May 8, 1996

ELECTRIC METERMAN
APPRENTICESHIP AND TRAINING PROGRAM
ILLINOIS POWER COMPANY
and
I.B.E.W. LOCAL 51

A. The Apprenticeship and Training Program shall be administered by the Company, and all Apprentices shall conform to the rules of the program.

B. 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 at the Four-Man Board step.

C. The Apprenticeship and Training Standards herein stated are the complete program and, once agreed to, shall remain in force unless changed by consent of the parties to this Agreement.

D. No section, or part, of these Standards shall conflict with the Collective Bargaining Agreement. Where such conflict may appear, the Collective Bargaining Agreement shall prevail.

I. THE JOINT COMMITTEE

The Joint Apprenticeship and Training Committee, hereinafter called the "Committee" shall be composed of equal representation by two (2) persons to represent Illinois Power Company and two (2) to represent Local 51 of the International Brotherhood of Electrical Workers.

A. Members of the Committee shall be appointed by the group they represent, and vacancies shall be filled in the same manner.

B. The Administrator - Electric Operations Training will be Chairman of the Committee. A Secretary will be appointed by the Committee.

C. Consultants may be invited to attend meetings of the Committee, but shall have no vote or voice. Committee must agree on consultants.

D. The Committee may appoint joint subcommittees or representatives who will manager the program in their respective areas and report to the Committee.

II. DUTIES OF THE COMMITTEE

A. The Committee shall, in conformity with the Electric Meterman Apprenticeship and Training Program 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 Electric Meterman Apprentices.

B. The Committee shall meet bi-annually and/or on call of any member of the Committee

C. The Committee shall consider and act on all issues of apprenticeship and training.

D. 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.

E. The Committee shall establish minimum standards of education, training and on-the-job experience for Apprentices.

F. The Committee shall keep complete and accurate records of education, training, and on-the-job experience on each Apprentice.

G. 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.

H. The Committee shall hear and consider all violations of its rules and shall make recommendations as it deems necessary in each individual case.

I. The Committee shall call on consultants in the education, apprenticeship and technical fields for help and guidance when deemed necessary.

III. APPRENTICESHIP AGREEMENT

A. All Apprentices now employed by the Employer have the option to stay with the existing on-the-job three year program or to convert to this Apprenticeship Program. Those transferring to the Apprenticeship Program shall be evaluated and given credit for time served.

B. All Apprentices approved after this Apprenticeship Program is instituted and prior to being classified as an Apprentice, shall be shown and given

an opportunity to study the program, the Committee policies and general requirements for completion of the Apprenticeship Program.

C. The Apprentice, regardless of his assigned headquarters location, can expect to be assigned to various locations as training needs dictate.

IV. PROBATIONARY PERIOD

A. Shall be as per the current Collective Bargaining Agreement.

B. Should an Apprentice leave the program voluntarily or be removed by the Committee after (A) above, the Apprentice will be allowed to exercise his rights in accordance with Local Union-Company agreements.

V. TERM OF APPRENTICESHIP

A. The length of the Apprenticeship shall be 4500 straight-time actual working hours. Overtime hours will be adjusted to reflect straight-time hours in administering of the program. (Example: 4 hours at 1-1/2 rate = 4 hours time.)

In addition to the 4500 hours, a minimum of 30 months will be required for completion. Absence time, including vacations, holidays, sickness, excused or unexcused absences will be excluded. Time worked in non-related activities (such as meter reading) will also be excluded. Time in formal instruction classes will be included. Hours for travel will not be included.

B. The 4500 hours will be comprised of not less than those indicated in Section XI.

VI. ADVANCEMENT

The program will consist of three steps consisting of 1500 hours of actual work in each step.

A. At the end of each 1500 hours period of actual work, the Committee shall examine the progress of the Apprentice on-the-job and in related instruction. Action must be taken by the committee on each Apprentice to:

(1) approve advancement to next step,

(2) extend present rating for a probationary period as stipulated below,

(3) terminate the individual's apprenticeship.

B. Apprentice must satisfactorily complete all requirements of each step before advancing. The normal and expected performance level will be to complete all requirements for a particular step by the time the 1500 hour work period has been completed. In the event that extenuating circumstances prevent this, a grace period of up to one month may be granted, subject to review of the Joint Committee.

(1) 1st to 2nd step advancement - 1500 hours and one month grace period.

(2) 2nd to 3rd step advancement - 1500 hours and one month grace period.

(3) Total length of program cannot be completed prior to 30 months.

C. Performance Appraisal:

Appraisal forms are to be used in monitoring an Apprentice's progress. The Electric Meterman Apprentice Weekly Training Summary will be completed by each Apprentice every week. They will be forwarded by the Training Section weekly for review. If necessary, the Apprentice Coordinator will discuss with the Supervisor to insure that the proper amount of time is being worked in each category.

The "General Performance Appraisal - Meterman" will be completed bi-monthly for each Apprentice. An appraisal will be prepared by the Leadman or Foreman with input from the Journeyman. A separate appraisal will be prepared by the Supervisor. If there are no Foreman or Leadman assigned to the area then the Journeyman will complete the appraisal.

Copies of all Appraisals and Training Summaries will be forwarded to the Apprentices and the Joint Committee.

D. The Apprentice will normally work under the direction of a Journeyman.

(1) The Leadman or Journeyman will review work assignments.

(2) Under no circumstances will an Apprentice be allowed to work in a primary area unless he is under the direction of a Journeyman.

VII. SAFETY

A. Safety instruction will be included as part of the curriculum provided in the classroom, or other organized courses of related instruction.

VIII. EDUCATION

A. A requirement of the Electric Meterman Apprentice Program includes completion of a home study program and of a "formal classroom" curriculum (courses).

B. The "formal classroom" curriculum will require that the Apprentice attend classes provided by Illinois Power at various sites and to attend courses held at "remote locations." It is anticipated that "remote locations" will include the training facilities or other utilities, of manufacturers, and/or at those of selected educational institutions. Existing employees will be grandfathered through May 8, 1997 in order to have the opportunity to take necessary classes.

C. A prerequisite requirement to being awarded a bid into the Electric Meterman Apprentice Program is the completion of junior college level courses in technical mathematics. The candidate has three options:

(1) The course(s) may be successfully completed at a college or junior college.

(2) A correspondence course approved by the Joint Committee may be successfully completed, or

(3) Successful completion of the Richland Community College Math equivalency test at a local junior college. The candidate will go to the local community college and be tested for math proficiency. If the math placement test results, as interpreted by Richland Community College Standards, indicate an existing math proficiency, the candidate will be considered eligible for the program. Any disputes regarding proficiency tests will be addressed by the Joint Committee.

The course(s) as a minimum shall consist of instruction in fractions, percents, measure, graphs, algebra, equations, ratio and proportion, and trigonometry.

IX. HOME STUDY COURSE

A. A home study course will be developed for the Electric Meterman Apprentice Training Program. The course will be developed so that it can be completed within 18 months of the receipt of the instruction material.

B. Periodic testing will be required. The Apprentice will be required to pass a written (close book) exam prior to advancement to the next step and to Journeyman.

C. The Apprentice must complete all of the course, including successfully passing all examinations prior to advancement to Journeyman. Thirty-three percent (33%) of the course (including appropriate exams) must be completed before advancement is permitted to the second step; one-hundred percent (100%) prior to the third step.

D. An Apprentice who fails an exam will be given a second opportunity to pass the exam. This is to be completed within 60 days. A second failure will result in a referral to the Committee. The Committee may elect any of several options, including, but not limited to, an additional opportunity to retake the exam or termination of the Apprenticeship.

X. FORMAL TRAINING

A. Each Apprentice will be required to successfully complete a training school furnished by the employer. The training will include performing work at various heights off of ladders and out of bucket trucks. Qualified employees from the Locals will be requested to assist in the school whenever his training is conducted on IP property.

B. Each Apprentice will be required to become certified in CPR and to complete a first aid course. The CPR and first aid classes will be provided by the Company.

C. Classes will be scheduled throughout the Apprenticeship on various metering topics. The Apprentice shall attend these when scheduled. These will be scheduled as far in advance as possible to permit the Apprentice to arrange his personal schedule.

D. Some training, instruction, and/or courses may be required at locations other than those on IP properties. Where possible, arrangements will be made so that the Apprentice can travel during regular working hours. When this is not possible, the Apprentice will travel as needed. Travel

time hours outside of regular hours will be paid at the appropriate rate plus expenses.

E. The Apprentice is required to pass all exams by the organization sponsoring the assigned course. The Company will not send an individual who fails an exam to a repeat course. The Company, if permitted by the sponsoring organization, will administer a second exam (provided by the sponsoring organization). The retry exam must be taken within thirty days after the failure of the first exam. Failure of the second or retry exam will invoke item IX-D.

F. Overtime will not be paid for required "at home" or "away from class" study that may be required to successfully complete a class.

XI. ON-THE-JOB TRAINING MINIMUM HOURS BY CATEGORY

A. **Area Apprentices**

Single Phase and Three Phase Self-Contained Metering		1200
Transformer Rated Metering		1200
Demand and Special Metering		1200
Miscellaneous		900
	TOTAL	4500

B. **Central Meter Apprentices**

Single Phase Meters		500
Polyphase Meters		700
Demand Meters		700
Transformer Room		500
Meter Lab		1200
Miscellaneous		900
	TOTAL	4500

May 8, 1996

ADDENDUM A
to the
ELECTRIC METERMAN
APPRENTICESHIP AND TRAINING PROGRAM

BIDDING AGREEMENT BETWEEN
DECATUR AREA AND CENTRAL METER SHOP

A. Journeyman will continue to have bidding and bumping privileges between the Meter Shop and the Decatur Area.

B. If the successful bidder has not previously had at least one year on-the-job experience in the type of work being performed at the new location, the Joint Apprenticeship and Training Committee will review the candidate to determine what training is required before he/she can work independently and safely. If necessary, the successful bidder may be required to work under the direction of a Journeyman for a period of time. In addition to on-the-job training, some classroom and/or training at other locations may be required.

For IBEW Local 51:

Dominc F. Rivara 5/8/96
Dominc F. Rivara Date
Business Manager
Local Union No. 51, IBEW

For Illinois Power Company:

Michael A Schultz 5/8/96
Michael A. Schultz Date
HR Consultant - Labor Relations

For the Union:

Dominic F. Rivara 5/8/96
Dominic F. Rivara Date
Business Manager
Local Union 51, IBEW

For Illinois Power Company:

Michael A Schultz 5/8/96
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John P. Barud 5/8/96
John P. Barud Date
Director-Electric Operations

5/22/96
Mark T. Burgener Date
Metering/Measurement Team Leader