

Memorandum of Understanding: Support & Administrative Selection System (SASS)

Commonwealth Edison Company, Exelon Generation Company, and Exelon Business Services Company (collectively referred to herein as 'the Company') and International Brotherhood of Electrical Workers, Local 15 ('Local 15' or "the Union") hereby agree that the following terms and conditions will be applicable to the implementation of SASS effective December 1, 2009.

1. Any person employed by the Company in any clerical position other than the position of Entry Clerk as of November 30, 2009 is grandfathered under the previous Clerical Aptitude Battery (CAB) and typing test and will be considered an eligible bidder for any demotion, promotion, or lateral opportunity for which successful completion of the SASS testing battery would otherwise be a prerequisite.
2. Effective December 1, 2009, all clerical and physical employees, who were not grandfathered, entering into the Clerical job classifications will be required to successfully complete SASS testing battery as a prerequisite for filling any clerical position except that of Entry Clerk, Customer Service Representative, **Energy Technician, or Senior Energy Technician*. Upon successful completion of the SASS test battery, employees will be considered as an eligible bidder for any such demotion, promotion, or lateral opportunity.
3. Any person hired by the company effective on or after December 1, 2009 (whether as an initial hire or rehire) will not be grandfathered and is required to pass the SASS testing battery as a prerequisite for obtaining any clerical position except that of Entry Clerk, Customer Service Representative, **Energy Technician, or Senior Energy Technician*.
4. The Company will schedule quarterly SASS testing sessions for interested clerical and physical employees, as needed, for employees wishing to be considered for a clerical position.
5. Provisions not specifically addressed in this agreement will be governed by the terms of the CBA.
6. This agreement reflects the parties' understanding of the manner in which the Company will implement the SASS testing battery. This agreement is with prejudice and precedent.

Dean Apple
Dean Apple, Local 15 President

Jan 28, 2011
Date

Brian Montgomery
Brian Montgomery, Director, Labor and Employee Relations

1/28/11
Date

(*Amended 1-31-11 by the parties to not include Energy or Senior Energy Tech in the SASS testing battery)