Human Resources Manager

ATTACHMENT II

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Underground Residential Distribution Work in Chicago Region

As a result of extensive discussions regarding the performance of Underground Residential Distribution (URD) work being performed by a System Services Group (SSG), it is mutually understood that upon successful ratification of the SSG Agreement, URD work within the Chicago Region will continue to be the jurisdiction of the Underground Department.

Sincerely,

Joseph R. Krisch
Human Resources Manager

Page 43

ATTACHMENT III

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Impact of System Services Group Labor Agreement Upon
Overhead Department Employees

Numerous and productive discussions have resulted in a tentative System Services Group (SSG) Agreement dated May 19, 1998. Upon successful ratification of the SSG Agreement, the following changes will occur for Overhead Department employees within the Crew Leader, Line; Overhead Electrician, Special; Overhead Troubleshooter; Overhead Electrician; Overhead Electrician, Starting; Inspector, Overhead; and Service Electrician job classifications.

- 1) A one dollar (\$1.00) per hour increase to the base hourly rate for employees within the job classifications cited above will be applied for all hours worked. The additive will become effective the pay period immediately following the ratification of this agreement.
- 2) An employee with a day shift basic workday schedule who has worked more than four hours of overtime during the eight-hour period before the start of his basic workday, shall, upon release be

Page 44

entitled to a rest period during that basic workday equal to the number of hours worked during such eight-hour period. This paragraph shall not apply in cases where at least twenty-four hours notice has been given for the overtime. This provision will become effective the pay period immediately following the ratification of this agreement.

The aforementioned Overhead Department employees will continue to be subject to the provisions of Article V, Section 7 of the Collective Bargaining Agreement (CBA) and applicable arbitration awards. Specifically, any penalties or compensation associated with the performance of Underground Residential Distribution (URD) work by contractors will be afforded to the affected Overhead Department employees covered by the CBA. As recognition for the start-up effort required to staff the newly created SSG, for URD work only, it is agreed that such penalties or compensation for the affected Overhead Department employees will become effective five months following the date of the start of the initial SSG school or until training is concluded, whichever is completed first.

Sincerely,

Joseph R. Krisch
Human Resources Manager

ATTACHMENT IV

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: System Services Group Work Outside of Defined Zones

The System Services Group (SSG) will perform Underground Residential Distribution installation work as described within the Duties and Requirements of the job classifications contained in the SSG Agreement. Such work will be limited to the geographic boundaries defined in Article III, Section 4 of the SSG Agreement.

In the event the Company seeks to perform work with incumbent SSG employees outside of these geographically defined zones, the Company will meet to discuss with representatives of Local 15 any applicable issues associated with travel, meals and lodging.

Sincerely,

Joseph R. Krisch
Human Resources Manager

Page 46

ATTACHMENT V

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Staffing for System Services Group

Initial Staffing

1. Initial hourly staffing for the System Technician A, System Technician B and System Technician C job classifications within the System Services Group (S.S.G.) will be achieved by first posting the positions to “physical” hourly employees covered by the existing Collective Bargaining Agreement (CBA) dated August 25, 1997. Such eligibility will be afforded to Local Union 15 employees within Customer and Transmission & Distribution Operations up to and including “B” level job classifications.
2. Candidates must successfully meet required screening and selection standards, including screening examination, interviews, and work record review, medical review and must successfully acquire and maintain a Class A Commercial Drivers License.

3. Acceptable candidates will then be covered by the applicable wages, fringe benefits and terms and conditions of the S.S.G. Labor Agreement.
4. Should the staffing requirements for the S.S.G. not be satisfied by the internal means identified above, the Company will recruit from external sources.

Ongoing Staffing

The Company will continue to fill vacancies in the System Technician C job classification by first posting the position up to and including "B" level "physical" employees within Customer and Transmission & Distribution Operations. Should the posting fail to satisfy the staffing needs of the S.S.G., the Company will fill such vacancies from external sources.

Exit from S.S.G. Labor Agreement to regular employee position with ComEd

All S.S.G. employees will be given equal consideration by service for a regular employee position with Commonwealth Edison Company in entry level positions within the Overhead, Underground and Substation Construction promotional series of the Collective Bargaining Agreement. S.S.G. employees will also be eligible to bid on posted positions within the Commercial Division Stores, Substation Operating and Transportation Departments. Such employees will be expected to have successfully passed the appropriate qualification testing criteria and meet all other qualifications prior to consideration. Qualification tests will be conducted after normal working hours (on employees' own time).

In the event an SSG employee in good standing requests to voluntarily return to their former position covered by the existing CBA dated August 25, 1997, such consideration will be given to a request in writing from the employee and returning only to a budgeted vacancy within the job classification and business office that the employee came from before entering the SSG workforce. The employee will then be covered by the wages, terms and conditions of the existing CBA and not be eligible to return to the SSG workforce.

Sincerely,

Joseph R. Krisch
Human Resources Manager

ATTACHMENT VI

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Benefit Coverage for System Services Group Employees

Numerous and productive discussions have resulted in a tentative System Services Group (SSG) Agreement dated May 19, 1998. Among the many issues addressed in these discussions was the health and welfare, or benefit coverage for SSG employees. Specifically, in addition to holidays defined in Article IV and vacation allowance/paid time off defined in Article VI of the SSG Agreement, it was agreed that the Company will offer the same level of benefits as Commonwealth Edison Company employees for medical, dental, vision, life insurance, service annuity and Employee Savings and Investment Plan (ESIP) to employees within the SSG who have completed the probationary period of 520 straight time hours of employment.

One set of discussions focused specifically upon medical plan coverage and the coverage/cost of such should a participating employee be laid off for lack of work. Article III, Section 14* of the Agreement defines this understanding. Also, attached is the exhibit discussed and agreed upon at our meeting December 12, 1996 that clarifies the Company and SSG

Page 50

employees' cost of participation in a defined medical plan as well as the inclusion of employee cost for participation in dental and vision plans discussed at our meeting August 27, 1997.

It was agreed further discussion will be required to clarify the options and employee costs associated with participation in life insurance coverage.

Sincerely,

Joseph R. Krisch
Human Resources Manager

Attachment

*** NOTE: Pursuant to subsequent negotiations, the parties agree that this Attachment VI, referencing Article III, Section 14 of the Agreement, actually intends to reference Article III, Section 20 in light of various modifications that have taken place in subsequent renewals of the SSG CBA.**

ATTACHMENT VII

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Fitness for Duty for System Services Group Employees

It is stipulated in Article V, Paragraph 3 of the System Services Group (SSG) labor agreement that "Employees will be required to report directly to a job site or a show-up location in a condition to perform their work". This language is consistent with the Company's strong commitment to its employees to provide a safe work place. Part of this commitment is our goal to establish and maintain a work environment that is free from the effects of alcohol and drug abuse.

Commonwealth Edison Company has had a Drug and Alcohol Abuse Policy in place for many years that has provided consistent interpretation/application to support a work environment free from the effects of alcohol and drug abuse. Therefore, the following policy, agreement and guidelines will apply to System Services Group employees.

- Drug and Alcohol Abuse Policy, dated 8-22-84

- Agreement Regarding Drug and Alcohol Testing, dated 10-31-90
- Guidelines for Fitness for Duty Issues, dated 4-24-91

In addition to the above, it is further understood that System Services Group employees are subject to the testing provisions associated with maintaining a Commercial Drivers License. For purposes of meeting this requirement, SSG employees will constitute a separate testing pool.

Sincerely,

Joseph R. Krisch
Human Resources Manager

ATTACHMENT VIII

May 19, 1998

Mr. Thomas J. Martin
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1333 Butterfield Rd. - Suite 280
Downers Grove, IL 60515

Dear Mr. Martin:

Subject: Summer Employment for System Services Group (S.S.G.)

It is recognized that the predominance of work performed by the System Services Group (S.S.G.) is cyclical due in large part to the adverse weather conditions.

In an effort to mitigate the number of regular S.S.G. employees who may be laid off during non-peak periods of work while striving to meet customer demands during peak work periods, the Company may hire temporary summer employees. The peak period as defined for this employment is May 1st thru August 30th.

Temporary summer employees may only be hired after the Company has first recalled any regular S.S.G. employees who had been laid off due to lack of work. The maximum number of temporary summer employees will be limited to 25% of the regular S.S.G. employee work group. It is further understood that at a minimum, a corresponding percentage of the S.S.G. work group will be performing work at the System Technician A level.

Page 54

Conditions of Temporary Summer Employment

- 1) A candidate for such employment must be a minimum of eighteen (18) years of age,
- 2) Successfully pass the Construction Aptitude Skills Test and the pre-employment medical examination,
- 3) Can work no more than 560 straight time hours,
- 4) Pays dues to Local Union 15 beginning the thirty-first day of employment in the S.S.G.,
- 5) Employed at the System Technician C job classification only,
- 6) Is not entitled to receive eight (8) hours pay at the straight time rate for Memorial Day or Independence Day if the employee works the scheduled workday immediately preceding and the scheduled workday immediately following either holiday,
- 7) Will not be eligible for any incentive compensation.
- 8) Will not be eligible for other benefits (medical, dental, vision, etc.)
- 9) Article III shall not apply to temporary summer employees.
- 10) Article VI shall not apply to temporary summer employees.
- 11) Any violation of the Company's Drug and Alcohol Policy will result in immediate termination of employment.

- 12) May be discharged any time prior to the 560th straight time hour and such discharge shall not be subject to the provisions of Article VIII.

A Commercial Drivers License is preferred, but not required for temporary summer employees.

Sincerely,

Joseph R. Krisch
Human Resource Manager

ATTACHMENT IX

October 4, 2001

Mr. Nick Citta
Senior Assistant Business Manager
Local Union 15 - I.B.E.W.
1548 Bond Street, Suite 103
Naperville, IL 60563

Dear Mr. Citta:

Subject: Paid Time Off for System Services Group Employees

When applying Article 5, Paragraph 3/Disability Pay, Article 6, Paragraph 9/Funeral Leave, and Article 6, Paragraph 18/Jury Service, an employee's basic wages for a day will be based on the number of scheduled straight time hours they were scheduled for on that day.

Sincerely,

Ronald Talbot
Regional Distribution Operations, Vice President

9-7-16 Modified letter to reflect subsequent renewals of the CBA
and

Attachment X

Principal Mechanic – SSG Directional Boring

Duties and Requirements

Duties:

Perform the work of any member of SSG and or the directional boring crew and to assist them as a member of a SSG Directional Boring (DB) team. To use DB locating system to track and locate DB tool head. To plan and assign work to a crew (numbering from two to five, which include Operators, and SSG Tech B's and C tech) doing directional boring work so as to properly safeguard the employees, the public and the property of the customers and the Company. To check work for performance in accordance with Company safety rules, instructions and specifications. To make inspections of Company and personal tools, first aid and safety equipment and request their repair or replacement as necessary. To be familiar with and able to properly complete and/or modify paperwork, time sheets required in conjunction with the work performed. To be willing and able to train other SSG employees. To perform related duties as assigned.

Requirements:

The Principal Mechanic will have met all of the qualifications of the Directional Boring Operator classification, and continue the on- going education and safety programs. Maintain a valid CDL.

Be able to interact with customers in a professional manner. Successfully complete training classes associated with the job duties. Demonstrate safe work habits. Employees entering into this classification shall be required to stay in this position for a period of one year or already completed one (1) year as an Operator.

August 2, 2012

Attachment X

Operator – SSG Directional Boring

Duties and Requirements

Duties:

Perform the work of any member of SSG up to (B) tech on the directional boring crew, and perform the work listed below. To operate, winterize, and complete daily inspection and minor daily maintenance of all SSG DB equipment. To use DB equipment to install URD direct buried cables and associated pipe.

Requirements:

The Equipment Operator will have meet all of the qualifications of the System Technician B & C classification and continue with on- going education and safety programs. Maintain a valid CDL. Be able to interact with customers in a professional manner. Successfully complete training classes associated with the job duties. Demonstrate safe work habits. . Employees entering into this classification shall be required to stay in this position for a period of one year.

August 2, 2012

Page 60

Attachment 11

October 10, 2012

Mr. Dean Apple
President
Local Union 15 - I.B.E.W.
6360 Belmont Road Suite 1,
Downers Grove, Il 60516

Dear Mr. Apple:

Subject: Staffing of Principal Mechanic and Operator Classifications

Initial and Ongoing Staffing Process for the Principal Mechanic and Operator

1. Initial staffing for the Principal Mechanic and Operator classifications within the System Services Group (S.S.G.) will be achieved by canvassing the SSG employees by seniority.
2. Should the staffing requirements for these positions not be satisfied by the canvassing process identified above, the Company will recruit from external sources.
3. For ongoing staffing, the Company will canvass and promote to the Principal Mechanic and Operator positions from SSG workforce first, before recruiting from external sources.

2012 through 2014 Principal Mechanic and Operator Staffing Plan

Unless business conditions dictate otherwise, a minimum of sixteen (16) employees in S.S.G. will be staffed into the Principal Mechanic and Operator classifications as indicated below:

- In the year 2012- Initial staffing will be Four (4) Principal Mechanics and Four (4) Operators.
- In the year 2013, the Company will staff and additional Two (2) Principal Mechanics and Two (2) Operators
- In the year 2014, the Company will staff an additional Two (2) Principal Mechanics and Two (2) Operators
- The Directional Boring compliment for the two (2) new positions (Principal Mechanic and Operator) will reach a minimum of sixteen (16) employees by the end of 2014.
- Staffing of the SSG Tech A, B, and C's positions will increase incrementally with the staffing of the Directional Boring Crews.

Sincerely,

Bill McBride
Vice President Distribution Operations

Attachment XII

System Services Group, Storm Restoration Process (SRP).

The parties agree to the following SRP duties:

- a. Assisting in Storm restoration:**
 - i. The following language shall govern when the Company utilizes SSG employees in Storm Restoration efforts. Scope of work- SSG duties will be limited to the Purchasing Department/Stores department performing the duties of Material Handler during the Storm Restoration Process (SRP).
- b. Training and Safety**
 - i. It is the Company's responsibility to ensure the Safety and Training of the SSG employees performing stores work
- c. SRP Assignment and Release**
 - i. On a system wide basis all Purchasing Department/Stores employees shall be offered the opportunity to work including overtime prior to involving the SSG employees. The SSG employees will be released from the SRP work first before the Supply Employees. The assignment or callout for SRP work shall be All Purchasing Department/Stores employees then SSG to be assigned/called out by the overtime list. The SSG employees may refuse the assignment with impunity.
- d. Recognizing the fact that SSG is not permitted to work overtime except for the limited provisions of the SSG contract the overtime list shall be first ranked by overtime if any within the SSG group, if there are employees with zero**

hours of overtime the list shall be ranked in order consistent with the previous overtime list. If some but not all employees in the SSG work group have overtime hours, the list will be populated by the employees with no overtime in order consistent with the most recent overtime list at the top of the list, the remainder of the employees with overtime follow placed in order from the least to most overtime cascading to the bottom of the list.

e. Wages and Working conditions

SSG employees upon acceptance and or start of the SRP work will be subject Article IV, V, VI, and VII of the Collective Bargaining Agreement between Commonwealth Edison Company & Exelon Business Services Company and IBEW Local 15 Dated October 1, 2013 to September 30, 2019. The SSG employees will be governed by the CBA mentioned above until released from the SRP assignment. In no case shall an SRP assignment amount to less than a full shift for SSG consistent with the hours of work that SSG is currently working.

- i. The purpose of this provision is to ensure SSG employees receive identical benefits such as suitable meals, rest, etcetera that are negotiated for the Commonwealth Edison BSC contract mentioned above.

For the Union _____ Date _____

For the Company _____ Date _____

