Ratified 12-19-97

REVISED CONTRACT PROPOSAL (FINAL)

TENTATIVE AGREEMENT DATE: December 8, 1997

PURPOSE: This proposal is a mid-contract revision to the July 1, 1996 - June 30, 1999 Eastern Division, Western Division, and Southern Division Operating Labor Agreement between Central Illinois Public Service Company and Local Union #702 of IBEW.

GENERAL OVERVIEW:

The Meter Department will be combined into the Electric Systems Department in all 3 Operating Labor Agreements on date of ratification of this agreement. The temporary Electronic Technician Department is cancelled on the same date.

A Metering Technician classification, Relay Technician classification, and a Telecommunication Technician classification are added to eventually replace the Meterman Journeyman, Relay Journeyman, and Electronic Journeyman classifications.

Company & IBEW 702 Joint Training Committees will be formed to oversee all Substation and Electronics training. These committees will have equal numbers of Company and 702 members. The committees will have the responsibility for reviewing and approving the training material and academic progress of the employees in training. Refer to Appendix 4, Joint Training Committee, for details.

CONTENTS:

1. Electric Systems Department, pages 2 - 6.
2. Appendix 1, Metering Technician Apprenticeship Program, with Addendum 1 & 2: pages 7 - 12.
3. Appendix 2, Relay Technicians in Training Program, with Addendum 1 & 2: pages 13 - 17.
4. Appendix 3, Telecommunication Technician in Training Program, with Add. 1 & 2: pages 18 - 21.
5. Appendix 4, Substation Electrician Apprenticeship Program, pages 22 - 25.
6. Appendix 5, Joint Training Committee, pages 26 - 28.

ADDITIONAL SIDE AGREEMENTS: The above 6 items will be proposed as 1 side agreement to the operating agreements. In addition to these 6 items, the following paragraphs will be attached and part of the side agreement.

1. Before hiring a Journeymen from the street as a Substation Electrician Journeyman or a higher classification, the applicant shall appear before the Substation Joint Training Committee for a competency review to demonstrate he/she meets the standard expected for a Journeyman in said name craft. A Metering Technician, Relay Technician, or a Telecommunications Technician shall appear before their Joint Training Committee for a similar type review. Any of these listed positions may require taking a written test and/or a demonstration of Journeyman skills, as requested by the Committee. The results of this review will be forwarded to the appropriate Manager responsible for hiring of the position.

2. Troublemen headquartered within a Region, may work anywhere in that Region.

   For emergency callouts on overtime, Troublemen from within that Region will be called from a rotation list observing the appropriate Operating Contract, and then from any Troubleman headquartered within that Region. If no Troubleman headquartered from within the Region is available, then the closest Troubleman to the problem outside the region (by headquarters location, not residence) will be called, observing the Operating Contract boundaries. If no Troubleman is able to respond, an Operation Support Electrician may be dispatched as a Troubleman.

3. Employees will be paid overtime, at the appropriate overtime rate, for actual travel time (one-way only at the employee's discretion) for travel outside of their normal working hours TO or FROM a training location outside of the Company's contiguous service territory.

   An employee who is scheduled for more than two consecutive weeks of training at the same location outside of the States of Illinois and Missouri will be allowed a return trip home at the end of the second week. Upon the employees return to the Training location, the provisions of above paragraphs will apply.

ELECTRIC SYSTEMS DEPARTMENT

Revised 12/8/97

METERING TECHNICIAN (formerly known as ET-I)

General duties:

1. Billable and Interchange metering installations exceeding contractual metering duties of Electric Utilitymen.
2. Sub-station metering outside the control house as now performed.
3. All required field testing of meters.
4. Class II (12.5 kv. & below) relay calibration on distribution circuit feeders.
5. Assist Relay Technicians as needed.

EXISTING METERMAN JOURNEYMEN & METERMAN 1ST/2ND YEAR

Payscales (based on 7/1/97 wage scale)

Meterman 1st Year	$	20.720
Meterman 2nd Year	$	21.890
Meterman Journeyman	**$**	**23.050**
Meterman Journeyman on date of ratification	$	23.350
Meterman + 6 mo. satisfactory supplemental training as offered	$	23.650
Meterman + 12 mo. satisfactory supplemental training as offered	$	24.050
Metering Technician	**$**	**24.050**

1) Meterman not satisfactorily progressing through supplemental training step is frozen at that step.
2) Meterman supplemental training time for progression, starts on date of ratification.
3) Existing Meterman Journeyman holding an Associate Degree in Electronics Technology, a NABER certificate, or an FCC General Radio-Telephone Operator License will start at the Meterman + 6 months step.
4) Metering Technician (or Journeyman in training) assisting a Relay Technician (or Journeyman in training) in the performance of Relay Technician duties will be eligible for an upgrade in accordance to the negotiated 2 hour upgrade rule.
5) A Metering Technician is qualified to work on all metering installations, including those that contain a transmitting device that has a set frequency and output. On installations that will connect to a phone line, Metering Technicians are qualified to work to the phone "jack".
6) Metering Technicians headquartered at the Company's 9th Street facility may be assigned to perform whatever work they are qualified to perform as Metering Technicians in and around any Company location or at any Company facility, consistent with the August 11, 1997 agreement.
7) Donald Terrell and Ronald Catlett are grandfathered as Meter Foreman. The Metering Foreman position will remain as long as they hold their current position. They can perform any Metering Technician duty and may assist a Relay Technician in those areas qualified.
8) Existing Meterman 1st and 2nd year will convert to the appropriate Metering Technician Apprenticeship step, and continue with all existing agreements defining their advancement to Journeyman.
9) Existing Meterman 1st and 2nd year are required to complete the Electric Instrumentation Course (or an approved equivalent) through the National Education Training Corporation within 2 years of entry into the Metering Department. Failure to satisfactorily meet the requirements of this stipulation, will result in being frozen at the 4th step. A grace period of 6 months will be allowed to complete this requirement, and if not satisfactorily completed, the employee must bid the next available position the employee is qualified to bid.

10) Monthly readings of distribution substation non-billable circuit and transformer bank meters may be done by Utility Linemen or Substation Troublemen during routine substation inspections.

11) Former Meterman Journeyman successfully bidding a Metering Technician position during the current contract will re-enter as Meterman Journeyman on a comparative 1997 wage scale. Upon successfully completing 12 months of supplemental training as specified by the Committee, this employee will be promoted to Metering Technician. If the Meterman Journeyman has not successfully met the Metering Technician standard, the Committee will extend the Journeyman at a frozen rate of pay, or require the Journeyman to exercise their bidding rights under the Labor agreement to remain employed.

FUTURE METERING TECHNICIAN APPRENTICES

Payscales (based on 7/1/97 wage scale)

Metering Technician Trainee	$	19.000
Metering Technician Apprentice 1st 6 months	$	20.720
Metering Technician Apprentice 2nd 6 months	$	21.380
Metering Technician Apprentice 3rd 6 months	$	22.040
Metering Technician Apprentice 4th 6 months	$	22.700
Metering Technician	**$**	**24.050**

1) The attached Metering Technician Apprenticeship Program defines the future requirements for a new employee bidding into the Metering Technician position. This Apprenticeship Program becomes part of this negotiated agreement.

2) The Metering Technician Trainee is a 6 month step for employees that do not meet the course requirements to enter the Metering Technician Apprenticeship program. The Metering Trainee step is to acquire the necessary math and electrical skills necessary to enter the Metering Apprenticeship program. The Metering Trainee will be given a math proficiency test at the end of the third month of the trainee step that must be passed with a minimum score of 75. One retake will be given within 5 working days if unsuccessful on the 1st test. Trainees not passing the 2nd test will be removed from the program. Refer to Appendix 1, Metering Technician Apprenticeship Program for details.

3) Former Meterman Journeyman successfully bidding a Metering Technician position after the current contract has expired, will re-enter at the Metering Technician Apprentice 4th 6 months rate of pay. This Technician in training will remain frozen at that rate of pay for 1 year and then be evaluated by the Committee for: upgrading to Metering Technician; extending as a Technician 4th 6 months; or be required to exercise their bidding rights under the Labor agreement to remain employed.

Revised 12/8/97

RELAY TECHNICIAN (formerly known as ET-II)

General duties:

1. All substation and power plant relay work as presently performed by Relay Journeymen.
2. All electric SCADA work as performed by classification formerly know as EJ Control.
3. Meter work inside substation control house and power plants (excluding meter testing).

EXISTING RELAY AND EJ-CONTROL EMPLOYEES

Payscales (based on 7/1/97 wage scale)

Relay Journeyman 1st year	$	24.305
Relay Journeyman 2nd year	$	25.780
Relay Journeyman 2nd year on date of contract ratification	$	26.410
+ 6 months of satisfactory supplemental training as offered	$	26.610
+12 months of satisfactory supplemental training as offered	$	26.810
Relay & EJ Control Journeyman	**$**	**26.410**
On date of contract ratification	$	26.610
+ 6 months of satisfactory supplemental training as offered	$	26.810
Relay Technician	**$**	**26.810**

1. Employees qualifying for the above classifications must satisfactorily meet supplemental training requirements as defined by the Training Committee to progress in steps.
2. Employees formerly known as EJ-Control (Ron Darling, Paul Forbes, Jerry Brown, Ed Barger) will select to become a Relay Technician or a Telecommunications Technician within 30 days of contract ratification. Regardless of choice, they retain the electric SCADA-control work as their primary duty until June 30, 1999. Upon expiration of this contract, electric SCADA-control work reverts to Relay Technician classification of work. Upon contract expiration, Telecommunication Technicians can only do electric SCADA work in an emergency when no Relay Technician is available.
3. The amount of SCADA control work will fluctuate as computer systems and other technology/equipment advances occur. Those existing EJ-Control employees that choose to become Relay Technicians, will normally be assigned to perform the daily "control" work that may arise. If none choose to bid into Relay, a Relay Technician and a backup will begin training to assume the control work by June 30, 1999. All future Relay Technicians in training will become proficient in control work as part of their training program.
4. Former Relay Journeyman and Relay Journeyman 2nd Year who successfully bid a Relay Technician position during the current contract, will re-enter on a comparative 1997 wage rate. Upon successfully completing 6 months of supplemental training (12 months of supplemental training for the Relay Journeyman 2nd Year) as specified by the Committee, this employee will be promoted to Relay Technician. However, if this Journeyman has not successfully met the Relay Technician standard, the Committee will extend the Journeyman at a frozen rate of pay, or require the Journeyman to exercise their bidding rights under the Labor agreement to remain employed.
5. Relay Technicians can perform Metering Technician duties in those areas where qualified.

FUTURE EMPLOYEES BIDDING INTO RELAY TECHNICIAN

Payscales (based on 7/1/97 wage scale)

Relay Technician 1st 9 months	$	24.685
Relay Technician 2nd 9 months	$	25.215
Relay Technician 3rd 9 months	$	25.745
Relay Technician 4th 9 months	$	26.275
Relay Technician	**$**	**26.810**

1. The attached Relay Technician in Training Program defines the future requirements for a new employee bidding into the Relay Technician position. This Training Program becomes part of this negotiated agreement.
2. Former Relay Journeyman successfully bidding a Relay Technician position after the current contract has expired, will re-enter at the Relay Technician 4th 9 months rate of pay. This Technician in training will remain frozen at that rate of pay for 1 year and then be evaluated by the Committee for: upgrading to Relay Technician; extending as a Technician 4th 9 months; or be required to exercise their bidding rights under the Labor agreement to remain employed.
3. Former Relay Journeyman 2nd Year successfully bidding a Relay Technician position after the current contract has expired, will re-enter as a Relay Technician 3rd 9 months, and proceed through the Program as a Technician in training.

Revised 12/8/97

TELECOMMUNICATIONS TECHNICIAN

General duties:

1. Telecommunications work
2. Gas SCADA work

EXISTING ELECTRONIC JOURNEYMAN

Payscales (based on 7/1/97 wage scale)

Electronic Journeyman	**$**	**26.410**
On date of contract ratification	$	26.610
+ 6 mo. satisfactory communications training as offered	$	26.810
Telecommunications Technician	**$**	**26.810**

1. Employees formerly known as EJ-Control (Ron Darling, Paul Forbes, Jerry Brown, Ed Barger) will select to become a Relay Technician or a Telecommunications Technician within 30 days of contract ratification. Regardless of choice, they retain the electric SCADA-control work as their primary duty until June 30, 1999. Upon expiration of this contract, electric SCADA-control work reverts to Relay Technician classification of work. Upon contract expiration, Telecommunication Technicians can only do electric SCADA work in an emergency when no Relay Technician is available.
2. Employees must satisfactorily meet supplemental training requirements to progress in steps.

FUTURE EMPLOYEES BIDDING TO TELECOMMUNICATION TECHNICIAN

Payscales (based on 7/1/97 wage scale)

Telecommunication Technician 1st 6 months	$	24.685
Telecommunication Technician 2nd 6 months	$	25.215
Telecommunication Technician 3rd 6 months	$	25.745
Telecommunication Technician 4th 6 months	$	26.275
Telecommunication Technician	**$**	**26.810**

1. Electronic Journeymen currently in the 1st or 2nd year of their Journeyman in training program will convert to the appropriate 6 mo. step listed above for pay purposes only, and continue to proceed toward the Telecommunication Technician position.
2. Anyone hired BEFORE January 1, 1998 and bidding into a Telecommunications Technician position, must have an Associate Degree in Electronics Technology (or an equivalent as approved by the Telecommunications Joint Training Committee), a NABER certificate, or a FCC General Radio-Telephone Operator License.
3. Anyone hired AFTER January 1, 1998 and bidding into a Telecommunications Technician position, must have an Associate Degree in Electronics Technology (or an equivalent as approved by the Telecommunications Joint Training Committee), AND a FCC General Radio-Telephone License.
4. Any employee not satisfactorily progressing in the 1st step of the Telecommunication Technician Program will be returned to former position.
5. Any employee not satisfactorily progressing beyond the 1st step will be required to bid the next available position that employee is qualified to bid in accord with Appendix 3.
6. A Telecommunication Technician "Journeyman in training" program will be developed by a Telecommunication Joint Training Committee. Refer to Appendix 4, Section D for the details of the Telecommunication Joint Training Committee. Because the curriculum for the Telecommunication Technician in training program has not been finalized, it must receive approval of the Telecommunications Joint Training Committee to go into effect as part of this agreement.

APPENDIX 1
12/8/97 6:40 PM

METERING TECHNICIAN APPRENTICESHIP PROGRAM

A. DEFINITION:

This standard specifies the qualifications, conditions, supervision, training, etc., applicable solely to the Metering Technician Apprenticeship Program in the Electric Systems Department.

The training standards herein stated are the complete apprenticeship Program, and once agreed upon shall remain in force unless changes are made by the consent of the parties to this Agreement. The Company or Union reserves the right to cancel the Metering Technician Apprenticeship Program at any time by giving proper notice to the other party.

Sections of this agreement may temporarily conflict with the Collective Bargaining Agreement until the 1999 contract is ratified. In all areas not specifically identified in this agreement, the Collective Bargaining Agreement will prevail.

B. QUALIFICATIONS FOR THE METERING TECHNICIAN APPRENTICESHIP PROGRAM

The successful bidder must meet one (1) of the following qualifications:

1. No qualifications:

   A. If hired into Company **PRIOR TO JANUARY 1, 1998,** successful bidder MUST comply with 1 OR 2:

   1) Prior to bidding, employee must have completed the following accredited college courses with a grade of C or higher. QUALIFIED BIDDERS MEETING THIS CRITERIA WILL ENTER PROGRAM AS A METERING TECHNICIAN APPRENTICE 1ST 6 MONTHS.

College Algebra	DC Circuits
Trigonometry	AC Circuits

It is recommended the course syllabus from the college of choice be submitted to the EJTC (Electronics Joint Training Committee) prior to taking class to ensure it meets bidding requirements.

2) The senior bidder who has not completed the college level classes as defined in 1. A. 1) above, will enter at the METERING TECHNICIAN TRAINEE step. The 6 month Trainee step will allow the opportunity to acquire the necessary math and electrical skills necessary to complete the Metering Apprenticeship Program. *A math proficiency test will be given at the end of the 3rd month of the Trainee Step that must be passed with a minimum grade of 75.* One retake test will be given within 5 working days if unsuccessful on the 1st test. Trainees not passing the 2nd test will be removed from the program.

   B. If hired into Company **AFTER JANUARY 1, 1998,** successful bidder MUST comply with following:

   1) Prior to bidding, applicant must have completed the following accredited college courses with a grade of C or higher (course content must be approved by the EJTC). UPON BECOMING THE SUCCESSFUL BIDDER, THIS APPLICANT WILL ENTER PROGRAM AS A METERING TECHNICIAN APPRENTICE 1ST 6 MONTHS.

College Algebra	DC Circuits
Trigonometry	AC Circuits

2. Be a Journeyman Lineman or Journeyman Substation Electrician that has completed ALBAT training or an equivalent. Equivalent training must be approved by the Electronics Joint Training Committee.

3. Have completed military training in the last 10 years that would be equivalent to an Associate Degree in Electronics. Equivalent training must be approved by the Electronics Joint Training Committee.

C. STEPS IN TRAINING

Metering Technician Trainee (6 months)
Metering Technician Apprentice – 1st 6 months
Metering Technician Apprentice – 2nd 6 months
Metering Technician Apprentice – 3rd 6 months
Metering Technician Apprentice – 4th 6 months

1. A Journeyman Lineman or a Journeyman Substation Electrician will enter the Apprenticeship program at the 3rd 6 months paygrade step and may perform any duties where they have been trained within the classification employed. The Illinois headquartered AMEREN Senior Metering Engineer, with the concurrence of the Committee, will assess where in the Apprenticeship training curriculum the employee should begin. At the end of the 4th 6 months (12 months into the program), the employee will be reviewed by the Electronics Joint Training Committee to demonstrate Metering Technician understanding and skills. If the employee is not fully qualified as a Metering Technician, that employee will be frozen at the 4th 6 months paygrade, and will be required to complete the additional number of training hours necessary to meet the skill level of an Metering Technician who has completed all 4 steps of the Metering Technician Apprenticeship. If at the end of 24 months of training the employee does not fully meet the qualifications of a Metering Technician, the Electronics Joint Training Committee will review the employee for possible dismissal from the program.

D. PROGRAM ADMINISTRATION/SUPERVISION

1. The Illinois headquartered AMEREN Senior Metering Engineer shall coordinate the Metering Technician Apprenticeship Program.
2. The Power Services Engineer or the Maintenance & Testing Supervisor from the headquartered location of the Metering Apprentice shall assist in maintaining the administrative records of the training program.
3. A "General Performance Appraisal" will be completed at least monthly on the Metering Apprentice by a Supervisor and a Metering Technician who have observed the performance of the Metering Apprentice. These evaluations, with all test scores, shall be reviewed at least quarterly by the Electronics Joint Training Committee for satisfactory progress in the program.

E. PROBATIONARY PERIOD

1. If an Apprentice is removed from the Program by Committee action within the first six (6) months, the employee can return to his previous position.

2. Any Apprentice removed from the Program after six (6) months will have to exercise his seniority rights under the Labor agreement to remain employed.

3. Any Apprentice who does not complete the Apprenticeship Program because of Committee action, shall not be eligible to bid back into the same Program for a period of twenty-four (24) months from the date of removal.

F. CONDITIONS OF TRAINING:

1. The scope of work to be performed, the elements of the craft to be learned in each stage of training, the related classroom instruction, and the manner in which the Apprentice shall work are attached as an appendix and are considered a part of this standard.

   It is recognized that outlines of scopes of work cannot be followed exactly in all cases. In some of the working assignments, the amount of work available under a specified type of work assignment may not be of sufficient volume to keep the Apprentice engaged for the time specified. If after 24 months of apprenticeship the Apprentice has successfully completed all assigned training, job tasks, and passed all comprehensive Stage Exams, although the completion of the Metering Technician Apprentice 4th 6 months step has not been fully completed in all of the hours listed in this document for the Apprenticeship Program through no fault of the Apprentice, the Apprentice will be promoted to Metering Technician but shall appear before the Electronics Joint Training Committee. The Committee shall inform the employee in writing those skills the employee has yet to attain, and the training program necessary to fully meet the skill standards of the Metering Technician. The employee may be temporarily headquartered at another work location, as determined by the Joint Training Committee to complete the required number of training hours.

2. Apprentices shall not be eligible for individual overtime callouts until the 4th 6 months step, and then shall remain on the bottom of the callout list for their headquartered location until reaching Technician status. During the entire apprenticeship, the Apprentice shall be given the opportunity for overtime callout with the mentoring Metering Technician, for training experience. Overtime assignments should be avoided, where practical, to avoid interfering with department related job instructions, hands-on instructions, or related classroom instruction.

3. Apprentices are expected to normally schedule vacations to avoid interfering with scheduled classroom instructions.

4. Apprentices are expected to obey all safety rules and regulations, and the terms of their appropriate operating labor agreement.

5. For apprenticeship training, the Company will provide accommodations with all expenses covered, per the Collective Bargaining Agreement. Time spent traveling to and from the training facility will be paid at appropriate rates; however, travel time will not be credited toward completion of the program.

G. TRAINING PERFORMANCE

1. During the term of apprenticeship, the apprentice shall demonstrate a workmanlike attitude, which should be characterized by good attendance, willingness to learn and accept instruction, ability to get along with others, and an interest in the advancement of the craft.

2. During the term of apprenticeship, classroom and job related instruction may include quizzes. An apprentice is expected to maintain an average of 75 on all tested material, and may be required to retrain on the material where a below average score is received. A continued pattern of sub-standard quiz scores will be referred to the Electronics Joint Training Committee for review and possible dismissal from the apprenticeship.

3. At the end of each stage of the apprenticeship, a comprehensive stage exam will be administered. A grade of 75 or higher must be received before advancing to the next stage of apprenticeship. Failure to achieve a 75 will result in 1 retake of the test within 10 working days of the 1st test. A second failure will be referred to the Electronics Joint Training Committee for probable dismissal from the program.

H. ADDENDUMS:

1. Scope of Work
2. Related Job Instruction (RJI) and Metering Technician Apprenticeship (MTA) session listings for In Training Stages

SCOPE OF WORK
METERING TECHNICIAN APPRENTICE PROGRAM

The Metering Technician Apprenticeship period shall encompass four (4) six (6) month stages for a total of twenty-four (24) months. During this period, the Apprentice shall have instruction and perform assignments under the direction of an engineer, supervisor, technician, or journeyman. As the Apprentice progresses in the program, the Apprentice shall be taught and shall perform more complex work with an increasing level of independence and responsibility. During each stage of the apprenticeship, the Apprentice shall be given, whenever possible, job assignments which reinforce the training received during classroom and hands-on sessions conducted during that stage.

The Metering Technician Trainee is a 6 month step to familiarize a Metering Technician Apprentice with no previous training in electricity about the basics of electricity that must be understood prior to entering the 1st (6) months of the Apprenticeship. The Trainee will receive instruction and practice in basic AC and DC theory, basic electrical formulas, basic AC/DC instrumentation, electrical safety, and basic electrical schematics.

During the 1st six (6) months (Stage 1), the Apprentice shall have instruction and practice in general electrical theory, single phase meter operations and components, elementary wiring diagrams, testing and calculating accuracy of single phase meters.

During the 2nd six (6) months (Stage 2), the Apprentice shall have instruction and practice in polyphase metering principles, components, and operations; polyphase meter installations and testing; National Electric Code and Company wiring and metering requirements; and, in remote metering installations and trouble shooting.

During the 3rd six (6) months (Stage 3), the Apprentice shall have instruction and introductions to substations, AC/DC schematic reading and interpretation, substation metering techniques and testing, interchange metering techniques and testing, and power plant metering techniques and testing.

During the 4th six (6) months (Stage 4), the Apprentice shall have instruction and practice in substation distribution circuit relaying theory and principles, basic relay components and calibration, basic relay testing and test components, and on-site experience with basic relays.

Department related job instruction and hands-on instruction sessions will be given during the twenty-four (24) month period. The purpose of these sessions will be to prepare the Apprentice for field metering and basic relay application and practice. Time spent in these sessions will be classified as time worked and recorded toward completion of the apprenticeship.

Quizzes covering department related job instruction, tests covering hands-on instruction, stage exams, supervisory evaluations, and technician/journeyman evaluations will be administered and evaluated to successfully achieve the title of Metering Technician.

DEPARTMENT
RELATED JOB INSTRUCTION SESSIONS
METERING TECHNICIAN APPRENTICE

TRAINEE STEP

1-4T	Basic through Advanced Math
5T	Safety Requirements
6T	Mechanical Abilities
7T	Device Familiarization
8T	Print Reading for Metering
9T	Site Familiarization
10T	ICC Requirements
11T	Basic DC Theory
12T	Basic AC Theory

STAGE 1

MTA-1	Ohms law as it applies to basic AC/DC circuits
MTA-2	Basic operating principles of meters and their parts
MTA-3	Meter terms and formulas used in measurement and testing
MTA-4	Analyze wiring diagrams to insure proper test lead hookup for all self-contained single phase meter tests
MTA-5	Computer use for programming and reading metering and electronic devices
MTA-6	Properly calibrating meters and interpreting meter test results
MTA-7	Calculating meter accuracy
RJI-01	One Line Diagrams
RJI-03	Basic Wiring and Wiring Diagrams

STAGE 2

MTA-8	Polyphase meter principles and their parts
MTA-9	Polyphase meter terms and formulas used in measurement and testing
MTA-10	Polyphase wiring diagrams and proper test lead hookup
MTA-11	Polyphase meter calibration and interpreting meter test results
MTA-12	Calculating Polyphase meter accuracy
MTA-13	Troubleshooting techniques for meter, cellular phone and recorder installations
MTA-14	National Electric Code and Company metering and wiring requirements

STAGE 3

RJI-02	Distribution Substations, General Arrangements and field trip
RJI-04	Basic DC Schematics
RJI-05	Distribution Substations; DC schematics
RJI-06	AC Schematics
MTA-13	Substation metering techniques and testing
MTA-14	Interchange metering techniques and testing
MTA-15	Power plant metering techniques and testing

STAGE 4

RJI-07	Distribution Substations; Protection Philosophy
RJI-08	Portable Relay Test Sets
RJI-09	Overcurrent Relays
RJI-11	Voltage and Auxiliary Relays and Potential Device Calibration
RJI-12	Reclosing and Timing Relays
RJI-13	Load Checks (phase angle measurements)
RJI-14	WPA (clearance orders)
RJI-15	Circuit Breakers, Theory & Testing (ESM's, VSML's etc.)

APPENDIX 1, ADDENDUM 2

RJI-16	Power Transformers I
RJI-17	Power Transformers II
RJI-18	Advanced Schematics
RJI-19	Capacitor Bank Control Relays
RJI-21	General Troubleshooting
RJI-22	Meter Testing

T = Training Instruction

RJI = Related Job Instruction, training sessions developed by Dorsett and the Joint Training Committee

MTA = Metering Technician Apprenticeship, training sessions developed by Illinois Headquartered AMEREN Senior Metering Engineer and the Joint Training Committee

RELAY TECHNICIAN IN TRAINING PROGRAM

A. DEFINITION:

This standard specifies the qualifications, conditions, supervision, training, etc., applicable solely to the Relay Technician in training program in the Electric Systems Department.

The training standards herein stated are the complete Program, and once agreed upon shall remain in force unless changes are made by the consent of the parties to this Agreement. The Company or Union reserves the right to cancel the Program at any time by giving proper notice to the other party.

Sections of this agreement may temporarily conflict with the Collective Bargaining Agreement until the 1999 contract is ratified. In all areas not specifically identified in this agreement, the Collective Bargaining Agreement will prevail.

B. QUALIFICATIONS FOR THE RELAY TECHNICIAN IN TRAINING PROGRAM:

1. A Successful bidder hired **BEFORE JANUARY 1, 1998** must have completed one of the following:
   a. An Associate Degree in Electronics Technology from an accredited institution, or have completed the core college classes as defined in 2. B. below.
   b. A NABER (National Association of Business and Educational Radio) certificate.
   c. A FCC General Radio-Telephone Operator License

2. A Successful bidder hired **AFTER JANUARY 1, 1998** must have completed one of the following:
   a. An Associate Degree in Electronics Technology from an accredited institution.

OR

   b. Have completed the following accredited college semester courses with a grade of C or higher:

College Algebra	Technical Electronics I
Trigonometry	Technical Electronics II
DC Circuits	Digital Logic
AC Circuits	Introduction to Microprocessors
	Microprocessor Interfacing

C. STEPS IN TRAINING

Relay Technician – 1st 9 months
Relay Technician – 2nd 9 months
Relay Technician – 3rd 9 months
Relay Technician – 4th 9 months

1. A qualified Metering Technician will enter the program at the Relay Technician – 2nd 9 months step.

2. Former Relay Journeymen are granted certain concessions if they successfully bid a Relay Technician position. Refer to paragraph #4 on Page 4, and paragraph #2 on page 5 for details.

D. PROGRAM ADMINISTRATION/SUPERVISION

1. A Maintenance and Testing Supervisor shall be designated to coordinate the Relay Technician in training program.

2. The Maintenance and Testing Supervisor from the headquartered location of the Relay Technician in training shall assist in maintaining the administrative records of the training program.

3. A "General Performance Appraisal" will be completed at least monthly on the Relay Technician in training by a Supervisor and a Relay Technician who have observed the performance of the Relay Technician in training. These evaluations, with all test scores, shall be reviewed periodically by the Electronics Joint Training Committee for satisfactory progress in the program.

E. PROBATIONARY PERIOD

1. If a trainee is removed from the Program by Committee action within the first nine (9) months, the employee can return to his previous position.

2. Any trainee removal from the Program after nine (9) months will have to exercise his seniority rights under the Labor agreement to remain employed.

3. Any employee who does not complete the Program, shall not be eligible to bid back into the same Program for a period of thirty-six (36) months from the date of removal.

F. CONDITIONS OF TRAINING:

1. The scope of work to be performed, the elements of the craft to be learned in each stage of training, the related classroom instruction, and the manner in which the trainee shall work are attached as an appendix and are considered a part of this standard.

   It is recognized that outlines of scopes of work cannot be followed exactly in all cases. In some of the working assignments, the amount of work available under a specified type of work assignment may not be of sufficient volume to keep the Relay Technician in training engaged for the time specified. If after 36 months of training the Technician in training has successfully completed all assigned training, job tasks, and passed all comprehensive Stage Exams, although the completion of the Relay Technician in training 4th 9 months step has not been fully completed in all of the hours listed in this document for the Relay Technician Program through no fault of the employee, the Technician in training will be promoted to Relay Technician but shall appear before the Electronics Joint Training Committee. The Committee shall inform the employee in writing those skills the employee has yet to attain, and the training program necessary to fully meet the skill standards of the Relay Technician. The employee may be temporarily headquartered at another work location, as determined by the Joint Training Committee to complete the required number of training hours.

2. A Relay Technician in training shall not be eligible for individual overtime callouts until the 3rd 9 months step, and then shall remain on the bottom of the callout list for their headquartered location until reaching Relay Technician status. During the entire Relay Technician in training program, the Technician in training shall be given the opportunity for overtime callout with the mentoring Relay Technician, for training experience. Overtime assignments should be avoided, where practical, to avoid interfering with department related job instructions, hands-on instructions, or related classroom instruction.

3. Technicians in training are expected to normally schedule vacations to avoid interfering with scheduled classroom instructions.

4. Technicians in training are expected to obey all safety rules and regulations, and the terms of their appropriate operating labor agreement.

G. TRAINING PERFORMANCE

1. During the term of training, the Technician in training shall demonstrate a workmanlike attitude that should be characterized by: good attendance, willingness to learn and accept instruction, ability to get along with others, and an interest in the advancement of the craft.

2. During the term of training, classroom and job related instruction may include quizzes. A student is expected to maintain an average of 75 on all tested material, and may be required to retrain on the material where a below average score is received. A continued pattern of sub-standard quiz scores will be referred to the Electronic Joint Training Committee for review and possible dismissal from the program.

3. At the end of each stage of training, a comprehensive stage exam will be administered. A grade of 75 or higher must be received before advancing to the next stage of training. Failure to achieve a 75 will result in 1 retake of the test within 10 working days of the 1st test. A second failure will be referred to the Electronic Joint Training Committee for probable dismissal from the program.

H. ADDENDUMS:

1. Scope of Work
2. Related Job Instruction (RJI) listings for In Training Stages

SCOPE OF WORK
RELAY TECHNICIAN IN TRAINING

The training period shall encompass four (4) nine (9) month stages for a total of thirty-six (36) months. During this period, the Technician in training shall have instruction and perform assignments under the direction of an engineer, supervisor, technician, or journeyman. As the trainee progresses in the program, the Technician in training shall be taught and shall perform more complex work with an increasing level of independence and responsibility. During each stage of the program, the Technician in training shall be given, whenever possible, job assignments which reinforce the training received during classroom and hands-on sessions conducted during that stage.

During the 1st nine (9) months (Stage 1), the Technician in training shall have instruction and practice in schematic diagrams, relay control, relay calibration, portable relay test sets, load checking, and general troubleshooting,

During the 2nd nine (9) months (Stage 2), the Technician in training shall have instruction and practice in testing of current transformers, wiring and operational testing, switching, trip checks, high current testing, and an expansion of relay and metering calibration and load checking.

During the 3rd nine (9) months (Stage 3), the Technician in training shall have instruction and practice for theory and testing of major system relaying, digital fault recorders, carrier equipment and audio tone equipment.

During the 4th nine (9) months (Stage 4), the Technician shall have instruction and practice for microprocessor relays, transducers, and Supervisory Control and Data Acquisitions systems (SCADA).

Department related job instruction and hands-on instruction sessions will be given during the thirty-six (36) month period. The purpose of these sessions will be to prepare the Technician in training for field application and practice. Time spent in these sessions will be classified as time worked and recorded toward completion of the Program.

Quizzes covering department related job instruction, tests covering hands-on instruction, stage exams, supervisory evaluations, and technician/journeyman evaluations will be administered and evaluated to successfully achieve the title of Relay Technician.

DEPARTMENT
RELATED JOB INSTRUCTION SESSIONS
RELAY TECHNICIAN IN TRAINING

STAGE 1

RJI-01	(DIST-01)	Introduction and One-Line Diagrams
RJI-02	(DIST-02)	Distribution Substations
RJI-03	(DIST-03)	Basic Wiring and Wiring Diagrams
RJI-04	(DIST-04)	Basic DC Schematics
RJI-05	(DIST-05)	Distribution Substation Protection
RJI-06	(DIST-06)	Basic AC Schematic Diagrams
RJI-07	(DIST-07)	DC Schematics, Distribution Substations
RJI-08	(DIST-08)	Portable Relay Test Sets
RJI-09	(DIST-09)	Electromechanical Overcurrent Relays
RJI-10		Microprocessor Overcurrent Relays
RJI-11	(DIST-10)	Voltage and Auxiliary Relays and Pot Device Calibration
RJI-12	(DIST-11)	Reclosing and Timing Relays
RJI-13	(DIST-14)	Load Checks
RJI-14	(DIST-15)	WPA
RJI-15	(DIST-16)	Circuit Breakers, Theory and Testing
RJI-16	(DIST-17)	Power Transformers I
RJI-17	(DIST-18)	Power Transformers II
RJI-18	(DIST-22)	Advanced Schematics
RJI-19	(DIST-23)	Cap Bank Control Relays
RJI-20	(DIST-24)	Directional Overcurrent Relays
RJI-21	(DIST-25)	General Troubleshooting
RJI-22	(DIST-26)	Meter Testing

STAGE 2

RJI-01	(SYST-01)	Power Plant Protection Policies
RJI-02	(SYST-02)	Bushing Current Transformers
RJI-03	(SYST-04)	Potential Devices
RJI-04	(SYST-05)	Sync Check Relays
RJI-05	(SYST-06)	Timing and One Shot Reclosing Relays
RJI-06	(SYST-07)	Negative Sequence Overcurrent Relays
RJI-07	(SYST-08)	Wiring Tests
RJI-08	(SYST-09)	Operation Tests
RJI-09	(SYST-10)	Differential Relays
RJI-10	(SYST-11)	Transformer and Bus Protection
RJI-11	(SYST-12)	High Current Testing
RJI-12	(SYST-15)	Switching, Tagging Theory
RJI-13	(SYST-17)	Wiring Modifications
RJI-14	(SYST-18)	Directional Ground Overcurrent Relays
RJI-15	(SYST-19)	Introduction to Transmission Line Relaying
RJI-16	(SYST-20)	Meter Testing

STAGE 3

RJI-01	(TECH-01)	Intro to Major System Relaying
RJI-02	(TECH-02)	KD Relays
RJI-03	(TECH-03)	GCX, GCY Relays
RJI-04	(TECH-04)	CEB, CEY Relays
RJI-05	(TECH-05)	Directional Comparison Carrier Blocking
RJI-06	(TECH-07)	Direct Transfer Trip
RJI-07	(TECH-08)	P.O.T.T. Relaying

RJI-08	(TECH-09)	Frequency Relaying
RJI-09	(TECH-10)	Synchronizing Relays
RJI-10	(TECH-11)	DFR
RJI-11	(TECH-12)	Carrier Testing

STAGE 4

RJI-01	(TECH-16)	SEL Relays
RJI-02		MDAR and REL Relays
RJI-03		Transducers
RJI-04	(TECH-17)	ESO SCADA Training-D20
RJI-05		ESO SCADA Training – Micro II, M3, Landis & Gyr

RJI = Related Job Instruction, training sessions developed by Dorsett and the Joint Training Committee

APPENDIX 3
12/8/97 6:51 PM

TELECOMMUNICATION TECHNICIAN IN TRAINING PROGRAM

A. DEFINITION:

This standard specifies the qualifications, conditions, supervision, training, etc., applicable solely to the Telecommunication Technician in training program in the Electric Systems Department.

The training standards herein stated are the basis for Program, and once agreed upon shall remain in force unless changes are made by the consent of the parties to this Agreement. The Company or Union reserves the right to cancel the Program at any time by giving proper notice to the other party.

Sections of this agreement may temporarily conflict with the Collective Bargaining Agreement until the 1999 contract is ratified. In all areas not specifically identified in this agreement, the Collective Bargaining Agreement will prevail.

B. QUALIFICATIONS FOR THE TELECOMMUNICATION TECHNICIAN IN TRAINING PROGRAM:

1. Any successful bidder hired **BEFORE JANUARY 1, 1998** must have completed 1 of the following:
   a. An Associate Degree in Electronics Technology from an accredited institution
   b. A NABER (National Association of Business and Educational Radio) certificate
   c. An FCC General Radio-Telephone Operator License

2. Any successful bidder (or applicant) hired AFTER January 1, 1998 must have completed BOTH:
   a. An Associate Degree in Electronics Technology from an accredited institution
   b. An FCC General Radio-Telephone Operator License

C. STEPS IN TRAINING

Telecommunication Technician – 1st 6 months
Telecommunication Technician – 2nd 6 months
Telecommunication Technician – 3rd 6 months
Telecommunication Technician – 4th 6 months

D. PROGRAM ADMINISTRATION/SUPERVISION

1. The Manager, AMEREN Telecommunications, will appoint a coordinator for the Telecommunications training program. Because the curriculum has not been fully developed, the Telecommunications Joint Training Committee will develop and approve the curriculum to be added to this agreement.

2. The Telecommunication Supervisor from the headquartered location of the Telecommunication Technician in training shall assist in maintaining the administrative records of the training program.

3. A "General Performance Appraisal" will be completed at least monthly on the Telecommunication Technician in training by a Supervisor and a Telecommunication Technician who have observed the performance of the Telecommunication Technician in training. These evaluations, with all test scores, shall be reviewed periodically by the Telecommunications Joint Training Committee for satisfactory progress in the program.

E. PROBATIONARY PERIOD

1. If a trainee is removed from the Program by Committee action within the first six (6) months, the employee can return to his previous position.

2. Any trainee removal from the Program after six (6) months will have to exercise his seniority rights under the Labor agreement to remain employed.

3. Any employee who does not complete the Program, shall not be eligible to bid back into the same Program for a period of twenty-four (24) months from the date of removal.

F. **CONDITIONS OF TRAINING:**

1. The scope of work to be performed, the elements of the craft to be learned in each stage of training, the related classroom instruction, and the manner in which the trainee shall work are attached as an appendix and are considered a part of this standard.

   It is recognized that outlines of scopes of work cannot be followed exactly in all cases. In some of the working assignments, the amount of work available under a specified type of work assignment may not be of sufficient volume to keep the Telecommunication Technician in training engaged for the time specified. If after 24 months of training the Technician in training has successfully completed all assigned training, job tasks, and passed all comprehensive Stage Exams, although the completion of the Telecommunication Technician in training 4th 6 months step has not been fully completed in all of the hours listed in this document for the Telecommunication Technician Program through no fault of the employee, the Technician in training will be promoted to Telecommunication Technician but shall appear before the Telecommunications Joint Training Committee. The Committee shall inform the employee in writing those skills the employee has yet to attain, and the training program necessary to fully meet the skill standards of the Telecommunication Technician. The employee may be temporarily headquartered at another work location, as determined by the Joint Training Committee to complete the required number of training hours.

2. A Telecommunication Technician in training shall not be eligible for individual overtime callouts until the 3rd 6 months step, and then shall remain on the bottom of the callout list for their headquartered location until reaching Telecommunications Technician status. During the entire Telecommunication Technician in training program, the Technician in training shall be assigned overtime work for training purposes with Journeyman Technicians when practical. Overtime assignments should be avoided, where practical, to avoid interfering with department related job instructions, hands-on instructions, or related classroom instruction.

3. Technicians in training are expected to normally schedule vacations to avoid interfering with scheduled classroom instructions.

4. Technicians in training are expected to obey all safety rules and regulations, and the terms of their appropriate operating labor agreement.

G. **TRAINING PERFORMANCE**

1. During the term of training, the Telecommunication Technician in training shall demonstrate a workmanlike attitude that should be characterized by: good attendance, willingness to learn and accept instruction, ability to get along with others, and an interest in the advancement of the craft.

2. During the term of training, classroom and job related instruction may include quizzes. A student is expected to maintain an average of 75 on all tested material, and may be required to retrain on the material where a below average score is received. A continued pattern of sub-standard quiz scores will be referred to the Telecommunications Joint Training Committee for review and possible dismissal from the program.

3. At the end of each stage of training, a comprehensive stage exam may be administered. A grade of 75 or higher must be received before advancing to the next stage of training. Failure to achieve a 75 will result in 1 retake of the test within 10 working days of the 1st test. A second failure will be referred to the Telecommunications Joint Training Committee for probable dismissal from the program.

H. **ADDENDUMS:**

1. Scope of Work
2. Telecommunication Training Instruction (TTI) listings for In Training Stages

SCOPE OF WORK
TELECOMMUNICATION TECHNICIAN IN TRAINING

The training period shall encompass four (4) six (6) month stages for a total of twenty-four (24) months. During this period, the Telecommunication Technician in training shall have instruction and perform assignments under the direction of an engineer, supervisor, technician, or journeyman. As the trainee progresses in the program, the Technician in training shall be taught and shall perform more complex work with an increasing level of independence and responsibility. During each stage of the program, the Technician in training shall be given, whenever possible, job assignments which reinforce the training received during classroom and hands-on sessions conducted during that stage.

All 4 stages of the Telecommunication Technician in training program are under development. The Telecommunication Joint Training Committee will develop and publish the Telecommunication Training Instruction (TTI) for each of the 4 stages.

The TTI Course listings will include both "in-house" and vendor developed training that will provide Telecommunication Department related job instruction and hands-on instruction sessions that will be given during the twenty-four (24) month period. The purpose of these sessions will be to prepare the Technician in training for field application of the existing and future telecommunication and gas SCADA equipment. Time spent in these sessions will be classified as time worked and recorded toward completion of the Program.

Quizzes covering department related job instruction, tests covering hands-on instruction, stage exams, supervisory evaluations, and technician/journeyman evaluations will be administered and evaluated to successfully achieve the title of Telecommunication Technician.

APPENDIX 3, ADDENDUM 2
12/8/97 6:53 PM

DEPARTMENT
TELECOMMUNICATION TRAINING INSTRUCTION SESSIONS
TELECOMMUNICATION TECHNICIAN IN TRAINING

STAGE 1

TTI-1 (Under development by the Telecommunication Joint Training Committee and the Telecommunications Department)

(etc.)

STAGE 2

STAGE 3

STAGE 4

TTI = Telecommunication Training Instruction

APPENDIX 4
12/8/97 6:55 PM

SUBSTATION ELECTRICIAN APPRENTICESHIP PROGRAM

A. DEFINITION:

This standard specifies the qualifications, conditions, supervision, training, etc., applicable solely to the Substation Electrician Apprenticeship Program in the Electric Systems Department.

The training standards herein stated are the complete apprenticeship Program, and once agreed upon shall remain in force unless changes are made by the consent of the parties to this Agreement. The Company or Union reserves the right to cancel the Substation Electrician Apprenticeship Program at any time by giving proper notice to the other party.

Sections of this agreement may temporarily conflict with the Collective Bargaining Agreement until the 1999 contract is ratified. In all areas not specifically identified in this agreement, the Collective Bargaining Agreement will prevail.

B. QUALIFICATIONS FOR THE SUBSTATION ELECTRICIAN APPRENTICESHIP PROGRAM

1. The successful bidder must meet the following two (2) qualifications in the 1st 90 days of the Apprenticeship:
   α. Be able to obtain a Class A CDL driver's license.
   b. Be able to receive a climbing certification.

2. Journeymen Linemen bidding into the substation department must complete the following:
   α. Schematics course.
   b. NJATC substation course (second and third year)
   c. The second and third year of the UE training modules (Stage 2 and 3)
   d. Those modules from the first year deemed necessary by the Substation Joint Training Committee.
   ε. Complete the eighteen month rotation from Construction Crew, to High Voltage Maintenance Crew, to Regional Electrician -Troubleman.

3. The Substation Joint Training Committee will select and/or modify and recommend portions of this program for training of existing Journeymen Substation Electricians and Electrician-Troublemen.

C. TRAINING SUMMARY

The Substation Apprenticeship Program should be a three year training period consisting of the following combination of present CIPS training, present UE training, and proposed CIPS training curriculums. Safety instruction will be included as part of the curriculum provided in the classroom, or other organized courses of related instruction.

Summary of 3 year program	Approx. classroom time
Stage #1 :	
• Complete ALBAT classes	4 – 6 hrs/month
• Complete UE's first 11 orientation Modules	2-3 days
• Complete UE's Stage 1 training at Dorsett	30 days/yr
• Assigned to Construction Crew for 1st six months and HV Maintenance Crew for 2nd six months	
Stage #2 :	
• Complete NJATC substation second year course at West Frankfort	12 days/yr
• Complete CIPS Schematics course	12 days/yr
• Complete UE's Stage 2 training at Dorsett	45 days/yr

- Assigned to a region with Electrician -Troubleman for 1st six months of this stage, and then report to the bid position for the remainder of the program

Stage #3 :

- Complete NJATC substation third year course at West Frankfort — 24 days/yr
- Complete UE's Stage 3 training at Dorsett — 10 days/yr

Details of 3 year program

1. Complete the first year book of the ALBAT training classes that are currently being utilized with the linemen's training. These classes are held on one day per month (this is unpaid personal time) and are taught by union personnel.

2. The second and third year of the program will consist of a National Joint Apprenticeship Training Committee (NJATC) course developed specifically for the substation area. There will be approximately 12 one day classes in the second year and approximately 24 one day classes during the third year. These classes will held in the West Frankfort Union training facility during working hours utilizing trainers at the facility. (Scheduling of these classes will be done in conjunction with the CIPS Schematics course and the UE training program.)

3. The Union Electric Substation Electrical Mechanic Apprenticeship Training Program will be attended during the three year training program. Classes will be held in St. Louis at the UE Dorsett training facility during working hours and will be scheduled approximately every fourteen weeks.

4. A schematics course will be developed reflecting CIPS drawings and methods. This class will be held during the second year of the program and will consist of modules to be attended during working hours at the nearest convenient site. Classes will be scheduled to coincide with the appropriate UE course but should not be in the same week as the NJATC course.

5. During the first eighteen months of the program the apprentice will spend the first six months with the Construction Crew, the next six months with the High Voltage Maintenance/test Crew, and the final six months with regional Electrician -Troublemen. If the apprentice is filling a Electrician -Troubleman position, the final six months should not be spent in the region that his position was awarded. The final 18 months of the apprenticeship will be completed under proper supervision in the position in which the job was awarded. A record of job duties performed will be kept to ensure training on all areas of substation work.

D. CONDITIONS OF TRAINING

1. At all stages of this training one company and one union representative will be allowed to observe the program. Periodic performance appraisals (at least monthly) should be completed on the Apprentice and forwarded to the Apprenticeship Committee for review. The Apprentice will be required to attend training sessions, at the prescribed intervals, prior to the completion of the program.

2. A Substation Joint Apprenticeship Committee will oversee this program, and will insure that safe working conditions and safety instruction are apart of the training environment. Refer to the Joint Training Committee section, APPENDIX 5. The Substation Training Supervisor will coordinate the training and ensure training performance is being recorded on each apprentice. The Maintenance and Testing Supervisor located at the Apprentice's Tech Center will be responsible for maintaining a permanent file of the Electrician's apprenticeship. If the Apprentice is filling an Electrician-Troubleman position, then the permanent file will be maintained by the respective Power Services Engineer.

3. Testing will be conducted throughout this program. Each of the UE training modules consists of a written evaluation and a performance evaluation. This testing will be used to measure progress and evaluate the training module. To remain in the training program an apprentice will be required to score 75% or better on the written portion of the end of session evaluation and score 75% or better on the criteria based skills portion of the end of session evaluation. Those scoring less than 75% will be allowed one retake of the failed exam portion(s), which will be given within one week.

4. The Substation Joint Training Committee shall periodically review the performance of Electrician Apprentices. Performance appraisals, quiz scores, and test scores will be evaluated by the Committee for advancement in the program; extension of the Apprenticeship Steps; or dismissal from the program.

5. For apprenticeship training, the Company will provide accommodations with all expenses covered, per the Collective Bargaining Agreement. Time spent traveling to and from the training facility will be paid at appropriate rates; however, travel time will not be credited toward completion of the program.

E. APRENTICESHIP AGREEMENT

All apprentices approved after the Apprenticeship Standards are instituted and prior to being classified as an Apprentice, shall be shown and given an opportunity to study the standards, the Committee policies, and general requirements for completion of the Apprenticeship Program. The apprentice shall abide by these rules as indicated and agreed to by their signature.

F. PROBATIONARY PERIOD

1. If an Apprentice is removed from the Program within the first nine (9) months, the employee can go back to his previous position.

2. Any Apprentice removed from the Program after nine (9) months will have to exercise his seniority rights under the Labor agreement to remain employed.

3. An employee who is removed from the Program shall not be eligible to bid back into the Program for a period of thirty-six (36) months from the date of the removal.

G. TERM OF APRENTICESHIP PROGRAM

1. The lengths of the Apprenticeship shall be a total of thirty-six (36) months equally divided into four (4) nine month steps

2. Absence time during each nine month step of the Program will be credited or not credited in accordance with the Labor Agreement.

H. ADVANCEMENT

1. During the Program the Apprentice must complete the three (3) stages of the Program as outlined in section C, Training Summary. If after the completion of thirty six (36) months, the Apprentice has not completed the three (3) stages of the Program as outlined in section C, Training Summary, due to scheduling conflicts, the employee will be classified as a Journeyman Substation Electrician and will have up to an additional twelve (12) months to complete the program. The above also applies to the eighteen (18) months program that is required for a Journeymen Linemen to complete.

2. An "Apprentice Progress Report" will be completed monthly for each Apprentice. Reports will be forwarded to the Committee Chairman and the Substation Training Supervisor. The responsible supervisor will maintain the permanent apprenticeship file.

APPENDIX 4

3. Per the side agreement dated August 30, 1996 of the Division Operating Contracts with regard to a Substation Electrician Journeyman bidding into the Line Department as a Apprentice Lineman 3rd 9 Months, the Lineman Apprentice will be required to successfully complete climbing school, AND, must satisfactorily complete the 2nd and 3rd year books of the ALBAT training program. Apprentices entering the Lineman program under this stipulation will be frozen at the 3rd 9 Month wage rate and appear before the Lineman Apprentice Committee for evaluation if the 2nd year book has not been completed by the end of the 3rd 9 month step. At the discretion of the Committee, the Lineman Apprentice may be given up to an addition 6 months at the frozen 3rd 9 Months rate of pay to complete the 2nd ALBAT book.

   The 4th 9 Months step cannot be successfully completed until the 3rd ALBAT book is completed. At the discretion of the Lineman Apprentice Committee, an additional 6 months at the frozen 4th 9 Months rate of pay may be allowed for completion of the 3rd ALBAT book, before being removed from the program for unsatisfactorily progressing through the ALBAT training program.

APPENDIX 5
12/8/97 6:58 PM

JOINT TRAINING COMMITTEE

ELECTRONICS AND SUBSTATION

A. PURPOSE

1. A Substation Joint Training Committee, an Electronics Joint Training Committee, and a Telecommunications Joint Training Committee shall be formed to assist in the development, continuation, and evaluation of training for the Bargaining Unit personnel in the Electric Systems Department within the CIPS Division Operating Contracts.

B. SUBSTATION JOINT TRAINING COMMITTEE

1. A Substation Joint Training Committee shall be composed of equal representation by three (3) persons to represent Central Illinois Public Service Company and three (3) persons to represent IBEW 702. Company members shall be appointed by the Manager of Operations Support; IBEW 702 members by the Business Representatives; all members, including alternates, shall work within the substation crafts.

2. The Operation Support Human Resources Supervisor shall act as Committee Leader, but shall have no vote within the Committee. IBEW 702 will appoint an alternate that will attend all meetings, but shall have no vote within the Committee. All Committee actions requiring a vote shall have 3 voting Company representatives and 3 voting Union representatives. The HR Supervisor and the Union alternate may replace voting members in their absence. IBEW 702 will appoint one of the union Committee members to act as a secretary to keep complete and accurate records.

3. The Substation Joint Training Committee is responsible for overseeing the development and continuation of training for Substation Electrician Apprentices, Substation Electricians, Regional Substation Electrician-Troubleman, and the High Voltage Test and Maintenance Crew.

4. The Substation Joint Training Committee will serve as the oversight committee for the Substation Electrician Apprentices. As such, the Committee will review the progress of Electrician Apprentices at least quarterly, and will determine if the apprentice should a) remain in the program, b) be removed from the program, or, c) be extended at any step in the program. Consultants may be requested to speak to the committee to assist in student evaluations. If the committee has a tie vote in determining if an Apprentice remains in the program, a third party will be selected as an arbitrator. A hearing must be scheduled within 2 weeks of the tie vote and a decision rendered within 30 days of said vote. By mutual agreement, these time limits may be extended.

5. Extensions in the term of training because of a failure to maintain scheduled progress shall normally be granted only upon receipt of evidence confirming the fact that such failure is due to extended personal illness or injury, or unusual personal or family hardship.

6. The AMEREN Substation Training Supervisor (the Op/Spt HR Supervisor will assist in the Substation Training Supervisor's absence) shall coordinate substation training programs, and work closely with the Substation Joint Training Committee.

C. ELECTRONICS JOINT TRAINING COMMITTEE

1. An Electronics Joint Training Committee shall be composed of equal representation by three (3) persons to represent Central Illinois Public Service Company and three (3) persons to represent IBEW 702. Company members shall be appointed by the Manager of Operations Support; IBEW 702 members by the Business Representatives; all members, including alternates, must represent the metering, relay, or control crafts.

2. The EJTC shall annually elect a Committee Leader and a Secretary such that both the Company and the Union are equally represented. The Secretary will function to keep complete and accurate records of all committee proceedings. The Company and Union will appoint an alternate that will attend all meetings, but shall have no vote within the Committee. All Committee actions requiring a vote shall have 3 voting Company representatives and 3 voting Union representatives. The Company and Union alternate may replace voting members in their absence.

3. This Committee is responsible for overseeing the development and continuation of training for Metering Technician Apprentices, Metering Technicians, Relay Technicians in Training, and Relay Technicians.

4. The Electronics Joint Training Committee will serve as the oversight committee for the Metering Technician Apprenticeship Program and the Relay Technician in training programs. As such, the Committee will review the progress of the employees in these programs at least quarterly, and will determine if the employee should a) remain in the program, b) be removed from the program, or, c) be extended at any step in the program. Consultants may be requested to speak to the committee to assist in student evaluations. If the committee has a tie vote in determining if a student remains in the program, a third party will be selected as an arbitrator. A hearing must be scheduled within 2 weeks of the tie vote and a decision rendered within 30 days of said vote. By mutual agreement, these time limits may be extended.

5. Extensions in the term of training because of a failure to maintain scheduled progress shall normally be granted only upon receipt of evidence confirming the fact that such failure is due to extended personal illness or injury, or unusual personal or family hardship.

6. The Illinois Headquartered AMEREN Senior Metering Engineer is responsible for coordinating Metering Training. A Maintenance and Testing Engineer will be designated as the coordinator for Relay Training. As such, these Engineers are expected to work closely with the Electronics Joint Training Committee in developing and maintaining all training programs for the metering, relay, and control crafts.

D. <u>TELECOMMUNICATIONS JOINT TRAINING COMMITTEE</u>

1. A Telecommunications Joint Training Committee shall be composed of equal representation by two (2) persons to represent AMEREN Telecommunications and two (2) persons to represent IBEW 702. Company members shall be appointed by the Manager, AMEREN Telecommunications; IBEW 702 members by the Business Representatives; all members, including alternatives, must represent the Telecommunications craft.

2. The Telecommunications General Supervisor shall act as Committee Leader, but shall have no vote within the Committee. IBEW 702 will appoint an alternate that will attend all meetings, but shall have no vote within the Committee. All Committee actions requiring a vote shall have 2 voting Company representatives and 2 voting Union representatives. The General Supervisor and the Union alternate may replace voting members in their absence. IBEW 702 will appoint one of the union Committee members to act as a secretary to keep complete and accurate records.

3. This Committee is responsible for overseeing the development and continuation of training for Telecommunication Technicians and Telecommunication Technicians in training.

4. The Telecommunications Joint Training Committee will serve as the oversight committee for the Telecommunications Technician in training program. As such, the Committee will review the progress of the employees in this program at least quarterly, and will determine if the employee should a) remain in the program, b) be removed from the program, or, c) be extended at any step in the program. Consultants may be requested to speak to the committee to assist in student evaluations. If the committee has a tie vote in determining if a student remains in the program, a third party will be selected as an arbitrator. A hearing

must be scheduled within 2 weeks of the tie vote and a decision rendered within 30 days of said vote. By mutual agreement, these time limits may be extended.

5. Extensions in the term of training because of a failure to maintain scheduled progress shall normally be granted only upon receipt of evidence confirming the fact that such failure is due to extended personal illness or injury, or unusual personal or family hardship.

6. The Manager, AMEREN Telecommunications, will appoint a coordinator for the Telecommunications training program. Because the curriculum has not been fully developed, the Telecommunications Joint Training Committee will develop and approve the curriculum to be added to this agreement.