

basic workday of eight hours shall be continued in effect unless changed in accordance with the provisions of this Agreement.

2. For the purpose of timekeeping, a workweek shall begin and end at midnight, Sunday night.

3. For the purpose of timekeeping, the date to which the basic workday is to be allocated shall be the date on which the majority of the basic workday hours are worked. If the hours of a basic workday are evenly divided between two calendar days, the basic workday shall be allocated to the date on which the basic workday ends.

If, because of the application of this Section, two basic workdays are allocated to the same calendar day, straight time shall be paid for the basic workday hours of both basic workdays.

Overtime shall be allocated to the calendar day on which it is worked.

4. An hourly premium will be paid for the hours specified in this Section. Such premium shall be equal to 5.25% of the "A rate of pay" as computed on the effective date of the general wage increase. Future adjustments will be made in the same manner on the effective date of any general wage increase.

NOTE: Computations will be rounded to the nearest cent.

(a) If an employee's basic workday begins before 6:00 a.m. or ends after 8:30 p.m., the employee shall receive this premium for all hours worked during the same timekeeping day as defined in Section 3 of Article IV.

Illustrations: If an employee, whose regular shift on a basic workday is from 7:00 a.m. to 3:00 p.m., is called in two hours early, the employee receives no premium.

If an employee, whose regular shift on a basic workday is from 7:00 a.m. to 3:00 p.m., continues at work for an additional shift from 3:00 p.m. to 11:00 p.m., the employee receives no premium for this additional shift.

If an employee, whose regular shift on a basic workday is from 3:00 p.m. to 11:00 p.m., is called in two hours early, the employee receives the premium for all hours worked.

If an employee, whose regular shift on a basic workday is from 11:00 p.m. to 7:00 a.m., is required to continue at work for an additional shift from 7:00 a.m. to 3:00 p.m., the employee receives the premium for all hours worked.

If an employee, whose regular shift on a basic workday is from 11:00 p.m. to 7:00 a.m., works two hours overtime, the employee receives the premium for all hours worked.

- (b) If on an employee's regular day off, the employee is required to work as a part of their established work schedule and the work period begins before 6:00 a.m. or ends after 8:30 p.m., the employee shall receive this premium for all hours worked during the same timekeeping day as defined in Section 3 of this Article IV.

Illustrations: If an employee, whose regular shift on a basic workday is from 7:00 a.m. to 3:00 p.m., has an established work schedule on their days off from 3:00 p.m. to 11:00 p.m., the employee receives the premium for the hours worked.

If an employee, whose regular work schedule is from 3:00 p.m. to 11:00 p.m., has an established work schedule on their days off from 7:00 a.m. to 3:00 p.m., the employee does not receive the premium for the hours worked.

- (c) If all of an employee's basic workdays of a basic workweek begin before 6:00 a.m. or end after 8:30 p.m., the employee shall receive this premium for all hours worked on their regular days off during the same week as defined in Section 2 of Article IV.

Illustrations: If an employee, whose regular schedule throughout the basic workweek is from 7:00 a.m. to 3:00 p.m., is called out on a day off, the employee does not receive the premium regardless of the hours of the call-out.

If an employee, whose regular schedule throughout the basic workweek is from 3:00 p.m. to 11:00 p.m., is called out on a day off, the employee receives the premium regardless of the hours of the call out.

- (d) If some, but not all, of an employee's basic workdays of a basic workweek begin before 6:00 a.m. or end after 8:30 p.m., the employee shall receive this premium on regular days off for all hours worked during a work period which begins before 6:00 a.m. or ends after 8:30 p.m.

Illustrations: If, during an employee's basic workweek, they work a day shift one day or more and an afternoon or night shift one day or more and then is called out on their day off:

- (1) If the employee's call-out period begins before 6:00 a.m. or ends after 8:30 p.m., the employee receives the premium for the hours worked.

(2) If the call-out period begins after 6:00 a.m. and ends before 8:30 p.m., the employee does not receive the premium for the hours worked.

(e) If, under the conditions specified above, the premium is to be paid for hours that are compensated at an overtime rate, the applicable overtime rate shall not be applied to the current hourly premium.

5. A regular employee who is scheduled to work on Sunday as a basic workday shall be paid a premium of 25%, computed upon the basis of the employee's basic hourly rate of pay, for the hours worked during such basic workday; provided, however, that if any overtime rate shall be applicable to such hours, no Sunday premium shall be paid for such hours.

For work on Sunday, which is not a part of a basic workday, no Sunday premium shall be paid, but the appropriate overtime rate, computed upon the basis of the basic hourly rate of pay, shall be paid.

6. "Shift" work is that which regularly operates twenty-four hours a day, seven days per week, including Sundays and holidays. An employee who is assigned to such work shall be designated as a "shift" employee.

"Semi-shift" work is that which regularly operates in varying degrees during the day or night including Sundays and holidays. An employee who is assigned to such work shall be designated as a "semi-shift" employee while so assigned. The number of "semi-shift" employees and the number of such employees assigned to Sunday and holiday work shall be kept to the minimum.

All other work shall be classified as "non-shift" and an employee assigned to such work shall be designated as a "non-shift" employee. A "non-shift" employee shall not have Sunday scheduled as a basic workday.

An employee may be changed from one to another of the above categories upon adequate notice as defined in Section 12 of this Article.

It is recognized that, because of differences in operating requirements, some job classifications may cover more than one of the types of work listed above.

7. Regular work schedules of the basic workweek shall be arranged equitably within each work group where it is applicable, and within the limits of reasonable operating procedures, days off shall be rotated. These schedules shall be posted in advance. If a schedule is unsatisfactory, it will be brought to the attention of the Company and a change will be made, if possible, within the limits of reasonable operating procedures.

Posted shift schedules in the generating stations shall be arranged in such a manner that an employee's basic working hours shall be the same for at least three consecutive basic

workdays. Changes from the posted shift schedule shall be made in accordance with Article IV, Section 12 of the Collective Bargaining Agreement.

8. Upon written request of the Union, the Company will establish a rotating schedule in any specified work group that has more than one schedule of working hours per day.

9. To facilitate the rotation of shifts and the rotation of days off, a change in shift may be made with only eight hours off between leaving one shift and returning to the next shift. Such changes shall not result in overtime pay if they are made in accordance with an established rotating schedule.

10. With the consent of their immediate supervisor, employees shall have the privilege of exchanging shifts within the same workweek, by individual arrangement, provided the change can be accomplished without additional cost to the Company and without violation of any applicable laws or governmental regulations.

11. Presently established daily working hours of the basic workweek will be continued in effect unless changed in accordance with the provisions of this Article.

12. In case of a change in the basic workdays of an employee's basic workweek, notice of at least forty-eight hours shall be given prior to the change. If not given this notice, the employee shall be paid at the overtime rate on the first day of the new schedule.

Similar notice shall be given prior to a change in the daily working hours of the basic workday. If such notice has not been given, or if a change in scheduled working hours is for less than three days, then the employee shall be paid at the overtime rate on the first basic workday of the new schedule for those hours worked outside their previously scheduled hours.

Forty-eight hours notice shall be considered to have been given if the employee is notified of the proposed change before the employee is released from duty on the second day preceding the change.

13. Overtime shall be paid at the rate of time and one-half for all hours worked outside of the scheduled hours of the basic workweek, except that:

- (a) On holidays, time shall be paid in accordance with the provisions of Section 24 of this Article.
- (b) Double time shall be paid for all overtime hours that are allocated to the calendar day of the employee's second regular day off in a week as defined in Section 2 of Article IV.
- (c) Double time shall be paid for extended periods of work as defined in Section 15 of Article IV.

Overtime shall be computed to the nearest one-half hour.

14. An employee shall not be required to take time off during basic workdays in lieu of overtime worked or to be worked. However, this shall not prevent changes in scheduled working hours or workdays in accordance with the provisions of Section 12 of this Article.

15. An employee who has worked overtime shall be entitled to a rest period as follows:

- (a) An employee who has worked more than sixteen hours continuously, or more than eight hours overtime, in the sixteen hour period immediately preceding the employee's basic workday shall, upon release, be entitled to an eight hour rest period before the employee returns to work.
- (b) If a rest period extends six hours or more into a basic workday, the rest period will continue, providing operating conditions permit, for the balance of that basic workday and the employee shall lose no time thereby.
- (c) Time worked in excess of sixteen continuous hours shall be paid for at not less than two times the basic hourly rate of pay until released from duty.
- (d) If a rest period, under the provisions of this Section extends into a basic workday, the employee shall lose no time thereby.

16. An employee ordered to remain at a specified location, awaiting a call for emergency work outside scheduled working hours, shall be paid at the applicable rate until released.

17. As far as practicable, overtime shall be distributed, equally among employees in each work group or job classification, taking into account the qualifications required and the availability of employees.

- (a) The employee with the least amount of cumulated overtime hours within the overtime work group or job classification shall be afforded the first opportunity to work overtime. However, the Company shall not be required to make assignments that would result in a rest period penalty. Unless presently modified by local agreement when overtime work is required following a basic workday, the employee on the job will continue on the job.
- (b) When overtime is improperly assigned to an employee outside the proper work group or job classification, the Company shall return the equivalent amount of overtime to the work group or job classification by affording the bypassed employee with the least amount of cumulated overtime the opportunity to work an equivalent amount of overtime on work which would not be done on an overtime basis. The opportunity shall be made available within 30 days. Such

makeup overtime will not conflict with the individual's right for overtime in their own classification.

- (c) When an employee is improperly bypassed in the assignment of overtime and the overtime is assigned within the proper overtime work group or job classification, the Company by subsequent overtime assignments shall afford the employee who should have received the overtime assignment the opportunity to regain the number of overtime hours lost on the overtime list. Such subsequent overtime assignments shall be subject to the overtime lists as adjusted biweekly. If the employee does not regain the number of overtime hours lost on the overtime list within two bi-weekly posting periods, the employee will be afforded the opportunity to work overtime hours equivalent to the remainder of the hours missed, on work which would not be done on an overtime basis. This opportunity will be made available within 30 days. Such makeup overtime will not conflict with the individual's right for overtime in their own classification.
- (d) Lists of cumulated overtime for the calendar year shall be posted bi-weekly on bulletin boards and shall be used as the basis for overtime distribution for the period of their posting. These lists shall show the equivalent number of straight time hours paid.

18. An employee called back (with or without previous notice) for work at any time outside of their regular work schedule shall be paid a minimum of two hours straight time pay and a call-back allowance of two hours straight time pay. If pay for the time worked at the applicable overtime rate exceeds two hours straight time pay, the employee is to be paid at the applicable overtime rate for the hours worked and, in addition, will be paid the call-back allowance of two hours at straight time, unless the time worked on a regular day off or holiday (with previous notice) amounts to eight hours or more, in which case no call-back allowance shall be paid.

If an employee is called back more than once between two consecutive scheduled work periods, their pay and call-back allowance for such intermittent work shall not be more than the employee would have received had the employee worked continuously from the starting time of the first call-back until the quitting time of the last call-back.

An employee, who operates a Company-owned vehicle which is kept at their home, shall in case of a call-back be given a call-back allowance on the above basis.

An employee shall not be considered to be called back when the employee works overtime which, without interruption except time out without pay for a meal, immediately precedes or follows a regular work period.

This Section shall not apply to overtime work that is a part of established work schedules.

19. When an employee reports for work at their regular daily starting time in accordance with the employee's then existing regular work schedule for basic workdays, and in condition to perform their work, the employee will be provided with work in their classification, or other work, during the hours of their work schedule for that day. Similarly, when an employee reports for scheduled overtime work on other than their basic workdays and in condition to perform their work and if such work is not available, the employee will be paid a minimum of four hours at straight time. All this shall not serve to modify the rights recognized to be in the Company as provided in Section 1 of Article II.

20. Employees required to report for work at a Company headquarters shall travel from Company headquarters to their work locations on Company time. If such employees are required to provide their own transportation from a Company headquarters to their work location, the employee will be reimbursed for the cost of such transportation.

Employees required to report directly to a work location within their working area shall travel to such work location on their own time and at their own expense.

21. During the regularly scheduled working day, there shall be a regularly scheduled meal period not to exceed one hour, except for employees whose work requires them to be on duty eight hours consecutively, in which case they shall eat at their work locations.

22. When an employee is required by the Company to delay their scheduled meal period for more than one hour, the employee shall be paid a premium equal to one half their straight time rate from the beginning of the employee's scheduled meal period until the employee is permitted a meal period, or until the end of their straight time hours, or until the employee has worked eight continuous overtime hours from the beginning of an overtime period, whichever is sooner.

23. (a) An employee who is required to work overtime shall be eligible for a meal or a meal money allowance:

1. After working two hours immediately preceding or two hours immediately following a basic workday. Overtime shall be considered to be immediately preceding or following a basic workday even though the employee has time out without pay for a meal; or
2. After working ten hours on a regular day off or on a holiday when the employee was given at least eight hours advance notice that the employee was to work overtime on that day. The employee will not be eligible if the time worked is eight hours but less than ten hours. An employee working less than eight hours of such overtime shall be covered by Paragraph (a) 3 of this Section; or
3. If the overtime does not come under the provisions of Paragraphs (1) or (2) above but the time worked is two hours or more and extends through or is recorded as ending at 12:30 a.m., 6:30 a.m., 12:30 p.m., or 6:30 p.m.

- (b) If the overtime continues, an employee shall be eligible for another meal or meal money allowance at the end of each subsequent five hours of overtime worked after the employee is eligible for their first meal or meal money allowance.
- (c) If an employee is eligible for a meal or a meal money allowance and can be released for a meal, the employee shall be given an allowance of \$7.00 and shall not eat on Company time. If the employee cannot be released from the job, the Company will give the employee a meal money allowance of \$7.00 or, when requested, will furnish a meal which shall be eaten on Company time.
- (d) The provisions of this Section shall not apply when the Company and the Union agree to overtime in connection with basic workdays in place of the employees working overtime on regular days off.

24. Each employee will be allocated four (4) floating holidays to be scheduled and observed on their basic workday. For timekeeping purposes, the floating holiday will be scheduled similar to an extra vacation day in accordance with the vacation provisions in Article VI.

Newly hired employees are required to complete three (3) continuous months of service to be eligible for floating holidays in the year they are hired as follows:

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

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

In addition, the following days shall be recognized holidays: New Year's Day, Martin Luther King Holiday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve and Christmas Day. Whenever one of these holidays falls on a Saturday or Sunday, it shall be observed as follows:

- (a) On the preceding day, Friday, for employees for whom the Saturday upon which the holiday occurs is a regular day off;
- (b) On the following day, Monday, for employees for whom the Sunday upon which the holiday occurs is a regular day off;
- (c) On the Saturday or Sunday on which the holiday occurs for employees for whom such Saturday or Sunday is a basic workday;

(d) On the preceding Thursday for employees for whom the Saturday upon which Christmas occurs is a regular day off; and,

(e) On the following Tuesday for employees for whom the Sunday upon which Christmas Eve occurs is a regular day off.

The provisions of this Section shall apply on the day observed by each employee rather than on the actual holiday, and shall not affect the Company's right to reschedule an employee's basic workweek.

When a holiday is observed on an employee's basic workday, the employee may be given the day off and shall be paid at their basic hourly rate of pay for their scheduled hours.

However, when an employee works on a holiday which is observed on one of the employee's basic workdays, the employee shall be paid at their basic hourly rate of pay for the day and, in addition, shall be paid on the following basis for any hours which, in accordance with the provisions of Section 3 of this Article, are allocated to the holiday:

- (i) Time and one-half for any hours worked during the employee's regular schedule for that basic workday.
- (ii) Double time for any hours worked outside of the employee's regular schedule for that basic workday.

When a holiday is observed on an employee's regular day off (Monday to Friday, inclusive), and the employee does not work, they shall be paid eight hours of pay at the rate of time and one-half. However, if the employee works, they shall be paid, in addition, at the rate of time and one-half for the first eight hours worked on their first regular day off, and double time rate for the first eight hours worked on their second regular day off; double time will be paid thereafter for time worked on either regular day off which was allocated to the holiday.

ARTICLE V **Working Conditions**

1. The Company will continue its present policy of cooperating with its employees so as to insure that reasonable rules and provisions are made for the safety and health of employees during the hours of their employment, and changes will be discussed with representatives of the Union prior to being put into effect. Employees will comply with established safety and health rules and provisions. Such rules and provisions shall apply uniformly to all employees affected.

The Company and the Union will cooperate in the establishment of joint safety committees on a local basis. These committees will consist of an equal number of

management appointed members and Union appointed members who will meet jointly at regularly scheduled intervals.

2. In the interest of safety, at the request of the employee involved, an employee may be accompanied by their Steward when the employee is called before a formal committee making an investigation of an accident. This shall not apply to immediate on-the-job investigations of an accident.

In appointing members of a committee to conduct a formal or informal investigation of an accident, the Company will include a representative, designated by the Union, as an official member of the committee.

3. Regular employees shall not be required to do their work outdoors in rainy or inclement weather, except in case of emergencies or in the performance of essential duties.

4. The Company will continue its present practices in furnishing such tools, safety devices, and other equipment as are presently being furnished. The Company will furnish such tools, safety devices, or other equipment for the sole use of an individual employee when it determines that this is required for protection of health, and the use of such equipment by the employee is not of limited or occasional character. Employees furnished tools, safety devices, and other equipment shall be held responsible for their return in good condition, allowing for ordinary wear and tear. The Company shall provide suitable and safe space for storing tools and equipment furnished to employees.

5. When the Company requires an employee to be away from home overnight or longer, the Company shall provide necessary lodging and meals, and, if necessary, will advance the money therefor, and shall furnish the employee round-trip transportation plus travel time to and from their headquarters. The employee shall have the opportunity to return to their headquarters on days off and holidays not worked on the above basis.

6. If the Company, in writing, requires an employee to have a higher type of telephone service than the employee now has, the Company will reimburse the employee for the additional cost of the higher type of service.

7. The Company agrees that it will not contract any work which is ordinarily and customarily done by its regular employees if, as a result thereof, it would become necessary to lay off or reduce the rate of pay of any such employees.

It is the Company's objective to reduce the necessity for using outside contractors on work that is ordinarily and customarily done by our employees. Recognizing the Union's long-standing concern over the contracting out of work, management, where circumstances permit, will meet with designated Union representatives for the purpose of reviewing the various alternatives before deciding whether or not to contract out such work. Where time is a critical element in the job preventing a meeting from taking place, a designated Union representative will be notified regarding the need to contract out work.

Before deciding whether or not to contract such work, thorough consideration will be given to providing the opportunity for overtime to the work group involved either instead of or in conjunction with contracting. In addition, consideration will also be given to other alternatives to contracting which would permit greater utilization of Company employees, within the requirements of the work to be performed and other restraints such as the time within which the work must be completed.

The contracting of work shall not be construed for any purpose whatsoever as an abandonment by the Company of its right to have similar work done now or in the future by the Company's own employees.

8. Management shall not do work of employees included in the bargaining unit except in emergencies or for instruction or training. However, this provision will not change the manner in which training is presently being performed.

9. The Company will discuss with the appropriate Business Representative, at least sixty (60) days prior to implementation, any planned departmental reorganization or technological change affecting employees in the bargaining unit, changes in an existing job classification, or the establishment of a new classification.

Should this discussion result in disagreement, the issue in dispute may be subject to the grievance procedure as provided in Article VIII. The filing of any grievance shall not delay the implementation of the planned change. Any final determination which affects wage rates shall be retroactive to the date of implementation.

ARTICLE VI **Vacations-Leaves of Absence**

1. In each calendar year, all regular employees who were on the payroll at the close of the last day of the preceding calendar year, shall be entitled to vacations with pay in accordance with the provisions of this Article.

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

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

In the calendar year in which an employee retires, the employee will be eligible for five extra vacation days.

If an employee is permitted to split their regular or extra vacation, the employee shall be paid for the same number of working days as the employee would have received if the employee had taken their regular and extra vacation continuously.

3. In case a holiday is observed on any day during a full week of an employee's regular vacation, an additional day off with pay shall be allowed for each such holiday. The provisions of Section 24 of Article IV shall apply to all other holidays observed while an employee is on vacation.

4. Regular and extra vacation must be completed during the calendar year in which they are due. However, if an employee is hospitalized for 48 hours or more while on a scheduled vacation, the remainder of that vacation beginning with the date of hospitalization, may be rescheduled later in that calendar year upon proper notification to the Company.

Should such hospitalization occur during a December vacation which was approved in accordance with Section 6 of Article VI, and cannot be rescheduled in that calendar year, the employee will be permitted to reschedule a maximum of one week of the remaining vacation provided such vacation is taken during the first two months of the succeeding calendar year.

5. An employee will be paid at their basic hourly rate of pay for the employee's scheduled basic workdays during their regular and extra vacation.

6. Provided the conditions of work are such that the employee's services can be spared, and with the understanding that they are subject to change to meet operating conditions and work requirements, the regular and extra vacation shall be selected, in each work group, in

1A

accordance with service except that no extra vacation may be scheduled which would interfere with any employee's choice of their regular vacation.

The vacation period shall be from March 1st to November 30th, inclusive, except that for regular vacations the vacation period shall be from April 1st to October 31st, inclusive. However, an employee, at their own request, may be granted a vacation outside the vacation periods specified above.

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

7. For vacation purposes, a calendar week shall normally begin and end at midnight, Sunday night.

8. An employee's eligibility for vacation shall not be affected by a prolonged absence on account of illness, but only an employee on the active payroll may be given a vacation.

No extra time will be allowed because of illness during vacation, except as provided by Section 4 of this Article.

9. No unit of time less than one day shall be counted as vacation time.

10. A regular employee who is retiring will be granted the full vacation and unused floating holidays for which the employee is eligible during the current year before the employee is added to the Service Annuity Roll.

11. A regular employee, eligible for a vacation with pay, whose employment by the Company is terminated before the employee has the entire vacation to which the employee is eligible during the current calendar year, shall receive a vacation allowance equal to their basic hourly rate for the number of days for which the employee is eligible in excess of the number of days of vacation the employee has already taken during the current calendar year, and in the event of termination by death, such vacation allowance shall be paid to the beneficiary of the deceased employee's Group Life Insurance Policy.

The vacation allowance provided in Article VI shall be reduced by any payment under similar or equivalent conditions by reason of any legislation or government orders providing for the payment of allowances to employees who leave the Company.

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

Additionally, upon proper notification reasonable time off as required shall be granted to a regular employee in case of the death of the employee's stepfather, stepmother, stepson, stepdaughter, grandfather-in-law, or grandmother-in-law. Normally not more than one day of such time off between the death and burial will be granted without loss of basic hourly rate of pay or scheduled vacation time.

13. A regular employee will be paid at their basic hourly rate of pay while performing jury service during the employee's basic workweek, but such pay shall not be allowed more than once in each calendar year. All fees received for jury service will be retained by the employee.

While on jury service, an employee shall be assigned to work on the day shift from Monday to Friday, inclusive, and shall be at work during such working hours when not on jury duty.

14. A regular employee performing court service, other than jury service, under summons or subpoena will, upon notice to the Company, be paid at their basic hourly rate of pay for only the first day of such absence which occurs in the employee's basic workweek and will retain all court fees.

15. If a regular employee, upon notice to the Company, is absent during their basic workweek to serve as Judge or Clerk in a public election, under the jurisdiction of election officials, the employee will be paid the difference between their basic hourly rate of pay for that day and election pay, provided the former is the larger, and will retain all fees received.

16. A regular employee may, for justifiable reasons, be granted a leave of absence without pay after reasonable notice to the Company, provided the conditions of work are such that the employee's service can be spared. During these leaves of absence seniority shall accumulate. If an employee overstays such leave, or if an employee accepts employment elsewhere during such leave without consent of the Company, the employee shall be considered to have resigned.

17. Employees who are elected by the Union to serve as delegates to Union conventions or similar Union meetings shall, after reasonable notice to the Company, be granted leaves of absence without pay for sufficient time for this purpose.

ARTICLE VII Wages

1. The wage rates for the period of this Agreement shall, subject to the provisions of Article IX, are those set forth in Exhibit A.

2. In all cases in which the scheduled maximum provided for in a given job classification in the attached Exhibit A is lower than the present rate of pay of an individual



in that job classification, there shall be no reduction in the pay of the individual because of the adoption of the pay schedule.

3. When a qualified employee is temporarily assigned to and works in a job classification which is higher than their regular job classification, the employee shall be paid for that day at the minimum rate for the higher job classification, or at a rate based upon the employee's present rate plus eighty cents (\$.80) per day, whichever is greater. However, no adjustment will be made that would result in a rate higher than the schedule maximum of the job classification to which the employee is assigned.

When a qualified employee is temporarily assigned to and works in a management job classification the employee shall be paid for that day at a rate based upon their present rate plus four dollars (\$4.00) per day.

Assignments of four hours or more in one day shall be considered a full day under this Section. No payment will be made for such temporary assignments if they amount to less than four hours in one day.

When promoting an employee who has had extensive upgrading over an extended period of time, consideration will be given, at the employee's request, to allowing time credit in the higher job classification not to exceed two time steps.

4. An employee returning from a military leave of absence, who is reemployed in their former job classification, or a job classification which is not higher than the employee's former job classification, shall receive the rate of pay provided for in the then existing time steps of the job classification, taking into account the time credit which had accrued when the employee left for military service plus the period of the employee's absence because of military service.

ARTICLE VIII Stewards-Grievances-Arbitration

1. There shall be a reasonable number of Stewards, covered by this Agreement, who shall be selected by the Union. Each steward shall be assigned to a specific work group or work groups and in general the jurisdiction of one Steward shall not overlap that of any other Steward. The Union shall furnish the Company with a list of the names of the Stewards and the work groups they represent.

2. Chief Stewards shall be selected by the Local Union. The Union shall furnish the Company with a list of the names of the employees selected as Chief Stewards.

3. Only regular employees as defined by Article III, Section 1 above, employed in the respective work groups they represent, shall be designated as Stewards or Chief Stewards.

4. It shall be one of the duties of the Stewards and Chief Stewards to attempt to adjust disputes or differences referred to them by any of the employees they have been designated to represent.

5. Should any dispute or difference arise between the Company and the Union or its members as to the interpretation or application of any of the provisions of this Agreement or with respect to job working conditions, the term working conditions being limited to those elements concerned with the hours when an employee is at work and the acts required of the employee during such hours, the dispute or difference shall be settled through the grievance procedure.

It is the intent of the Company, Local Union 15, and the employees that timely filed grievances shall be settled promptly. A grievance is timely filed when submitted at Step 1 of this grievance process by the appropriate Local Union 15 representative in writing on the form adopted for such purpose to an appropriate management representative of the Company no later than thirty (30) calendar days after the date of the action complained of, or the date the employee became aware or reasonably should have become aware of the incident which is the basis for the grievance, whichever is later.

A dispute as to whether a particular disagreement is a proper subject for the grievance procedure shall itself be treated as a grievance.

Grievance Process Steps

The dispute or difference shall be presented and first discussed by the employee concerned and the immediate Supervisor. The employee shall be accompanied by a Steward or a Chief Steward, if the employee so requests. Management shall respond within five (5) working days to the dispute as presented by the employee and Steward or Chief Steward. In the event that a dispute or difference cannot be resolved as a result of this discussion, a written grievance may be processed in the following manner:

Step One - Local Investigation

A local investigation and resolution of a grievance will be the responsibility of the Company and Union represented as follows:

Participants:

Local Union Representatives:

- One (1) Chief Steward or representative
- One (1) Steward or representative
- One (1) Grievant (optional) (If more than one grievant is referenced on the grievance, only one grievant will be permitted to participate in the discussion.)

Line Management Representatives:

- One (1) Department head level representative
- One (1) First Line Supervisor (optional)

Labor Relations/Human Resources

- One (1) Labor Relations/Human Resources management representative

After discussion with the other party, the Company and Union shall identify their appropriate representatives at each location, site, or department. Either party may be accompanied by one (1) additional representative by mutual consent.

- (1) The Human Resources and Local Union 15 representatives will jointly arrange for meetings at times and places that are mutually agreed to by the persons involved.
- (2) Prior to meeting, Company and Union representatives shall meet individually, as soon as reasonably possible, and shall make a full and complete investigation of the facts related to the grievance. When mutually agreeable, the grievant may be present during those interviews. The grievant will not be a party to the disposition of the grievance nor is the grievant's concurrence required for the settlement of the grievance. The grievant does have the right to point out the existence of other facts or witnesses concerning the grievance.

Notwithstanding the foregoing prohibition, with the written consent of the Union's Business Manager, or designee, the members of the Local Investigating Committee may include the grievant where such employee is also the shop steward representing the department involved in the grievance. In this limited situation, the shop steward/grievant may be a party to the disposition of the grievance.

- (3) The grievance shall be met on, answered and forwarded to the Local Union within thirty (30) calendar days following its being timely filed. An agreed to Joint Position Summary by the Company and Local Union representatives of the discussion held at this step of the grievance procedure and a statement of the issues upon which they are in agreement, issues still in dispute and the reasons therefore, and the basis for settlement, if any advanced by each, shall be prepared and signed by both parties at the Step 1 grievance meeting. The Union will have thirty (30) calendar days from the date of receipt of the Step 1 answer to refer the grievance to Step 2 Business Unit Joint Grievance Committee, if not resolved.

Step Two - Business Unit Joint Grievance Committee

A Joint Grievance Committee shall be established in each operational Business Unit. A Joint Grievance Committee will be composed as follows:

Local Union Representatives:

- Two (2) Business Representatives

Line Management Representatives:

- One (1) Manager (Site Manager, Site Vice President, Department Vice President, Regional Director) from the specific business unit shall be in attendance

Labor Relations/Human Resources

- One (1) Labor Relations/Human Resources management representative

The Step 2 meeting will be conducted at the generating location where the grievance originated for grievances arising in Exelon Generation (Nuclear), at the Commonwealth Edison Lincoln Center, Commercial Center (or agreed upon location) for grievances arising in Commonwealth Edison, and the general office headquarters for the Exelon Business Services Company where the grievance originated for grievances arising in the Exelon Business Services Company.

The Committee shall meet to consider the grievance at its second next regularly scheduled monthly meeting date after receiving the referral to the Step 2 Business Unit Joint Grievance Committee and report of the Local Investigating Representative.

An agreed to Joint Position Summary by the Company and Local Union representatives of the discussion held at this step of the grievance procedure and a statement of the issues upon which they are in agreement, issues still in dispute and the reasons therefore, and the basis for settlement, if any advanced by each, shall be prepared and signed by both parties at the Step 2 grievance meeting.

The Company shall forward to the Local Union an answer to the Step 2 grievance within thirty (30) calendar days of the Step 2 meeting.

Any referral to the Step 3 Review Committee must occur within thirty (30) calendar days of receipt of the Step 2 answer.

Step Three - Review Committee

The Review Committee shall be composed as follows:

Local Union Representatives:

- Two (2) Representatives appointed by the Business Manager including the Business Manager, Senior Assistant Business Manager, and Officers of Local Union 15.

Line Management Representatives:

- One (1) Executive Level Operational Manager representing the Business Unit in which the grievance originated. If titles change, the appropriate level will remain the same or higher.

Labor Relations/Human Resources

- One (1) Labor Relations/Employee Relations Vice President or designee.

Both parties recognize the importance of maintaining stability in the composition of the Review Committee. Members of the Review Committee shall strive toward achieving this objective when scheduling Step 3 meetings.

Review Committee Procedure

The Review Committee shall meet to consider the grievance at its second next regularly scheduled meeting after receiving the referral.

An agreed to Joint Position Summary by the Company and Local Union representatives of the discussion held at this step of the grievance procedure and a statement of the issues upon which they are in agreement, issues still in dispute and the reasons therefore, and the basis for settlement, if any advanced by each, shall be prepared and signed by both parties at the Step 3 grievance meeting.

The Company shall forward to the Local Union an answer to the Step 3 grievance within fifteen (15) calendar days of the Step 3 meeting.

Step Four - Arbitration

If the dispute or difference is not satisfactorily settled by the Review Committee, it shall be referred, at the request of either party, to an impartial arbitrator. Such referral must be made within forty-five (45) calendar days from the date of receipt by the Union of the Step 3 answer.

The appointment of an impartial arbitrator shall be made from a list furnished to the parties under the procedure provided in the Voluntary Labor Arbitration Rules of the Federal Mediation and Conciliation Services (FMCS). The list shall contain the names of

15 arbitrators all of whom are members of the National Academy of Arbitrators. No arbitrator shall be included in the list who has been selected to act or is active as the impartial arbitrator in any other pending labor arbitration, other than an expedited arbitration, between the Company and Local Union 15. The parties agree to confer within ten (10) business days of receipt of the list of arbitrators from the Federal Mediation and Conciliation Service. The parties shall engage in an alternate strike process until only one arbitrator is remaining and, upon selection of such arbitrator, shall promptly notify the Federal Mediation and Conciliation Service of his/her selection. The parties shall alternate the initiation of the strike process. When the appointment of an impartial arbitrator is made under such rules, the arbitration shall be conducted under the Voluntary Labor Arbitration Rules of the Federal Mediation and Conciliation Service. All decisions rendered by the impartial arbitrator shall be final and binding on both parties. The impartial arbitrator shall be governed wholly by the terms of this Agreement and shall have no power to add or to change its terms.

Each party in an arbitration proceeding may be represented in each proceeding by any person authorized in writing by such party. Such representative(s) may examine all witnesses in the proceedings.

No less than twenty-one calendar days prior to the arbitration hearing, each party and/or its authorized representatives shall provide the other all exhibits and a list of witnesses that the party intends to use or call as part of the presentation of its direct case, should the matter proceed to a hearing without a settlement. Potential rebuttal witnesses and exhibits that the party intends to introduce only on rebuttal, for impeachment purposes, or otherwise during cross-examination, need not be disclosed. Disclosure of intended witnesses or exhibits does not obligate the disclosing party to use those witnesses or exhibits at the hearing. By mutual consent of the parties, any of the requirements of this paragraph may be waived or modified.

Each of the parties in the arbitration proceeding shall bear the fees and expenses it incurs and the fees and expenses of the impartial arbitrator shall be borne equally by both parties provided, however, that the total compensation of such impartial arbitrator shall be agreed upon in advance after submission of the matter in controversy to the impartial arbitrator.

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

In grievances involving discharges, it is the objective of the parties that the grievance will normally be resolved within nine (9) months of the discharge. In order to accomplish this objective, if the grievance is processed to Step 4 and a panel of arbitrators is requested from the Federal Mediation and Conciliation Service, the panel shall include the names of fifteen (15) arbitrators who are members of the National Academy of Arbitrators. The parties agree to confer within ten (10) business days of receipt of the list of arbitrators from the Federal Mediation and Conciliation Service. The parties shall

engage in an alternate strike process until only one arbitrator is remaining and, upon selection of such arbitrator, shall promptly notify the Federal Mediation and Conciliation Service of his/her selection. The parties shall alternate the initiation of the strike process. If the selected arbitrator is not available to conduct the arbitration hearing within two (2) months of his or her selection, the next mutually agreeable arbitrator on the panel will be contacted for their availability. If a transcript of the hearing is requested, it must be furnished within three (3) weeks of the close of the hearing. By mutual consent, any of the foregoing time periods may be waived or modified.

If the charges are not sustained in the procedure outlined in this Article, the employee's record shall be cleared of such charges and in case of loss of any wages they shall be reimbursed for such loss.

In the case of a grievance as a result of implementing a departmental reorganization or technological change affecting employees in the bargaining unit, changes in an existing job classification, or the establishment of a new job classification, such grievance may be originated at Step 2.

Either the Company or Union may choose to utilize the Expedited Arbitration Procedure, in the case of a grievance where the requested remedy would cost the Company under \$25,000 and the issue does not involve disciplinary action of more than three days or discharge.

Under the Expedited Arbitration Procedure, the appointment of an impartial arbitrator shall be made from a list furnished to the parties under the procedure provided in the Voluntary Labor Arbitration Rules of the Federal Mediation and Conciliation Services. The list shall contain the names of fifteen (15) arbitrators all of whom are members of the National Academy of Arbitrators. The parties agree to confer within ten (10) business days of receipt of the list of arbitrators from the Federal Mediation and Conciliation Service. The parties shall engage in an alternate strike process until only one arbitrator is remaining and, upon selection of such arbitrator, shall promptly notify the Federal Mediation and Conciliation Service of his/her selection. The parties shall alternate the initiation of the strike process. When the appointment of an impartial arbitrator is made under such rules, the arbitration shall be conducted under the Voluntary Labor Arbitration Rules of the Federal Mediation and Conciliation Services. All decisions rendered by the impartial arbitrator shall be *final and binding on both parties*. The *impartial arbitrator shall be governed wholly by the terms of this Agreement and shall have no power to add or to change its terms.*

Grievances in the Expedited Arbitration Procedure shall be presented to the Company and Union by representatives as referenced in Steps 1, 2, 3 of the grievance procedure and shall be heard without attorneys unless both parties mutually agree to their inclusion in this step of the process, and shall be conducted without transcripts or recordings. The Arbitrator shall issue a one-page Arbitration Award within ten (10) days of the hearing. The Impartial Arbitrator shall be governed wholly by the terms of this Agreement and

shall have no power to add or to change its terms or grant any remedy that would cost in excess of \$25,000 to the Company. The Arbitration Award shall be binding on the Company and the Union, but shall not constitute a precedent as to other grievances in the future and shall not be introduced into any other arbitration in the future. No more than one grievance may be submitted in each expedited arbitration proceeding.

Other Provisions

Either the Company or Union representatives participating in the discussions outlined above may, if they agree that further determination of fact is required, request an extension of time which may be granted by the other. In no event shall any extension by either or both parties exceed one additional time period provided for at the level where the extension is granted. By mutual consent, any step in the grievance procedure may be bypassed.

Unless mutually agreed, summaries prepared under this provision shall not be admissible at any arbitration between the parties.

In the event of a dispute or difference, the parties hereto shall continue to transact and carry on their business in the same manner as at the time of the raising of the question or questions in dispute until a settlement is reached through the grievance or arbitration procedure provided in this Article.

6. Pay at their basic hourly rates of pay will be allowed officially designated Union representatives, or their alternates, as provided for in this Article, for the basic workdays of their basic workweek, while engaged in the following steps of the grievance procedure:

- StewardsStep 1
- Chief StewardsStep 1

ARTICLE IX
Term of Agreements

1. This Agreement, when signed by the proper officials of the Company and the Union and approved by the President of the Brotherhood, shall be effective as of April 1, 2001, for the employees on the payroll on or after April 1, 2001.

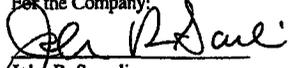
2. The term of the current Agreement shall be from April 1, 2001, to September 30, 2007 solely with respect to Exelon Generation Company (Nuclear), and September 30, 2008 solely with respect to Commonwealth Edison Company (ComEd) and Exelon Business Services Company (BSC). The Agreement as applicable to Nuclear and the Agreement as applicable to ComEd and BSC, respectively, shall be considered renewed from term to term of one (1) year each at their respective expiration dates of September 30, 2007 and September 30, 2008, and each subsequent September 30, unless a written notice of desire to amend or terminate the applicable Agreement is given by the Union or by the applicable company at least sixty (60) days prior to the expiration of the term of the applicable Agreement or of any renewal period and in such case negotiations shall proceed between Nuclear and the Union or between

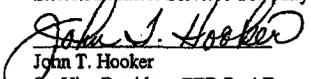


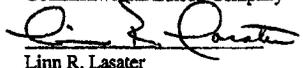
ComEd, BSC and the Union for separate collective bargaining agreements either (1) solely between Nuclear and the Union with respect to a bargaining unit comprised only of those classifications at locations covered by the current Agreement who are employees of Nuclear (and on September 30, 2007 all rights and obligations of Nuclear, if any, with respect to employees of ComEd and BSC, and those of ComEd and BSC, if any, with respect to employees of Nuclear shall terminate; under all circumstances, Nuclear shall continue to have all existing obligations with respect to its own employees unless changed through the collective bargaining process and ComEd and BSC shall continue to have all existing obligations with respect to their own employees unless changed through the collective bargaining process) or (2) solely between ComEd, BSC and the Union with respect to a bargaining unit comprised only of those classifications at locations covered by the current Agreement who are employees of ComEd or BSC. In the event such written notice expresses a desire to amend the applicable Agreement, such desired amendments shall be set forth in writing and accompany the notice of desire to amend. The applicable parties agree to commence negotiations on any proposed amendments not less than (40) days prior to the end of the then current term, and further agree that if said negotiations are not completed by the expiration date of the then current term of the applicable Agreement, then the term of that Agreement as applicable to either Nuclear or ComEd and BSC shall automatically be extended so long as negotiations are in progress. Changes in the Agreement can be made at any time by mutual consent.

The undersigned agree to the provisions of the Memorandum of Agreement dated October 14th, 2003, with a recommendation to the membership for their ratification.

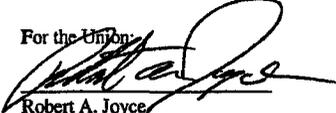
For the Company:

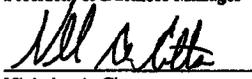

John R. Samolis
Vice President, Labor & Employee Relations
Exelon Business Services Company

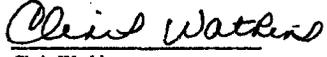

John T. Hooker
Sr. Vice President, EED Real Estate
& Property Management
Commonwealth Edison Company


Linn R. Lasater
Director, Labor and Employee Relations
Exelon Business Services Company

For the Union:


Robert A. Joyce
President & Business Manager


Nicholas A. Citta
Sr. Assistant Business Rep


Chris Watkins
Recording Secretary



CLERICAL EXHIBIT A
Exelon Generation Company (Nuclear)
Schedules of Basic Hourly Rates of Pay
and
Time and Rate Steps

Office Service Representative (Full-Time)

		Rate Steps		Time Step	Cumulative
04/01/04	04/01/05	04/01/06	04/01/07	Months	Years
11.23	11.68	12.15	12.58	12	-
11.80	12.27	12.76	13.21	12	1
12.39	12.89	13.41	13.88	12	2
12.95	13.47	14.01	14.50	12	3
13.79	14.34	14.91	15.43	12	4
16.92	17.60	18.30	18.94	12	5
19.65	20.44	21.26	22.00	Maximum	6

***Office Service Specialist (Full Time)**

		Rate Steps		Time Step	Cumulative
04/01/04	04/01/05	04/01/06	04/01/07	Months	Years
11.23	11.68	12.15	12.58	12	-
11.80	12.27	12.76	13.21	12	1
12.39	12.89	13.41	13.88	12	2
12.95	13.47	14.01	14.50	12	3
14.40	14.98	15.58	16.13	12	4
17.58	18.28	19.01	19.68	12	5
21.11	21.95	22.83	23.63	Maximum	6

* Stenographic positions shall receive a hourly additive in the amount of \$.75 in 2004, and \$.78 in 2005, \$.81 in 2006 and \$.84 in 2007 for all hours worked including overtime. This additive is subject to applicable base wage increases.



#Clerk, Grade A (Stenographic-Secretarial)
General Clerk I

	Rate Steps			04/01/07	Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06			Years	Months
	23.80	24.75	25.74	26.64	6	-	-
	23.83	24.78	25.77	26.67	6	0	6
	23.88	24.84	25.83	26.73	6	1	0
	23.91	24.87	25.86	26.77	6	1	6
	23.94	24.90	25.90	26.81	6	2	0
	23.98	24.94	25.94	26.85	6	2	6
	24.01	24.97	25.97	26.88	6	3	0
	24.06	25.02	26.02	26.93	6	3	6
	24.10	25.06	26.06	26.97	Maximum	4	0

limited to present incumbents only

Operating Clerk III
Procedures Clerk

	Rate Steps			04/01/07	Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06			Years	Months
	25.37	26.38	27.44	28.40	6	-	-
	25.42	26.44	27.50	28.46	6	0	6
	25.45	26.47	27.53	28.49	6	1	0
	25.49	26.51	27.57	28.53	6	1	6
	25.54	26.56	27.62	28.59	6	2	0
	25.57	26.59	27.65	28.62	6	2	6
	25.60	26.62	27.68	28.65	6	3	0
	25.65	26.68	27.75	28.72	6	3	6
	25.76	26.79	27.86	28.84	Maximum	4	0

Central File Clerk

	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	28.68	29.83	31.02	6	-	-
	28.72	29.87	31.06	6	0	6
	28.79	29.94	31.14	6	1	0
	28.84	29.99	31.19	6	1	6
	28.87	30.02	31.22	6	2	0
	28.89	30.05	31.25	6	2	6
	28.92	30.08	31.28	6	3	0
	28.95	30.11	31.31	6	3	6
	29.05	30.21	31.42	Maximum	4	0

Surveillance Clerk

	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	29.11	30.27	31.48	6	-	-
	29.15	30.32	31.53	6	0	6
	29.19	30.36	31.57	6	1	0
	29.23	30.40	31.62	6	1	6
	29.27	30.44	31.66	6	2	0
	29.30	30.47	31.69	6	2	6
	29.33	30.50	31.72	6	3	0
	29.36	30.53	31.75	6	3	6
	29.45	30.63	31.86	Maximum	4	0

Exhibit A

Documents Control Clerk

	Rate Steps		04/01/07	Time Step Months	Cumulative	
	04/01/05	04/01/06			Years	Months
30.62	31.84	33.11	34.27	6	-	-
30.65	31.88	33.16	34.32	6	0	6
30.69	31.92	33.20	34.36	6	1	0
30.73	31.96	33.24	34.40	6	1	6
30.76	31.99	33.27	34.43	6	2	0
30.82	32.05	33.33	34.50	6	2	6
30.85	32.08	33.36	34.53	6	3	0
30.88	32.12	33.40	34.57	6	3	6
30.98	32.22	33.51	34.68	Maximum	4	0

CLERICAL

EXHIBIT A

Commonwealth Edison Distribution and Business Services Company

Exhibit A

CLERICAL EXHIBIT A
Commonwealth Edison Distribution and Business Services Company
Schedules of Basic Hourly Rates of Pay
and
Time and Rate Steps

Entry Clerk, Treasury, Central Mail Facilities, General Office (Full Time)

	Rate Steps			Time Step Months	Cumulative Years
	04/01/04	04/01/05	04/01/06		
	11.23	11.68	12.15	12	-
	11.80	12.27	12.76	12	1
	12.39	12.89	13.41	12	2
	12.95	13.47	14.01	12	3
	13.79	14.34	14.91	12	4
	13.86	14.41	14.99	12	5
	15.28	15.89	16.53	12	6
	16.93	17.61	18.31	Maximum	7

Entry Clerk, Treasury, Central Mail Facilities, General Office (Part-Time)

	Rate Steps			Time Step Months	Cumulative Years
	04/01/04	04/01/05	04/01/06		
	11.23	11.68	12.15	24	-
	11.80	12.27	12.76	24	2
	12.39	12.89	13.41	24	4
	12.95	13.47	14.01	24	6
	13.79	14.34	14.91	24	8
	13.86	14.41	14.99	24	10
	15.28	15.89	16.53	24	12
	16.93	17.61	18.31	Maximum	14

Office Service Representative (Full Time)

		Rate Steps			Time Step	Cumulative
		04/01/05	04/01/06	04/01/07	Months	Years
04/01/04						
	11.23	11.68	12.15	12.58	12	-
	11.80	12.27	12.76	13.21	12	1
	12.39	12.89	13.41	13.88	12	2
	12.95	13.47	14.01	14.50	12	3
	13.79	14.34	14.91	15.43	12	4
	16.92	17.60	18.30	18.94	12	5
	19.65	20.44	21.26	22.00	Maximum	6

Office Service Representative (Part Time)

		Rate Steps			Time Step	Cumulative
		04/01/05	04/01/06	04/01/07	Months	Years
04/01/04						
	11.23	11.68	12.15	12.58	24	-
	11.80	12.27	12.76	13.21	24	2
	12.39	12.89	13.41	13.88	24	4
	12.95	13.47	14.01	14.50	24	6
	13.79	14.34	14.91	15.43	24	8
	16.92	17.60	18.30	18.94	24	10
	19.65	20.44	21.26	22.00	Maximum	12

Exhibit A

Operator, Senior Grade, Duplicating Machines

	Rate Steps			04/01/07	04/01/08	Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06					
20.82	21.65	22.52	23.31	24.13	6	0	6	
20.84	21.67	22.54	23.33	24.15	6	1	0	
20.88	21.72	22.59	23.38	24.20	6	1	6	
20.94	21.78	22.65	23.44	24.26	6	2	0	
20.97	21.81	22.68	23.47	24.29	6	2	6	
21.01	21.85	22.72	23.52	24.34	6	3	0	
21.04	21.88	22.76	23.56	24.38	6	3	6	
21.08	21.92	22.80	23.60	24.43	6	4	0	
21.11	21.95	22.83	23.63	24.46	Maximum	4	0	

* Office Service Specialist (Full Time)

	Rate Steps			04/01/07	04/01/08	Time Step Months	Cumulative Years
	04/01/04	04/01/05	04/01/06				
11.23	11.68	12.15	12.58	13.02	12	1	1
11.80	12.27	12.76	13.21	13.67	12	2	2
12.39	12.89	13.41	13.88	14.37	12	3	3
12.95	13.47	14.01	14.50	15.01	12	4	4
14.40	14.98	15.58	16.13	16.69	12	5	5
17.58	18.28	19.01	19.68	20.37	12	6	6
21.11	21.95	22.83	23.63	24.46	Maximum	6	6

* Stenographic positions shall receive a hourly additive in the amount of \$.75 in 2004, and \$.78 in 2005, \$.81 in 2006, \$.84 in 2007, and \$.87 in 2008 for all hours worked including overtime. This additive is subject to applicable base wage increases.

#Clerk, Grade A (Stenographic-Secretarial)
General Clerk I

	Rate Steps			04/01/08	Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06				
	23.80	24.75	25.74	27.57	6	-	-
	23.83	24.78	25.77	27.60	6	0	6
	23.88	24.84	25.83	27.67	6	1	0
	23.91	24.87	25.86	27.71	6	1	6
	23.94	24.90	25.90	27.75	6	2	0
	23.98	24.94	25.94	27.79	6	2	6
	24.01	24.97	25.97	27.82	6	3	0
	24.06	25.02	26.02	27.87	6	3	6
	24.10	25.06	26.06	27.91	Maximum	4	0

limited to present incumbents only

Plant Analyst, Junior Grade

	Rate Steps			04/01/08	Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06				
	23.96	24.92	25.92	27.77	6	-	-
	23.99	24.95	25.95	27.80	6	0	6
	24.02	24.98	25.98	27.83	6	1	0
	24.07	25.03	26.03	27.88	6	1	6
	24.10	25.06	26.06	27.91	6	2	0
	24.13	25.10	26.10	27.96	6	2	6
	24.18	25.15	26.16	28.03	6	3	0
	24.22	25.19	26.20	28.07	6	3	6
	24.27	25.24	26.25	28.12	Maximum	4	0

Exhibit A

Energy Technician

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	25.66	26.69	27.76	6	-	-
	25.70	26.73	27.80	6	0	6
	25.73	26.76	27.83	6	1	0
	25.76	26.79	27.86	6	1	6
	25.79	26.82	27.89	6	2	0
	25.83	26.86	27.93	6	2	6
	25.86	26.89	27.97	6	3	0
	25.96	27.00	28.08	Maximum	3	6

Customer Service Representative

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	24.95	25.95	26.99	3	-	-
	25.56	26.58	27.64	3	0	3
	26.14	27.19	28.28	6	0	6
	26.17	27.22	28.31	6	1	0
	26.21	27.26	28.35	6	1	6
	26.25	27.30	28.39	6	2	0
	26.31	27.36	28.45	6	2	6
	26.35	27.40	28.50	6	3	0
	26.38	27.44	28.54	6	3	6
	26.42	27.48	28.58	6	4	0
	26.53	27.59	28.69	Maximum	4	6

limited to present incumbents only (Effective 09/08/97)

Customer Service Representative - Part-Time (Effective 09/08/97), 1040-1248 Scheduled Hours Yearly

Rate Steps		Time Step		Cumulative Years
04/01/04	04/01/05	04/01/06	04/01/07	
19.18	19.95	20.75	21.48	-
19.81	20.60	21.42	22.17	2
20.47	21.29	22.14	22.91	4
21.75	22.62	23.52	24.34	6
23.02	23.94	24.90	25.77	8
24.30	25.27	26.28	27.20	10
26.53	27.59	28.69	29.69	12
			30.73	Maximum

Customer Service Representative - Part-Time (Effective 09/08/97), 1249-1664 Scheduled Hours Yearly

Rate Steps		Time Step		Cumulative Years
04/01/04	04/01/05	04/01/06	04/01/07	
19.18	19.95	20.75	21.48	-
19.81	20.60	21.42	22.17	1.5
20.47	21.29	22.14	22.91	3
21.75	22.62	23.52	24.34	4.5
23.02	23.94	24.90	25.77	6
24.30	25.27	26.28	27.20	8
26.53	27.59	28.69	29.69	9
			30.73	Maximum

#Field Accounts Representative	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	25.34	26.35	27.40	6	-	-
	25.39	26.41	27.47	6	0	6
	25.43	26.45	27.51	6	1	0
	25.45	26.47	27.53	6	1	6
	25.49	26.51	27.57	6	2	0
	25.54	26.56	27.62	6	2	6
	25.57	26.59	27.65	6	3	0
	25.60	26.62	27.68	6	3	6
	25.66	26.69	27.76	Maximum	4	0

limited to present incumbents only

#Clerk AA (Stenographic-Secretarial)
Commercial Clerk III
Financial Business Clerk III
Financial Clerk III
General Business Clerk III
Operating Clerk III

#Field Accounts Representative	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	25.37	26.38	27.44	6	-	-
	25.42	26.44	27.50	6	0	6
	25.45	26.47	27.53	6	1	0
	25.49	26.51	27.57	6	1	6
	25.54	26.56	27.62	6	2	0
	25.57	26.59	27.65	6	2	6
	25.60	26.62	27.68	6	3	0
	25.65	26.68	27.75	6	3	6
	25.76	26.79	27.86	Maximum	4	0

limited to present incumbents only

Exhibit A

Construction Order Clerk

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
25.66	26.69	27.76	28.73	29.74	-	-
25.70	26.73	27.80	28.77	29.78	0	6
25.73	26.76	27.83	28.80	29.81	1	0
25.76	26.79	27.86	28.84	29.85	1	6
25.79	26.82	27.89	28.87	29.88	2	0
25.84	26.87	27.94	28.92	29.93	2	6
25.91	26.95	28.03	29.01	30.03	3	0
25.97	27.01	28.09	29.07	30.09	3	6
26.06	27.10	28.18	29.17	30.19	4	0

**Customer Interview Representative
New Construction Representative**

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
26.27	27.32	28.41	29.40	30.43	-	-
26.58	27.64	28.75	29.76	30.80	0	3
26.93	28.01	29.13	30.15	31.21	0	6
26.96	28.04	29.16	30.18	31.24	1	0
26.99	28.07	29.19	30.21	31.27	1	6
27.02	28.10	29.22	30.24	31.30	2	0
27.05	28.13	29.26	30.28	31.34	2	6
27.09	28.17	29.30	30.33	31.39	3	0
27.14	28.23	29.36	30.39	31.45	3	6
27.19	28.28	29.41	30.44	31.51	4	0
27.31	28.40	29.54	30.57	31.64	4	6

#Bill Adjustment Clerk
Customer Service Clerk

Rate Steps		Time Step		Cumulative	
		Months	Years	Months	Years
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	
28.68	29.83	31.02	32.11	33.23	-
28.72	29.87	31.06	32.15	33.28	6
28.79	29.94	31.14	32.23	33.36	0
28.84	29.99	31.19	32.28	33.41	6
28.87	30.02	31.22	32.31	33.44	0
28.89	30.05	31.25	32.34	33.47	6
28.92	30.08	31.28	32.37	33.50	0
28.95	30.11	31.31	32.41	33.54	6
29.05	30.21	31.42	32.52	33.66	4
# limited to present incumbents only					

#Credit Representative

Rate Steps		Time Step		Cumulative	
		Months	Years	Months	Years
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	
28.75	29.90	31.10	32.19	33.32	-
28.80	29.95	31.15	32.24	33.37	6
28.85	30.00	31.20	32.29	33.42	0
28.88	30.04	31.24	32.33	33.46	6
28.91	30.07	31.27	32.36	33.49	0
28.94	30.10	31.30	32.40	33.53	6
28.96	30.12	31.32	32.42	33.55	0
29.00	30.16	31.37	32.47	33.61	6
29.11	30.27	31.48	32.58	33.72	4
# limited to present incumbents only					

VIRQUIN

	Rate Steps		04/01/07	04/01/08	Time Step Months	Cumulative	
	04/01/05	04/01/06				Years	Months
Commercial Clerk II					6	-	-
Customer Credit Representative	29.11	31.48	32.58	33.72	6	0	6
Financial Business Clerk II	29.15	31.53	32.63	33.77	6	1	0
Operating Clerk II	29.19	31.57	32.67	33.81	6	1	6
Service Representative	29.23	31.62	32.73	33.88	6	2	0
	29.27	31.66	32.77	33.92	6	2	6
	29.30	31.69	32.80	33.95	6	3	0
	29.33	31.72	32.83	33.98	6	3	6
	29.36	31.75	32.86	34.01	6	4	0
	29.45	31.86	32.98	34.13	Maximum		

limited to present incumbents only

	Rate Steps		04/01/07	04/01/08	Time Step Months	Cumulative	
	04/01/05	04/01/06				Years	Months
Analyst, Plant Accounting					6	0	6
Customer Office Representative	29.11	31.48	32.58	33.72	6	1	0
	29.15	31.53	32.63	33.77	6	1	6
	29.21	31.60	32.71	33.85	6	2	0
	29.23	31.62	32.73	33.88	6	2	6
	29.27	31.66	32.77	33.92	6	3	0
	29.30	31.69	32.80	33.95	6	3	6
	29.33	31.72	32.83	33.98	6	4	0
	29.36	31.75	32.86	34.01	6		
	29.48	31.89	33.01	34.17	Maximum		

Senior Energy Technician

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	29.60	30.78	32.01	6	-	-
	29.63	30.82	32.05	6	0	6
	29.66	30.85	32.08	6	1	0
	29.70	30.89	32.13	6	1	6
	29.73	30.92	32.16	6	2	0
	29.78	30.97	32.21	6	2	6
	29.80	30.99	32.23	6	3	0
	29.87	31.06	32.30	Maximum	3	6
			04/01/07			
			33.13	6	0	6
			34.29	6	0	6
			34.33	6	1	0
			34.36	6	1	6
			34.41	6	2	0
			34.46	6	2	6
			34.51	6	3	0
			34.53	6	3	6
			34.60	Maximum	3	6

Billing Clerk

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	28.68	29.83	31.02	6	-	-
	28.80	29.95	31.15	6	0	6
	28.87	30.02	31.22	6	1	0
	28.97	30.13	31.34	6	1	6
	29.10	30.26	31.47	6	2	0
	29.22	30.39	31.61	6	2	6
	29.33	30.50	31.72	6	3	0
	29.54	30.72	31.95	6	3	6
	29.64	30.83	32.06	6	4	0
	29.94	31.14	32.39	6	4	6
	30.23	31.44	32.70	6	5	0
	30.53	31.75	33.02	6	5	6
	30.85	32.08	33.36	Maximum	6	0
			04/01/07			
			32.11	6	0	6
			32.24	6	1	0
			32.31	6	1	6
			32.44	6	2	0
			32.57	6	2	6
			32.72	6	3	0
			32.83	6	3	6
			33.07	6	4	0
			33.18	6	4	6
			33.52	6	5	0
			33.84	6	5	6
			34.18	6	6	0
			34.53	Maximum	6	0
			35.38			
			35.74			

EXHIBIT A

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
Assistant Analyst, Real Estate Records	30.49	31.71	32.98	6	0	6
#Commercial Accounts Clerk	30.52	31.74	33.01	6	1	6
Commercial Credit Clerk	30.56	31.78	33.05	6	1	6
Photographer, Office	30.59	31.81	33.08	6	2	6
Tax Records Analysis Clerk	30.63	31.86	33.13	6	2	6
	30.65	31.88	33.16	6	3	6
	30.69	31.92	33.20	6	3	6
	30.73	31.96	33.24	6	3	6
	30.85	32.08	33.36	Maximum	4	0
# limited to present incumbents only						

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
Commercial Clerk I	30.62	31.84	33.11	6	0	6
Financial Business Clerk I	30.65	31.88	33.16	6	1	6
General Service Representative	30.69	31.92	33.20	6	1	6
Liability Representative	30.73	31.96	33.24	6	2	6
Operating Clerk I	30.76	31.99	33.27	6	2	6
Photographer, Field	30.82	32.05	33.33	6	2	6
	30.85	32.08	33.36	6	3	6
	30.88	32.12	33.40	6	3	6
	30.98	32.22	33.51	Maximum	4	0

Financial Statements Clerk

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	30.71	31.94	33.22	6	-	-
	30.75	31.98	33.26	6	0	6
	30.79	32.02	33.30	6	1	0
	30.84	32.07	33.35	6	1	6
	30.88	32.12	33.40	6	2	0
	30.92	32.16	33.45	6	2	6
	30.95	32.19	33.48	6	3	0
	30.98	32.22	33.51	6	3	6
	31.09	32.33	33.62	Maximum	4	0

**Console Operator
Financial Business Analysis Clerk**

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	30.83	32.06	33.34	6	-	-
	30.85	32.08	33.36	6	0	6
	30.89	32.13	33.42	6	1	0
	30.93	32.17	33.46	6	1	6
	30.96	32.20	33.49	6	2	0
	30.99	32.23	33.52	6	2	6
	31.02	32.26	33.55	6	3	0
	31.06	32.30	33.59	6	3	6
	31.18	32.43	33.73	Maximum	4	0

EXHIBIT A

**PHYSICAL
EXHIBIT A**

**Exelon Generation Company
(Nuclear)**



PHYSICAL EXHIBIT A
Exelon Generation Company (Nuclear)
Schedules of Basic Hourly Rates of Pay
and
Time and Rate Steps

Janitor	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	15.18	15.79	16.42	6	-	-
	15.26	15.87	16.50	6	0	6
	15.33	15.94	16.58	6	1	0
	15.39	16.01	16.65	6	1	6
	15.45	16.07	16.71	Maximum	2	0

Station Laborer	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	15.41	16.03	16.67	6	-	-
	15.48	16.10	16.74	6	0	6
	15.54	16.16	16.81	6	1	0
	15.59	16.21	16.86	6	1	6
	15.66	16.29	16.94	Maximum	2	0

Material Handler I

	Rate Steps		Time Step Months	Cumulative	
	04/01/04	04/01/05		Years	Months
	19.18	19.95	6	-	-
	19.24	20.01	6	0	6
	19.30	20.07	6	1	0
	19.34	20.11	6	1	6
	19.40	20.18	6	2	0
	19.44	20.22	6	2	6
	19.48	20.26	Maximum	3	0
				04/01/06	04/01/07
				20.75	21.48
				20.81	21.54
				20.87	21.60
				20.91	21.64
				20.99	21.72
				21.03	21.77
				21.07	21.81

**Helper, Electrical
Helper, Mechanical**

	Rate Steps		Time Step Months	Cumulative	
	04/01/04	04/01/05		Years	Months
	19.41	20.19	6	-	-
	19.45	20.23	6	0	6
	19.49	20.27	6	1	0
	19.55	20.33	6	1	6
	19.62	20.40	6	2	0
	19.67	20.46	6	2	6
	19.71	20.50	Maximum	3	0
				04/01/06	04/01/07
				21.00	21.74
				21.04	21.78
				21.08	21.82
				21.14	21.88
				21.22	21.96
				21.28	22.02
				21.32	22.07

Exhibit A

Auxiliary Operator

	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
19.64	20.43	21.25	21.99	6	0	6
19.67	20.46	21.28	22.02	6	1	0
19.70	20.49	21.31	22.06	6	1	6
19.72	20.51	21.33	22.08	6	2	0
19.75	20.54	21.36	22.11	6	2	6
19.79	20.58	21.40	22.15	6	3	0
19.82	20.61	21.43	22.18	6	3	6
19.86	20.65	21.48	22.23	Maximum	3	6

Material Handler

	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
23.91	24.87	25.86	26.77	6	0	6
23.94	24.90	25.90	26.81	6	1	0
23.98	24.94	25.94	26.85	6	1	6
24.01	24.97	25.97	26.88	6	2	0
24.06	25.02	26.02	26.93	6	2	6
24.09	25.05	26.05	26.96	6	3	0
24.12	25.08	26.08	26.99	6	3	6
24.19	25.16	26.17	27.09	Maximum	3	6

**Chemistry Technician B
Radiation Protection Technician B**

Rate Steps		Time Step Months	Cumulative	
04/01/04	04/01/05		Years	Months
24.23	25.20	3	0	3
24.27	25.24	3	0	6
24.32	25.29	3	0	9
24.48	25.46	6	1	3
24.51	25.49	6	1	9
24.55	25.53	Maximum	1	9

**Instrument Mechanic B
Maintenance Electrician B
Mechanic B
Nuclear Fuel Handler B**

Rate Steps		Time Step Months	Cumulative	
04/01/04	04/01/05		Years	Months
24.25	25.22	6	0	6
24.30	25.27	6	0	12
24.36	25.33	6	1	0
24.39	25.37	6	1	6
24.42	25.40	6	2	0
24.46	25.44	6	2	6
24.49	25.47	6	3	0
24.55	25.53	Maximum	3	6

Material Handler, Senior

Rate Steps		Time Step Months	Cumulative	
04/01/04	04/01/05		Years	Months
25.56	26.58	6	0	6
25.59	26.61	6	1	0
25.63	26.66	6	1	6
25.66	26.69	6	2	0
25.70	26.73	6	2	6
25.73	26.76	6	3	0
25.76	26.79	6	3	6
25.83	26.86	Maximum	3	6
			04/01/06	04/01/07
			27.64	28.61
			27.67	28.64
			27.73	28.70
			27.76	28.73
			27.80	28.77
			27.83	28.80
			27.86	28.84
			27.93	28.91

Material Handler, Senior Material Control

Rate Steps		Time Step Months	Cumulative	
04/01/04	04/01/05		Years	Months
29.19	30.36	6	0	6
29.23	30.40	6	1	0
29.27	30.44	6	1	6
29.30	30.47	6	2	0
29.33	30.50	6	2	6
29.36	30.53	6	3	0
29.41	30.59	6	3	6
29.45	30.63	Maximum	3	6
			04/01/06	04/01/07
			31.57	32.67
			31.62	32.73
			31.66	32.77
			31.69	32.80
			31.72	32.83
			31.75	32.86
			31.81	32.92
			31.86	32.98

	Rate Steps		Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05			
Instrument Mechanic A	29.62	30.80	6	-	-
Maintenance Electrician A	29.65	30.84	6	0	6
Mechanic A	29.69	30.88	6	1	0
Nuclear Fuel Handler A	29.72	30.91	6	1	6
	29.75	30.94	6	2	0
	29.80	30.99	6	2	6
	29.84	31.03	6	3	0
	29.87	31.06	Maximum	3	6
				04/01/06	04/01/07
				32.03	33.15
				32.07	33.19
				32.12	33.24
				32.15	33.28
				32.18	33.31
				32.23	33.36
				32.27	33.40
				32.30	33.43

	Rate Steps		Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05			
Chemistry Technician	31.02	32.26	6	-	-
Control Systems Technician	31.06	32.30	6	0	6
Radiation Protection Technician	31.11	32.35	6	1	0
Senior Electrical Mechanic, Nuclear	31.16	32.41	6	1	6
Senior Maintenance Electrician	31.18	32.43	6	2	0
Senior Mechanic	31.23	32.48	6	2	6
Senior Mechanic, Nuclear	31.26	32.51	6	3	0
	31.38	32.64	Maximum	3	6
				04/01/06	04/01/07
				33.55	34.72
				33.59	34.77
				33.64	34.82
				33.71	34.89
				33.73	34.91
				33.78	34.96
				33.81	34.99
				33.95	35.14

Exhibit A

Equipment Operator, Nuclear

Rate Steps		04/01/06	04/01/07	Time Step Months	Cumulative	
04/01/04	04/01/05				Years	Months
31.25	32.50	33.80	34.98	6	-	6
31.28	32.53	33.83	35.01	6	0	6
31.31	32.56	33.86	35.05	6	1	0
31.37	32.62	33.92	35.11	6	1	6
31.40	32.66	33.97	35.16	6	2	0
31.43	32.69	34.00	35.19	6	2	6
31.48	32.74	34.05	35.24	6	3	0
31.51	32.77	34.08	35.27	Maximum	3	6

Nuclear Station Operator

Rate Steps		04/01/06	04/01/07	Time Step Months	Cumulative	
04/01/04	04/01/05				Years	Months
33.39	34.73	36.12	37.38	6	-	6
33.43	34.77	36.16	37.43	6	0	6
33.49	34.83	36.22	37.49	6	1	0
33.52	34.86	36.25	37.52	6	1	6
33.55	34.89	36.29	37.56	6	2	0
33.59	34.93	36.33	37.60	6	2	6
33.63	34.98	36.38	37.65	6	3	0
33.74	35.09	36.49	37.77	Maximum	3	6