

**SUPPLEMENTARY AGREEMENT TO THE LABOR AGREEMENT
BETWEEN AMEREN IP AND LOCALS 309 & 702
OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
EFFECTIVE: 09/01/2006**

For the purpose of developing competent linemen through an Apprentice Program, the Company and Local Unions 309 and 702 of the International Brotherhood of Electrical Workers herein enter into such supplementary agreement. This agreement will supersede all previous Apprentice Linemen Training agreements.

As a pre-condition for acceptance into the Apprentice Lineman classification, a candidate must possess a Commercial Drivers' License permit and will be required to successfully complete on company time at company expense the following pre-entry testing (not necessarily in this order):

- The medical examination required for a commercial drivers license.
- The C.A.S.T. aptitude test or its future equivalent. This test can only be retaken after a one-year waiting period.
- The "criteria based" evaluation test and the field evaluation program (EVs). EVs can only be retaken after a one-year waiting period. Employees will only be allowed to take the "EV's" two times during their career at Ameren.

Apprentices accepted into a formal Apprentice Program who quit or who do not successfully complete the program for any reason, shall not be allowed re-entry until the position they occupied has been filled by another apprentice and that apprentice "completes the program or three (3) years whichever is longer. The Joint Committee will then determine if there are any special circumstances that would justify re-entry into the formal apprentice program.

If a non-Local 309/702 employee transfers into Local 309 or 702 as an Apprentice Lineman and is subsequently disqualified, that employee will not be returned to their previous job. Apprentice Lineman will have no bid rights until successful completion of the Apprentice Lineman Training Program.

The apprenticeship and training program shall be administered by the Company and all apprentices shall conform to the rules of the program.

In the event the Employer and the Union representatives on the Joint Committee cannot agree on the program, the matters in dispute shall enter the grievance procedure.

The Joint Apprenticeship and Training Committee, hereinafter called the "Committee" shall be comprised of equal representation by two (2) persons to represent management, one (1) person to represent Local 702, and one (1) person to represent Local 309 of the IBEW.

- Members of the Committee shall be appointed by the group they represent and vacancies shall be filled in the same manner.
- The management training coordinator will be chairman of the Committee. A secretary may be appointed by the Committee.
- Consultants may be invited to attend Committee meetings but shall have no vote or voice. The Committee must agree on consultants.
- The Committee may appoint joint subcommittees or representatives who will manage the program in their respective areas and report to the Committee.
- The Committee shall, in conformity with these Apprenticeship and Training Standards and the currently approved Collective Bargaining Agreement, advise and

counsel the employer on rules and requirements governing the policies, administration, supervision, education and training of all lineman apprentices.

- The Committee shall meet bi-annually and/or on call of the Chairman or majority of the Committee.
- The Committee shall consider and act on all issues of apprenticeship and training.
- The Committee shall advise the Employer in determining the need for apprentices and/or training, as well as the facilities required to educate and train the apprentices.
- The Committee shall establish minimum standards of education and on-the-job experience for apprentices.
- The Committee shall keep complete and accurate records of education and on-the-job experience on each apprentice.
- The Committee shall advise the Employer on establishment of such rules and policies as it deems necessary for the successful operation of the training program.
- The Committee shall hear and consider all violations of its rules and shall make recommendations as it deems necessary in each individual case.
- The Committee shall call on consultants in the education, apprenticeship and technical fields for help and guidance when deemed necessary.

The apprentice must successfully complete a home study program utilizing the National Joint Apprenticeship and Training Committee (NJATC) material presently used in the American Line Builders Apprenticeship Training program (ALBAT). The Company will reimburse the Apprentice for textbook(s).

In addition to successful completion of the home study course, apprentices will be required to pass written examinations administered in conjunction with formal training at an Ameren training center. The Apprentice must attain a score of 80 percent or higher on each test in order to continue in the program. If the Apprentice scores 70 to 79 percent, they may take one retest but will be required to score 80 percent or higher on the retest. Failure to do so will result in disqualification from the program. The retest will be scheduled as soon as possible following failure of the first attempt. A score of less than 70 percent will disqualify the Apprentice from the program with no retest option available.

An Apprentice Advisor will be selected by the members of the Line Department. The Apprentice Advisor will be responsible for monitoring, counseling, and evaluation of the Apprentice in conjunction with local management.

The Apprentice Lineman shall receive instruction and experience in all branches of the trade in accordance with the following work program and schedules.

The length of the apprenticeship shall be 6,000 actual working hours. Excluded absence time will include vacations, holidays and excused or unexcused illness. Time worked in non-related activities will also be excluded. In addition to the 6,000 hours, a minimum of 36 months will be required for completion.

The program will be comprised of four steps each consisting of 1,500 hours and a minimum of nine months of actual work in each step. The Apprentice must satisfactorily complete all requirements of each step before advancing. The normal and expected performance level will be to complete all requirements for each particular step by the time the 1,500 hours work period has been completed. For an apprentice whose progress is not satisfactory, the apprentice committee may grant a probation period of up to 30 calendar days for each of the first three steps. Work permitted during each step will be as follows:

1st Step – (first 9 month period)

This step is to introduce the Apprentice to line work, material, equipment, ground work, and climbing of wood and steel. The apprentice will be introduced to secondary voltages after demonstrating sufficient progress in these aforementioned areas. Secondary work will advance from simple single-phase 120/240-volt installations to three-phase secondary complex installations not to exceed 600 volts.

Phase 1 – any work involving de-energized circuits under Normal Supervision.*

Phase 2 – any work involving de-energized circuits under Normal Supervision.* When the Apprentice demonstrates proficiency in Phase 2, as determined by management and the apprentice advisor, he/she may perform work included in Phase 3.

Phase 3 – work on all energized secondary voltages including three-phase secondary under Direct Supervision.**

2nd Step – (second 9 month period)

This step is to advance the Apprentice from secondary voltages to primary voltages not to exceed 5000 volts. The Apprentice will be expected to have proficient knowledge of secondary work and safe work practices in order to advance to primary voltage. Apprentice will be given Stage 3 training prior to working primary voltages operating at less than 5 KV. Apprentice can be the second man on a two man crew no more than two days per week except as allowed under the General Guidelines of this agreement.

Phase 1 – work on secondary voltages under Normal Supervision,* three-phase secondary under Direct Supervision** and be introduced to single-phase primary not to exceed 2400 volts under Direct Supervision.**

Phase 2 – introduced to three-phase primary not to exceed 5000 volts still under Direct Supervision.**

Phase 3 – work on primary voltages not to exceed 5000 volts assisting a Journeyman under Direct Supervision.** Apprentices can make "no load" taps under Normal Supervision.* Apprentice can be the third man on a three man crew.

*Normal Supervision – Journeyman can observe the Apprentice from a distance, but does not need to be in the immediate work area.

**Direct Supervision – Journeyman must be in the immediate work area within reach of the Apprentice.

3rd Step – (third 9 month period)

This step is to advance the Apprentice from 4 KV primary to all rubber gloving assignments through 15 KV. The Apprentice will be expected to have proficient knowledge of 4 KV work and safe work practices in order to advance to higher primary voltages. Apprentice will be given 5-15 KV training prior to working primary operating within this voltage range. Apprentice will be assigned to a troubleman/LHO for a minimum of one week (not necessarily consecutive days) with emphasis on exposure to switching operations.

Phase 1 – Single phase not to exceed 7200 volts under Direct Supervision.**

Phase 2 – Apprentice Lineman may respond to call outs per the appropriate labor agreement.

Phase 3 – Work on all primary voltages through 15 KV assisting a journeyman under Direct Supervision.**

4th Step – (fourth 9 month period)

This step will be dedicated to advancing the Apprentice to Journeyman status. Management will work with the Apprentice Advisor to provide work assignments more technical in nature to further this advancement. The Apprentice will be trained in hot stick work and will progress from simple to complex applications. Complex applications in this step will be discussed with Management, the Apprentice Advisor, and the Overhead Repairman/Crew Leader in charge of the work. The Apprentice will also be assigned to a Troubleman/LHO for training purposes. This assignment will be a cumulative total of a minimum of two (2) weeks (this two week period is in addition to the one week period allowed in Step 3). The apprentice may be assigned to an Ameren transmission construction group for a four (4) week period upon mutual agreement by management and union leadership. During this step the Apprentice Advisor and Management will also assess the progress of the Apprentice and provide work opportunities in areas of weakness. Once agreement is reached between Company and the Union, the Apprentice must comply.

*Normal Supervision – Journeyman can observe the Apprentice from a distance but does not need to be in the immediate work area.

**Direct Supervision – Journeyman must be in the immediate work area within reach of the Apprentice.

General Guidelines

An Apprentice Crew will consist of a minimum of two apprentices and an Overhead Repairman/Crew Leader. It is preferable that Apprentice Crew assignments be limited to Step 1, Phase 1 and 2 of the program. Apprentice Crew assignments after Phase 2 of Step 1 may be considered if, in the judgment of management and the Apprentice Advisor, it would benefit the Apprentices training.

The ratio of Apprentice Linemen to Journeyman Linemen shall be one (1) Apprentice Lineman to four (4) Journeyman Linemen, but no more than one (1) Apprentice Lineman to each crew, except the Apprentice Crew.

The Apprentice may be assigned as the fourth man on a three-man crew to allow him to observe and assist on complex three-man work without the need for a supervisor or working foreman to be present.

If by mutual agreement, management and the Apprentice Advisor determine that the Apprentice has advanced sufficiently, he may be given assignments in advance of their normally occurring time frame. For example, an Apprentice may be the second man on a two man crew prior to 2nd Step as long as the crew is doing work that the Apprentice has performed routinely. Another example would be the Apprentice being introduced to three-phase 4 KV primary prior to 2nd Step, Phase 2.

An Apprentice may also be assigned as the second man on a two-man crew for a period longer than two days per week if, in the judgment of management and the Apprentice Advisor, the assignment would benefit the Apprentice's training in any stage of the program. Example: Allow an Apprentice to work on a five-day URD job that is within his capabilities in order to begin and finish the job. The goal would be to keep the Apprentice progressing in the program.

An Apprentice could be moved to any crew or location to provide training within their respective Local 309 or 702 jurisdiction or Ameren Training Centers. Temporary assignments in other union jurisdictions may be discussed but would require mutual agreement between the Company and the Union. Once agreement is reached between Company and the Union, the Apprentice must comply.

A daily evaluation will be completed by the Overhead Repairman/Crew Leader with space for comments from other journeymen on the crew as well as the Apprentice (Attachment A). The Apprentice Advisor will have the opportunity to review all daily evaluations with management. A monthly performance evaluation will be completed by management and the Apprentice Advisor and discussed with the Apprentice no later than the second week of the following month (Attachment B).

Expenses & Travel

Sections 9.06 (i)(1), 9.06(i)(2), 9.06(i)(3), and 9.06(i)(4) of the Collective Bargaining Agreement shall be observed with the four exceptions listed below. In addition, any reference to attending "training" contained in these sections will hereafter be interpreted as either attending training or reporting to a temporary training work location (as outlined in this apprentice agreement).

Exceptions:

9.06(i)(1.2) replaced with: Apprentices are expected to submit a completed expense account form with receipts (meal amounts determined per the appropriate Collective Bargaining Agreement).

9.06(i)(1.3) replaced with: Apprentices shall use their personal vehicle for travel to-and-from the training center or assigned training locations. Mileage will be reimbursed using the current mileage rate.

9.06(i)(3.1) replaced with: Regardless of the apprentice's regular schedule, the apprentice will conform to the work schedule in place at the training center or assigned temporary location.

9.06(i)(3.2) replaced with: Employees will go to lunch as close as practical to noon on training days; however, it will be no earlier than 11:00 AM and no later than 1:00 PM. Employees will not be entitled to overtime or meal money if the lunch period starts at other than noon.

Daily Commuting (if appropriate):

Miles in excess of those normally incurred through reporting to their permanent work location will be reimbursed using the current mileage rate. Overtime will be paid for round-trip time from the permanent reporting location to the training center/temporary work location; however, the Apprentice will report directly to the training center/temporary work location. Meals will be handled per the appropriate Collective Bargaining Agreement.

This supplementary agreement shall continue concurrently with, and for the duration of the Labor Agreement, except as it may be amended as hereafter provided, unless it is not less than 60 days prior to the end of the contract period, written notice is given by either party hereto to the other, requesting that this supplementary agreement be cancelled.

The supplementary agreement shall also be subject to amendment providing the party desiring to amend shall give a 60 day notice to the other party hereto requesting such amendment. The contents of the proposed amendment shall be set forth in the notice.

Nothing in this agreement shall preclude the Company from filling Journeyman Linemen vacancies in lieu of Apprentices.

For the Company:

Rita A. Waddle
Labor Relations Representative
Energy Delivery Illinois

9-7-06
Date

For the Union:

James R. Berger
Business Manager
Local Union No. 309, I.B.E.W.

9-22-06
Date

Paul Moore
Business Manager
Local Union No. 702, I.B.E.W.

9-25-06
Date

APPRENTICE DAILY SHEET

NAME: _____ DATE: _____

CREW LEADER: _____

Type of Work: _____

Key Point(s) of Instruction (type of work performed):

Key Safety Point:

Crew Leader Comments:

Apprentice Advisor: _____

Lineman Comments: _____

Apprentice Comments: _____

Supervisor: _____

Superintendent: _____



APPRENTICE LINEMAN

PROGRESS REPORT



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
ST. LOUIS, MISSOURI

E: _____

HEADQUARTERS: _____

SUPERVISOR: _____

UNION REPRESENTATIVE: _____

PERIOD COVERED BY THIS REPORT: _____

DATE STARTED TRAINING: / /

ADVANCED TO 2ND STAGE: / /

ADVANCED TO 3RD STAGE: / /

ADVANCED TO JOURNEYMAN: / /

THROUGH: _____

TYPE OF WORK DONE DURING THE PERIOD COVERED BY THIS REPORT. (Check all those which apply. Parts of lines below may be crossed out if this will make them more accurate - important that this be as accurate as possible.)

- INSTALL/REMOVE POLES
- INSTALL/REMOVE CROSSARMS AND LINE HARDWARE
- ASSEMBLE/INSTALL/REMOVE GUYING EQUIPMENT
- RIGGING
- INSTALL/REMOVE SINGLE PHASE TRANSFORMERS
- INSTALL/REMOVE THREE PHASE TRANSFORMERS
- INSTALL/REMOVE/REPAIR SECONDARY CONDUCTORS
- INSTALL/REMOVE/REPAIR PRIMARY CONDUCTORS
- INSTALL/ADJUST/OPERATE SWITCHES: 100 + 200 AMP, 600 AMP, 34 KV
- INSTALL SERVICES AND/OR METERS
- HOT WORK: 0 TO 500 V, 4 KV, 12 KV
- GLOVING PRIMARY: 4 KV, 12 KV
- MISCELLANEOUS (SPECIFY): _____

THE CONSCIENTIOUS COMPLETION OF THIS FORM BY BOTH PARTIES (INCLUDING APPROPRIATE WRITTEN COMMENTS) AND COUNSELLING WITH THE APPRENTICE IS VERY IMPORTANT. IN ORDER FOR MUTUAL BENEFIT TO BE OBTAINED BY ITS USE, IT SHOULD BE DISCUSSED IN ITS ENTIRETY WITH THE APPRENTICE BY THE LAST FRIDAY OF EACH MONTH AND SUBMITTED TO THE TRAINING DEPARTMENT (D-684), ALONG WITH THE COMPLETED MONTHLY WORK RECORD, BY THE FIRST WEDNESDAY OF THE FOLLOWING MONTH.

(ALL RATINGS BASED ON CURRENT PERFORMANCES FOR GIVEN TIME IN APPRENTICE PROGRAM)

MEETS EXPECTATIONS: APPRENTICE IS CURRENTLY LEARNING AND PERFORMING TASK AT EXPECTED RATE FOR TIME AND TASK EXPOSURE IN THE PROGRAM.

DOES NOT MEET EXPECTATIONS: APPRENTICE PERFORMANCE IS BELOW WHAT IT SHOULD BE FOR TIME AND TASK EXPOSURE IN THE PROGRAM.

Note: Ratings marked "Does Not Meet Expectations" must be supported by specific comments on Page 3, in the section marked "Major Weak Points".

Check the appropriate box

<p>1) SAFETY (Comprehends and has adequate knowledge of hazards involved; takes proper precautions. Is safety conscious for self and other crew members.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>2) JOB KNOWLEDGE - COMPREHENSION & RETENTION (Understands and retains instruction. Able to perform and accomplish repetitive tasks without continuous instruction.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>3) CLIMBING ABILITY (Shows continuous improvement in climbing skills and confidence.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>4) WORKING POSITION (Demonstrates proper working position on the pole. Works with minimum location changes.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>5) USE OF TOOLS & EQUIPMENT (Demonstrates skill and ability in using tools and equipment properly and safely to perform assigned task.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>6) DECISION MAKING & JUDGEMENT (Considers all factors before acting. Uses good judgement.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>7) INITIATIVE & ATTITUDE (Demonstrates strong work ethic; is anxious to learn; alert for new ideas and takes pride in doing quality work.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>8) COOPERATION (Accepts constructive criticism and instruction. Works well with supervision and fellow employees.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>
<p>9) PROGRESSION RATE (Daily improvements in skill, and abilities are adequate for time in Apprenticeship and repetition of task performed.)</p>	<p>Meets expectations <input type="checkbox"/> Does not meet expectations <input type="checkbox"/></p>

MAJOR STRENGTHS:

SUPERVISOR: _____

UNION REPRESENTATIVE: Agree: ____ Disagree: ____

Comments: _____

MAJOR WEAK POINTS:

SUPERVISOR: _____

UNION REPRESENTATIVE: Agree: ____ Disagree: ____

Comments: _____

WHAT DO YOU WANT THIS EMPLOYEE TO DO TO IMPROVE?

SUPERVISOR: _____

UNION REPRESENTATIVE: Agree: ____ Disagree: ____

Comments: _____

I RECOMMEND THAT THIS EMPLOYEE (CHECK ONE): CONTINUE IN THE PROGRAM ____ BE DISQUALIFIED ____

UNION REPRESENTATIVE: Agree: ____ Disagree: ____

SUPERVISOR: _____ DATE DISCUSSED WITH EMPLOYEE: _____

UNION REPRESENTATIVE: _____

TITLE or JOB CLASSIFICATION: _____

EMPLOYEE'S COMMENTS OR REACTION TO COUNSELLING:

THIS PROGRESS REPORT WAS DISCUSSED WITH ME: NAME: _____
DATE: _____

SUPERINTENDENT'S COMMENTS:

SUPERINTENDENT: _____
DATE: _____

MANAGER'S COMMENTS:

MANAGER: _____
DATE: _____

TRAINER COMMENTS:

TRAINER: _____
DATE: _____

Date received by Training Dept.: ___/___/___

Date forwarded to Union: ___/___/___

Completed Report Reviewed by: (initials) _____