

PHYSICAL

EXHIBIT A

Commonwealth Edison Distribution and Business Services Company



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

	Time and Rate Steps				Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06	04/01/07				04/01/08
Fleet Assistant							
04/01/04	13.46	14.00	14.56	15.07	6	0	6
Helper, Stockroom # Janitor							
04/01/04	15.18	15.79	16.42	16.99	6	0	6
	15.26	15.87	16.50	17.08	6	0	6
	15.33	15.94	16.58	17.16	6	1	6
	15.39	16.01	16.65	17.23	6	1	6
	15.45	16.07	16.71	17.29	Maximum	2	0

limited to present incumbents only

	Rate Steps				Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06	04/01/07				04/01/08
Meter Reader* Hired prior to 03/15/1999 (Negotiated Package)							
04/01/04	15.81	16.44	17.10	17.70	6	0	6
	15.87	16.50	17.16	17.76	6	0	6
	15.92	16.56	17.22	17.82	6	1	6
	16.61	17.27	17.96	18.59	6	1	6
	16.67	17.34	18.03	18.66	6	2	6
	18.08	18.80	19.55	20.23	Maximum	5	6

* Plus Bonus

Meter Reader* Hired on or after 03/15/1999 (Negotiated Package)

	Rate Steps			Time Step Months	Cumulative Years
	04/01/04	04/01/05	04/01/06		
	13.06	13.58	14.12	12	-
	13.46	14.00	14.56	12	1
	14.08	14.64	15.23	12	2
	15.00	15.60	16.22	12	3
	15.90	16.54	17.20	12	4
	17.13	17.82	18.53	Maximum	5

* Plus Bonus

Helper
 Helper, Construction
 Helper, Overhead
 Helper, Shop & Tool Services

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

Exhibit A

Material Handler I

Rate Steps		Rate Steps		Rate Steps		Time Step Months	Cumulative	
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years		Months	
19.18	19.95	20.75	21.48	22.23	-	6	-	0
19.24	20.01	20.81	21.54	22.29	0	6	0	6
19.30	20.07	20.87	21.60	22.36	1	6	1	0
19.34	20.11	20.91	21.64	22.40	1	6	1	6
19.40	20.18	20.99	21.72	22.48	2	6	2	0
19.44	20.22	21.03	21.77	22.53	2	6	2	6
19.48	20.26	21.07	21.81	22.57	3	Maximum	3	0

Delivery Messenger

Rate Steps		Rate Steps		Rate Steps		Time Step Months	Cumulative	
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years		Months	
19.31	20.08	20.88	21.61	22.37	-	6	-	0
19.34	20.11	20.91	21.64	22.40	0	6	0	6
19.39	20.17	20.98	21.71	22.47	1	6	1	0
19.42	20.20	21.01	21.75	22.51	1	6	1	6
19.45	20.23	21.04	21.78	22.54	2	6	2	0
19.48	20.26	21.07	21.81	22.57	2	6	2	6
19.52	20.30	21.11	21.85	22.61	3	6	3	0
19.56	20.34	21.15	21.89	22.66	3	Maximum	3	6

Building Maintainer (Substation Operating)

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
20.91	21.75	22.62	23.41	24.23	0	6
20.96	21.80	22.67	23.46	24.28	0	6
20.99	21.83	22.70	23.49	24.31	1	0
21.03	21.87	22.74	23.54	24.36	1	6
21.06	21.90	22.78	23.58	24.41	2	0
21.10	21.94	22.82	23.62	24.45	2	6
21.12	21.96	22.84	23.64	24.47	3	0
21.21	22.06	22.94	23.74	24.57	3	6

**Cable and Conduit Electrician (Electrical Construction)
 Chauffeur (Transportation)
 Construction Laborer
 Meter Mechanic, Junior Grade
 Supply and Equipment Handler, Sr. Gr., Overhead, Field (Electrical Construction)**

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
21.10	21.94	22.82	23.62	24.45	0	6
21.12	21.96	22.84	23.64	24.47	0	6
21.15	22.00	22.88	23.68	24.51	1	0
21.21	22.06	22.94	23.74	24.57	1	6
21.26	22.11	22.99	23.79	24.62	2	0
21.29	22.14	23.03	23.84	24.67	2	6
21.32	22.17	23.06	23.87	24.71	3	0
21.39	22.25	23.14	23.95	24.79	3	6

Shop Mechanic

	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	21.15	22.00	22.88	6	-	-
	21.21	22.06	23.74	6	0	6
	21.24	22.09	23.77	6	1	0
	21.28	22.13	23.83	6	1	6
	21.31	22.16	23.86	6	2	0
	21.34	22.19	23.89	6	2	6
	21.38	22.24	23.94	6	3	0
	21.46	22.32	24.02	Maximum	3	6
			24.51			
			24.57			
			24.60			
			24.66			
			24.70			
			24.73			
			24.78			
			24.86			

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	6	-	-
	23.94	24.90	26.81	6	0	6
	23.98	24.94	26.85	6	1	0
	24.01	24.97	26.88	6	1	6
	24.06	25.02	26.93	6	2	0
	24.09	25.05	26.96	6	2	6
	24.12	25.08	26.99	6	3	0
	24.19	25.16	27.09	Maximum	3	6
			27.71			
			27.75			
			27.79			
			27.82			
			27.87			
			27.90			
			27.93			
			28.04			

Exhibit A

Mechanic (Electrical Construction)

	Rate Steps			04/01/07	04/01/08	Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06				Years	Months
	24.17	25.14	26.15	27.07	28.02	6	-	-
	24.20	25.17	26.18	27.10	28.05	6	0	6
	24.24	25.21	26.22	27.14	28.09	6	1	0
	24.28	25.25	26.26	27.18	28.13	6	1	6
	24.33	25.30	26.31	27.23	28.18	6	2	0
	24.38	25.36	26.37	27.29	28.25	6	2	6
	24.41	25.39	26.41	27.33	28.29	6	3	0
	24.47	25.45	26.47	27.40	28.36	Maximum	3	6

Cable Splicer, Starting

	Rate Steps			04/01/07	04/01/08	Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06				Years	Months
	24.23	25.20	26.21	27.13	28.08	3	-	-
	24.27	25.24	26.25	27.17	28.12	3	0	3
	24.32	25.29	26.30	27.22	28.17	3	0	6
	24.48	25.46	26.48	27.41	28.37	6	0	9
	24.51	25.49	26.51	27.44	28.40	6	1	3
	24.55	25.53	26.55	27.48	28.44	Maximum	1	9

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
Assistant Operator (Substation Operating)	24.25	25.22	26.23	6	-	-
Electrical Mechanic B	24.30	25.27	26.28	6	0	6
#Facilities Inspector	24.36	25.33	26.34	6	1	0
Maintenance Operator, 2nd Grade (Substation Operating)	24.39	25.37	26.38	6	1	6
Material Handler, Grade A (Transportation)	24.42	25.40	26.42	6	2	0
Mechanic B	24.46	25.44	26.46	6	2	6
Mechanic B, Transportation Equipment	24.49	25.47	26.49	6	3	0
Meter Mechanic	24.55	25.53	26.55	Maximum	3	6

limited to present incumbents only

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
Overhead Patroller	24.48	25.46	26.48	6	-	-
	24.51	25.49	26.51	6	0	6
	24.55	25.53	26.55	6	1	0
	24.60	25.58	26.60	6	1	6
	24.63	25.62	26.64	6	2	0
	24.65	25.64	26.67	6	2	6
	24.70	25.69	26.72	6	3	0
	24.78	25.77	26.80	Maximum	3	6

Exhibit A

Automobile Dispatcher (Transportation)

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
24.51	25.49	26.51	27.44	28.40	-	6
24.55	25.53	26.55	27.48	28.44	0	6
24.60	25.58	26.60	27.53	28.49	1	0
24.63	25.62	26.64	27.57	28.53	1	6
24.68	25.67	26.70	27.63	28.60	2	0
24.71	25.70	26.73	27.67	28.64	2	6
24.73	25.72	26.75	27.69	28.66	3	0
24.81	25.80	26.83	27.77	28.74	3	6

***Maintenance Mechanic**

04/01/04	04/01/05	04/01/06	04/01/07	04/01/08
25.08	26.08	27.12	28.07	29.05

* For application of premiums as a result of successful completion of approved certifications, refer to the Transportation Realignment Agreement dated August 23, 2002.

Mechanic, Office Appliances

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
25.47	26.49	27.55	28.51	29.51	-	6
25.51	26.53	27.59	28.56	29.56	0	6
25.55	26.57	27.63	28.60	29.60	1	0
25.58	26.60	27.66	28.63	29.63	1	6
25.63	26.66	27.73	28.70	29.70	2	0
25.66	26.69	27.76	28.73	29.74	2	6
25.70	26.73	27.80	28.77	29.78	3	0
25.76	26.79	27.86	28.84	29.85	3	6

Overhead Electrician Starting

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
25.45	26.47	27.53	28.49	29.49	-	-
25.49	26.51	27.57	28.53	29.53	0	3
25.55	26.57	27.63	28.60	29.60	0	6
25.71#	26.74#	27.81#	28.78	29.79	0	9
25.74	26.77	27.84	28.81	29.82	1	3
25.77	26.80	27.87	28.85	29.86	1	9

#This step by payroll advice only.

Material Handler, Senior

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
25.56	26.58	27.64	28.61	29.61	-	-
25.59	26.61	27.67	28.64	29.64	0	6
25.63	26.66	27.73	28.70	29.70	1	0
25.66	26.69	27.76	28.73	29.74	1	6
25.70	26.73	27.80	28.77	29.78	2	0
25.73	26.76	27.83	28.80	29.81	2	6
25.76	26.79	27.86	28.84	29.85	3	0
25.83	26.86	27.93	28.91	29.92	3	6

ENRDA

Energy Technician

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
23.66	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
25.83	26.86	27.93	28.91	29.92	2	6
25.86	26.89	27.97	28.95	29.96	3	0
25.96	27.00	28.08	29.06	30.08	3	6

**Locksmith (Substation Operating)
Senior Appliance Mechanic
Underground System Recorder (Electrical Construction)**

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
25.78	26.81	27.88	28.86	29.87	-	-
25.82	26.85	27.92	28.90	29.91	0	6
25.84	26.87	27.94	28.92	29.93	1	0
25.90	26.94	28.02	29.00	30.02	1	6
25.95	26.99	28.07	29.05	30.07	2	0
25.98	27.02	28.10	29.08	30.10	2	6
26.03	27.07	28.15	29.14	30.16	3	0
26.09	27.13	28.22	29.21	30.23	3	6

#Building Operator

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	28.84	29.99	31.19	6	-	-
	28.87	30.02	31.22	6	0	6
	28.89	30.05	31.25	6	1	0
	28.92	30.08	31.28	6	1	6
	28.96	30.11	31.31	6	2	0
	28.98	30.14	31.35	6	2	6
	29.02	30.18	31.39	6	3	0
	29.05	30.21	31.42	6	3	6
	# limited to present incumbents only			Maximum	3	6

Material Handler, Senior, Yard Operations

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	28.92	30.08	31.28	6	-	-
	28.95	30.11	31.31	6	0	6
	28.97	30.13	31.34	6	1	0
	29.01	30.17	31.38	6	1	6
	29.04	30.20	31.41	6	2	0
	29.08	30.24	31.45	6	2	6
	29.12	30.28	31.49	6	3	0
	29.18	30.35	31.56	6	3	6
				Maximum	3	6



Senior Shop Mechanic

Rate Steps		Time Step		Cumulative			
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Months	Years	Months
29.12	30.28	31.49	32.59	33.73	6	-	-
29.18	30.35	31.56	32.66	33.80	6	0	6
29.21	30.38	31.60	32.71	33.85	6	1	0
29.24	30.41	31.63	32.74	33.89	6	1	6
29.28	30.45	31.67	32.78	33.93	6	2	0
29.31	30.48	31.70	32.81	33.96	6	2	6
29.34	30.51	31.73	32.84	33.99	6	3	0
29.38	30.56	31.78	32.89	34.04	Maximum	3	6

Material Handler, Senior Material Control

Rate Steps		Time Step		Cumulative			
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Months	Years	Months
29.19	30.36	31.57	32.67	33.81	6	-	-
29.23	30.40	31.62	32.73	33.88	6	0	6
29.27	30.44	31.66	32.77	33.92	6	1	0
29.30	30.47	31.69	32.80	33.95	6	1	6
29.33	30.50	31.72	32.83	33.98	6	2	0
29.36	30.53	31.75	32.86	34.01	6	2	6
29.41	30.59	31.81	32.92	34.07	6	3	0
29.45	30.63	31.86	32.98	34.13	Maximum	3	6

Mechanic Meter Mechanic, Special	Rate Steps		Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05			
	29.24	30.41	6	-	-
	29.28	30.45	6	0	6
	29.30	30.47	6	1	0
	29.33	30.50	6	1	6
	29.36	30.53	6	2	0
	29.41	30.59	6	2	6
	29.45	30.63	6	3	0
	29.48	30.66	Maximum	3	6

Cable Splicer Electrical Mechanic Machine Operator Maintenance Inspector Mechanic Electronic Mechanic (Shops and Tool Service)	Rate Steps		Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05			
	29.62	30.80	6	-	-
	29.65	30.84	6	0	6
	29.69	30.88	6	1	0
	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

Mechanic, Electrical Principal Facilities Inspector Senior Energy Technician #Service Mechanic Substation Operator Underground Protection Electrician	Rate Steps		Time Step Months	Cumulative Years	Cumulative Months
	04/01/06	04/01/07			
	31.63	32.74	6	-	-
	31.67	32.78	6	0	6
	31.69	32.80	6	1	0
	31.72	32.83	6	1	6
	31.75	32.86	6	2	0
	31.81	32.92	6	2	6
	31.86	32.98	6	3	0
	31.89	33.01	Maximum	3	6

Mechanic, Electrical Principal Facilities Inspector Senior Energy Technician #Service Mechanic Substation Operator Underground Protection Electrician	Rate Steps		Time Step Months	Cumulative Years	Cumulative Months
	04/01/06	04/01/07			
	32.03	33.15	6	-	-
	32.07	33.19	6	0	6
	32.12	33.24	6	1	0
	32.15	33.28	6	1	6
	32.18	33.31	6	2	0
	32.23	33.36	6	2	6
	32.27	33.40	6	3	0
	32.30	33.43	Maximum	3	6

#limited to present incumbents only

Exhibit A

Principal Mechanic, Office Appliances

	Rate Steps			04/01/07	04/01/08	Time Step Months	Cumulative	
	04/01/05	04/01/06	04/01/07				Years	Months
30.52	31.74	33.01	34.17	35.37	6	-	0	6
30.56	31.78	33.05	34.21	35.41	6	0	1	0
30.59	31.81	33.08	34.24	35.44	6	1	1	6
30.63	31.86	33.13	34.29	35.49	6	2	2	0
30.65	31.88	33.16	34.32	35.52	6	2	2	6
30.69	31.92	33.20	34.36	35.56	6	3	3	0
30.73	31.96	33.24	34.40	35.60	6	3	3	6
30.85	32.08	33.36	34.53	35.74	Maximum	3	3	6

Overhead Electrician

	Rate Steps			04/01/07	04/01/08	Time Step Months	Cumulative	
	04/01/05	04/01/06	04/01/07				Years	Months
30.85	32.08	33.36	34.53	35.74	6	-	0	6
30.88	32.12	33.40	34.57	35.78	6	0	1	0
30.92	32.16	33.45	34.62	35.83	6	1	1	6
30.95	32.19	33.48	34.65	35.86	6	2	2	0
30.98	32.22	33.51	34.68	35.89	6	2	2	6
31.01	32.25	33.54	34.71	35.92	6	3	3	0
31.05	32.29	33.58	34.76	35.98	6	3	3	6
31.10	32.34	33.63	34.81	36.03	Maximum	3	3	6

#Senior Tree Trimmer

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	30.86	32.09	33.37	6	-	-
	30.89	32.13	33.42	6	0	6
	30.93	32.17	33.46	6	1	0
	30.96	32.20	33.49	6	1	6
	30.99	32.23	33.52	6	2	0
	31.02	32.26	33.55	6	2	6
	31.06	32.30	33.59	6	3	0
	31.16	32.41	33.71	Maximum	3	6
					36.11	

limited to present incumbents only

Senior Maintenance Inspector

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	30.96	32.20	33.49	6	-	-
	30.99	32.23	33.52	6	0	6
	31.02	32.26	33.55	6	1	0
	31.06	32.30	33.59	6	1	6
	31.10	32.34	33.63	6	2	0
	31.15	32.40	33.70	6	2	6
	31.18	32.43	33.73	6	3	0
	31.30	32.55	33.85	Maximum	3	6
					36.26	

Exhibit A

#Trouble Electrician Cable

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
31.10	32.34	33.63	34.81	36.03	-	-
31.15	32.40	33.70	34.88	36.10	0	6
31.18	32.43	33.73	34.91	36.13	1	0
31.23	32.48	33.78	34.96	36.18	1	6
31.26	32.51	33.81	34.99	36.21	2	0
31.30	32.55	33.85	35.03	36.26	2	6
31.32	32.57	33.87	35.06	36.29	3	0
31.43	32.69	34.00	35.19	36.42	3	6

limited to present incumbents only

Area Operator (Outside Chicago)
Cable Splicer, Special
Mechanic, Meter Equipment
Primary Meter Servicer

Rate Steps		Time Step		Cumulative		
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Years	Months
31.17	32.42	33.72	34.90	36.12	-	-
31.22	32.47	33.77	34.95	36.17	0	6
31.25	32.50	33.80	34.98	36.20	1	0
31.28	32.53	33.83	35.01	36.24	1	6
31.32	32.57	33.87	35.06	36.29	2	0
31.37	32.62	33.92	35.11	36.34	2	6
31.40	32.66	33.97	35.16	36.39	3	0
31.50	32.76	34.07	35.26	36.49	3	6

**Planner, Shops
Principal Mechanic, Electrical**

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	31.29	32.54	33.84	6	-	-
	31.32	32.57	33.87	6	0	6
	31.35	32.60	33.90	6	1	0
	31.39	32.65	33.96	6	1	6
	31.42	32.68	33.99	6	2	0
	31.45	32.71	34.02	6	2	6
	31.50	32.76	34.07	Maximum	3	0

**Circuit Electrician (Electrical Construction)
Crew Leader, Cable
Crew Leader, Construction
Crew Leader, Field Service**

	Rate Steps			Time Step Months	Cumulative Years	Cumulative Months
	04/01/04	04/01/05	04/01/06			
	31.41	32.67	33.98	6	-	-
	31.44	32.70	34.01	6	0	6
	31.48	32.74	34.05	6	1	0
	31.51	32.77	34.08	6	1	6
	31.55	32.81	34.12	6	2	0
	31.58	32.84	34.15	6	2	6
	31.63	32.90	34.22	Maximum	3	0

EXHIBIT A

Area Operator (Inside Chicago)		Rate Steps		Time Step		Cumulative	
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Months	Years	Months
31.65	32.92	34.24	35.44	36.68	6	-	-
31.69	32.96	34.28	35.48	36.72	6	0	6
31.73	33.00	34.32	35.52	36.76	6	1	0
31.76	33.03	34.35	35.55	36.79	6	1	6
31.80	33.07	34.39	35.59	36.84	6	2	0
31.84	33.11	34.43	35.64	36.89	6	2	6
31.89	33.17	34.50	35.71	36.96	6	3	0
31.98	33.26	34.59	35.80	37.05	Maximum	3	6

Equipment Mechanic		Rate Steps		Time Step		Cumulative	
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Months	Years	Months
32.32	33.61	34.95	36.17	37.44			

Inspector, Overhead (Electrical Construction) Overhead Electrician Special Overhead Troubleshooter Service Electrician		Rate Steps		Time Step		Cumulative	
04/01/04	04/01/05	04/01/06	04/01/07	04/01/08	Months	Years	Months
32.39	33.69	35.04	36.27	37.54	6	-	-
32.43	33.73	35.08	36.31	37.58	6	0	6
32.48	33.78	35.13	36.36	37.63	6	1	0
32.51	33.81	35.16	36.39	37.66	6	1	6
32.55	33.85	35.20	36.43	37.71	6	2	0
32.58	33.88	35.24	36.47	37.75	6	2	6
32.61	33.91	35.27	36.50	37.78	6	3	0
32.72	34.03	35.39	36.63	37.91	Maximum	3	6

Crew Leader, Line	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	32.64	33.95	35.31	6	-	-
	32.68	33.99	35.35	6	0	6
	32.70	34.01	35.37	6	1	0
	32.73	34.04	35.40	6	1	6
	32.77	34.08	35.44	6	2	0
	32.81	34.12	35.48	6	2	6
	32.85	34.16	35.53	Maximum	3	0

Lead Mechanic	Rate Steps			Time Step Months	Cumulative	
	04/01/04	04/01/05	04/01/06		Years	Months
	33.62	34.96	36.36	6	-	-
				6	0	6
				6	1	0
				6	1	6
				6	2	0
				6	2	6
				Maximum	3	0

Exhibit A

**CLERICAL
EXHIBIT B**

Exhibit B

BID GROUP A - Job Classifications

Normally Promotes To

A1	Console Operator	
A2	Financial Business Analysis Clerk***	
A3	Financial Statements Clerk***	A2,1
A4	Commercial Clerk I	A3,2,1
A5	Documents Control Clerk++	A3,2,1
A6	General Service Representative++	A3,2,1
A7	Operating Clerk I	A3,2,1
A8	Financial Business Clerk I***	A3,2,1
A9	Liability Rep. ***	A3,2,1
A10	Photographer - Field**	A3,2,1

** Right of Selection

++ Selection on a basis of ability only. Before the promotional appointment is made, the Company will discuss the matter with the Union.

*** Such selection shall not be subject to the provisions of Article VIII if the qualifications of the job specification are met.

Right of selection will be limited to the top five (5) employees by promotional service date who expressed interest in this job.

Exhibit B

BID GROUP B

Job Classifications

- B1 Billing Clerk
- B2 #Commercial Accounts Clerk
- B3 Commercial Credit Clerk
- B4 Asst. Analyst Real Estate Records
- B5 Photographer - Office**
- B6 Tax Records Analysis Clerk
- B7 Senior Energy Technician
- B8 Analyst Plant Accounting
- B9 Customer Office Representative
- B10 Commercial Clerk II
- B11 Customer Credit Representative
- B12 Operating Clerk II
- B13 Service Representative
- B14 Surveillance Clerk
- B15 Financial Business Clerk II

Normally Promotes To

- Bid Group A
- B6,5,4,3,1, Bid Group A
- B6,5,4,3,1, Bid Group A
- B6,5,4,3,1, Bid Group A
- B9,8,7,6,5,4,3,1, Bid Group A

**** Right of Selection**

Limited to present incumbents only

BID GROUP C

<u>Job Classifications</u>	<u>Normally Promotes To</u>
C1 #Credit Representative	Bid Group B
C2 #Bill Adjustment Clerk	Bid Group B
C3 Central File Clerk	Bid Group B
C4 Customer Service Clerk	Bid Group B
C5 Customer Interview Representative	C4,3, Bid Group B
C6 New Construction Representative	C4,3, Bid Group B
C7 Customer Service Representative	C6,5,4,3, Bid Group B
C8 Construction Order Clerk	C6,5,4,3, Bid Group B
C9 Energy Technician	C8,7,6,5,4,3, Bid Group B
C10 Commercial Clerk III	C8,7,6,5,4,3, Bid Group B
C11 Operating Clerk III	C8,7,6,5,4,3, Bid Group B
C12 Procedures Clerk	C8,7,6,5,4,3, Bid Group B
C13 Financial Clerk III	C8,7,6,5,4,3, Bid Group B
C14 Financial Business Clerk III	C8,7,6,5,4,3, Bid Group B
C15 General Business Clerk III	C8,7,6,5,4,3, Bid Group B
C16 #Clerk AA (Stenographic-Secretarial)	C8,7,6,5,4,3, Bid Group B

Limited to present incumbents only.

LISTED JOB CLASSIFICATIONS

Job Classifications

- L1 #Field Accounts Rep.
- L2 Plant Analyst, Jr. Grade
- L3 General Clerk I
- L4 #Clerk Grade A - Steno

Limited to present incumbents only.

Normally Promotes To

- Bid Group C
- Bid Group C
- L2, Bid Group C
- L2, Bid Group C

LISTED GROUP 2

Job Classifications

- P1 Operator, Sr. Grade, Duplicating Machines
- P2 Office Service Specialist

Normally Promotes To

- Listed Job
- Listed Job

General Notes:

5. Certain jobs, which require little or no previous experience in the Company or Department, are "pool" jobs. The following are "pool" jobs. In making promotions, employees in Listed Group 2 and Pool job classifications shall be considered one group.
6. Consideration will be given to filling these jobs from within the company, before hiring a new employee.

POOL JOB CLASSIFICATIONS

<u>Job Classifications</u>	<u>Normally Promotes To</u>
P3 Office Service Representative	P2,1, Listed Job
P4 Entry Clerk	P3,2,1

EXHIBIT B

General Notes:

7. If no qualified employee is available for the vacancy either from the next lower job classification or as a result of the bidding procedure, then the Company may select any employee or hire someone to fill such job.
8. Employees in a lower numerical "bid" or "listed" group than the employee selected, and employees who do not make application within the period of posting shall have no grievance.
9. An employee passed up will, upon inquiry, be informed by the Company of the reason why they were not promoted, and may enter a grievance.
10. For additional details on part-time positions, refer to the Clerical Bracketing package dated April 28, 1997, the Customer Service Package dated April 7, 1997, Part-time Agreements dated March 18, 1993, February 19, 1996 and the revision of the Part-time Seniority Agreement dated April 18, 2001.

**EXELON GENERATION
COMPANY
(NUCLEAR)**

EXHIBIT B

Exhibit B

EXHIBIT B
Lines of Promotion and Demotion
GENERAL NOTES
 LaSalle, Zion, Byron,
 Quad Cities, Braidwood, Dresden

1. Where provision is made for filling a job from more than one job classification, computation of seniority shall include the total time spent in each of these job classifications.

Lines of Promotion and Demotion

Normally

	Comes from	Promotes or Transfers to	Demotes or Transfers to
Promotional Series A*			
1. Senior Electrical Mechanic, Nuclear	A-3	—	A-3
2. Senior Maintenance Electrician (AP)	A-3	—	A-3
3. Maintenance Electrician A	A-4	A-1; A-2	A-4
4. Maintenance Electrician B (AO)	A-5	A-3	A-5
5. Helper, Electrical (AG, AH)	AA	A-4	AB
Promotional Series B**			
1. Senior Mechanic, Nuclear (AK)	B-3		B-3
2. Senior Mechanic (AK, AP)	B-3		B-3
3. Mechanic A (AK)	B-4	B-1; B-2	B-4
4. Mechanic B (AO)	B-5	B-3	B-5
5. Helper, Mechanical (AI)	AA	B-4	AB

Exhibit B (Continued)
Lines of Promotion and Demotion

		Normally	
	Comes from	Promotes or Transfers to	Demotes or Transfers to
Promotional Series C***			
1. Nuclear Station Operator (AN)	.....C-2	—	AM
2. Equipment Operator	.....C-3	C-1	AM
3. Auxiliary Operator (AL)	.....AA	C-2	AM
Promotional Series D			
1. Control Systems Technician	.....D-2	—	D-2
2. Instrument Mechanic A	.....D-3	D-1	D-3
3. Instrument Mechanic B	.....AA	D-2	AB
Promotional Series E			
1. Nuclear Fuel Handler A	.....E-2	—	E-2
2. Nuclear Fuel Handler B	.....AA	E-1	AB
Promotional Series F****			
1. Radiation Protection Technician	.....F-2	—	AC
2. Radiation Protection Technician B (AD)	.....AA	F-1	AC
Promotional Series G****			
1. Chemistry Technician	.....G-2	—	AC
2. Chemistry Technician B (AD)	.....AA	G-1	AC

Exhibit B

Exhibit B (Continued)
Lines of Promotion and Demotion

		Normally	
		Comes from	Promotes or Transfers to
		Demotes or Transfers to	
Promotional Series H*****			
1. Material Handler, Senior, Material Control (AQ)	.....H-2	—	H-2
2. Material Handler, Senior	.....H-3	H-1	H-3
3. Material Handler	.....H-4	H-2	H-4
4. Material Handler I	.....AA	H-3	Layoff

Individual Job Classifications Not a Part of

Any Promotional Series	
Janitor	.....AA
Station Laborer	.....AA
	—
	AE
	Layoff
	Layoff

- AA Entrance Job Classification
- AB Demotes or transfers in accordance with the provisions of Article III, of the Collective Bargaining Agreement.
- AC Demotes or transfers in accordance with the provision of Memorandum of Agreement (formerly Promotional Series "M" and "N") dated February 10, 1988.
- AD Radiation Protection Technician B or Chemistry Technician B, at the end of nine (9) months actual experience in this classification and upon successful completion of the required training and examination will receive a special time-step increase. At the end of fifteen (15) additional months of actual experience in this classification and upon successful completion of the required training and examination will be immediately promoted to the Technician classification.

- AE In filling entrance jobs in Promotional Series A,B,C, and E, first consideration will be given to qualified employees in order of their seniority, who have requested transfer or promotion to such specific entrance job classifications. Subject to the Company's undertaking to give such first consideration in good faith, this provision shall not in any way impair the Company's right to continue the practice of filling entrance jobs from other sources.
- AG Immediate promotion to Maintenance Electrician B for qualified Helpers, Electrical at Dresden Station who have completed two years actual experience in their classification. (Immediate promotion for qualified Helpers, Electrical who have six months actual experience in their classification and have successfully completed the required training and examination.)
- AH Immediate promotion to Maintenance Electrician B for qualified Helpers. *Dresden employees in Promotional Series B.
- AI Immediate promotion to Mechanic B for qualified Helpers, Mechanical who have completed two years actual experience in this classification. (Immediate promotion for qualified Helpers, Mechanical who have six months actual experience in their classification and have successfully completed the required training and examination.)
- AJ Immediate promotion to Mechanic B for qualified Helpers. **Dresden employees in Promotional Series B.
- AK An employee in this job classification who qualified and maintains the welder performance qualifications in the basic welding procedure at his station and who is actually and successfully striving to become qualified in the other procedures, all of which are written in accordance with the American Society of Mechanical Engineers Boiler and Pressure Vessel Codes, and without restrictions (such as climbing and performing welding from boiler scaffolds in furnaces or other high places, or welding in confined spaces) will be granted fifty cents (50¢) per hour in addition to the base rates of pay as shown in Exhibit A of this Collective Bargaining Agreement. Periodic testing and acceptance of the welds as provided in the ASME Code will be required in order to maintain eligibility under this provision. When an employee is certified as a welder, the employee will be required to maintain that certification for a minimum of three (3) years. Management will have the responsibility to determine and train the proper number of Mechanics needed to meet generating station code welding and work requirements and to make shift assignments based upon these work requirements.
- AL Qualified employees in the Auxiliary Operator classification who have successfully completed the required training and examinations shall immediately be promoted to the title of Equipment Operator, Nuclear, not to exceed thirteen months.
- AM Denotes or transfers in accordance with the provisions of the Memorandum of Agreement dated September 21, 1999.

AN Upon receipt and continued maintenance of an N. R. C. Nuclear reactor operator's license covering station "sister" units, employees in this job classification will be granted an amount per hour equal to 16% of the maximum hourly base rate of pay of the Nuclear Station Operator (rounded to the nearest cent) in addition to the base rates of pay as shown in Exhibit A of this Collective Bargaining Agreement.

AO Immediate promotion for qualified Mechanics B and Maintenance Electrician B (Dresden Station) who have three and one half (3 1/2) years actual experience in their classification and have successfully completed the required training and examination.

AP Dresden Station employees in Promotional Series C and E have the job titles of Senior Mechanic and Senior Maintenance Electrician were established as a result of the Mobile Maintenance Services Group Agreement. Live out status of these classifications are explained in the Mobile Maintenance Services Group Agreement dated February 24, 1978.

AQ The job title Stockman, Senior, Material Control was established in accordance with the reorganization of the Stores Department dated December 19, 1988.

* Formerly Promotional Series C in the Mobile Maintenance Services Group Agreement dated February 24, 1978.
 ** Formerly Promotional Series E in the Mobile Maintenance Services Group Agreement dated February 24, 1978.
 *** Formerly Promotional Series G in the Memorandum of Agreement dated July 15, 1985.
 **** Formerly Promotional Series M in the Memorandum of Agreement dated April 7, 1988.
 ***** Formerly Promotional Series N in the Memorandum of Agreement dated April 7, 1988.
 ***** Formerly Promotional Series O in the Memorandum of Agreement dated April 7, 1988.

**COMMERCIAL
PHYSICAL
EXHIBIT B**



**COMMERCIAL PHYSICAL
EXHIBIT B
Lines of Promotion and Demotion
GENERAL NOTES**

1. Application of Promotional Series: All promotional series shall be applied throughout the Commercial Business Unit or by other means as mutually agreed between Local Union 15 and the Company in the area affected.

Lines of Promotion and Demotion

Normally	
Comes from	Promotes or Transfers to On a Department Wide Basis Demotes To
SUBSTATION OPERATING DEPARTMENT	
Promotional Series A (Inside)	
1. Area Operator (AF).....A-2	A-2
2. Substation Operator (Mobile Assignment).....A-3	A-3
3. Assistant Operator.....AE	Layoff
4. Maintenance Operator, 2nd Grade.....AA	Layoff
Promotional Series AI (Outside)	
1. Area Operator.....AI-2	AI-2
2. Substation Operator.....AB	AI-1 AE

Lines of Promotion and Demotion

		Normally	
	Comes from	Promotes or Transfers to	On a Department Wide Basis Demotes To
Individual Job Classifications			
Not a Part of Any Promotional Series			
Building Maintainer.....	AA	—	Layoff
Janitor.....	AA	—	Layoff
Locksmith.....	AA	—	Layoff

SUBSTATION CONSTRUCTION DEPARTMENT (OUTSIDE)

Promotional Series B (Outside)

1. Crew Leader, Construction.....	B-2	—	B-2
2. Electrical Mechanic (AH).....	B-3	B-1	B-3
3. Electrical Mechanic B (AI).....	B-4	B-2	B-4
4. Helper (AG).....	AA	B-3	Layoff

SUBSTATION CONSTRUCTION DEPARTMENT (INSIDE)

Promotional Series B1 (Inside)

1. Crew Leader, Construction.....	B1-2	—	B1-2
2. Electrical Mechanic (AK).....	B1-3	B1-1	B1-3
3. Electrical Mechanic B.....	B1-4	B1-2	B1-4
4. Helper (AJ).....	AA	B1-3	Layoff

Exhibit B

Lines of Promotion and Demotion

		Normally		
		Comes from	Promotes or Transfers to	On a Department Wide Basis Demotes To
SHOPS AND TOOL SERVICE DEPARTMENT (Technical Center, Maywood)				
Promotions Series C				
1. Planner, Shops	.....C-2;C-3;C-4	C-2(AL)	C-2(AL);C-3;C-4	
2. Principal Mechanic, Electrical	.....C-1(AL);C-3;C-4	C-1	C-1;C-3;C-4	
3. Mechanic, Electrical	.....AC	C-1;C-2	C-5	
4. Mechanic (AH)	.....C-5	C-1	C-5	
5. Mechanic B	.....C-6	C-4	C-6	
6. Helper (AJ)	.....AA	C-5	Layoff	
METER DEPARTMENT (System Meter Shop, Oak Brook)				
Promotional Series D				
1. Mechanic, Meter Equipment	.....D-2	--	D-2	
2. Mechanic, Electronic	.....D-3(AM)	D-1	D-3	
3. Meter Mechanic, Special	.....D-4	D-2	D-4	
4. Meter Mechanic	.....D-5	D-3	D-5	
5. Meter Mechanic, Junior Grade	.....AA	D-4	Layoff	
OVERHEAD DEPARTMENT Promotional Series E (Outside)				
1. Crew Leader, Line (AP)	.....E-2;E-3;E-4	--	E-2;E-3;E-4	
2. Overhead Electrician, Special (AN,AP)	.....E-4	E-1	E-4	
3. Overhead Troubleshooter (AN,AP)	.....E-4	E-1	E-4	
4. Overhead Electrician (AP)	.....E-5	E-1;E-2;E-3	AD	
5. Overhead Electrician, Starting (AO,AP)	.....AB		AD	

Lines of Promotion and Demotion

	Normally		
	Comes from	Promotes or Transfers to	On a Department Wide Basis Demotes To
Promotional Series E (Inside)			
1. Circuit Electrician (AP).....	E-4;E-5	—	E-4;E-6
2. Crew Leader, Line (AP).....	E-3;E-4;E-5E-6	—	E-3;E-4;E-5;E-6
3. Inspector, Overhead.....	E-4;E-5;E-6	E-2	E-4;E-5;E-6
4. Overhead Electrician, Special (AN,AP).....	E-5	E-1;E-2;E-3	E-5;E-6
5. Overhead Electrician (AP).....	E-6	E-1;E-2;E-3; E-4	AD
6. Overhead Electrician, Starting (AO, AP).....	E-7	E-5	E-7
7. Helper, Overhead.....	AA	E-6	Layoff
Individual Job Classifications			
Not a Part of Any Promotional Series			
Construction Laborer.....	AA	—	AD
Service Electrician (AQ,AP).....	—	—	AD
Senior Tree Trimmer (AC).....	AC	—	AD
Promotional Series F			
1. Senior Shop Mechanic (Tool Room).....	F-2	—	F-2
2. Shop Mechanic.....	—	F-1	AD

Exhibit B

Lines of Promotion and Demotion

	Normally	
	Comes from	Promotes or Transfers to
Individual Job Classifications		
Not a Part of Any Promotional Series		
Maintenance Inspector.....	—	AD
Machine Operator.....	—	AD
Overhead Patroller.....	—	AD
Senior Maintenance Inspector.....	—	AD
Service Mechanic.....AC	—	AD
Individual Job Classifications		
Not a Part of Any Promotional Series		
1. Machine Operator (Inside and Outside).....AA	—	—
2. Supply and Equipment Handler, Senior Grade, Overhead Field.....AC	—	Layoff

Lines of Promotion and Demotion

	Normally	
	Comes from	Promotes or Transfers to
		On a Department Wide Basis Demotes To
UNDERGROUND DEPARTMENT		
Promotional Series I (Inside)		
1. Crew Leader, Cable	I-2;I-3	I-2;I-3
2. Trouble Electrician, Cable (AC)	I-3	I-3
3. Cable Splicer	I-4	I-4
4. Cable Splicer, Starting (AS)	I-5	I-5
5. Helper, Underground	AA	AD
Promotional Series I (Outside)		
1. Crew Leader, Cable	I-2;I-3	I-2;I-3
2. Cable Splicer, Special	I-3	I-3
3. Cable Splicer	I-4	AD
4. Cable Splicer, Starting (AS)	—	AD
Promotional Series J (Inside)		
1. Underground System Recorder (AT)	J-2	J-2
2. Map Recorder (AT,AC)	A-5	—
Promotional Series L (Inside)		
1. Inspector, Repaving (AT,AC)	L-2	—
2. Underground Protection Electrician	I-7 (Inside)	I-7 (inside)
Promotional Series M (Inside)		
1. Principal Facilities Inspector (AT,AC)	M2	M2
2. Facilities Inspector (AT,AC)	—	AD
Individual Job Classifications		
Not a Part of Any Promotional Series (Outside)		
Construction Laborer	—	AD
Trouble Electrician, Cable (AT,AC)	—	AD
Underground Protection Electrician	—	AD



Lines of Promotion and Demotion

	Normally		
	Comes from	Promotes or Transfers to	On a Department Wide Basis Demotes To

DIVISION METER DEPARTMENT

Promotional Series N

1. Primary Meter Servicer	N-2	—	N-2
2. Senior Energy Technician	N-3	N-1	N-2
3. Energy Technician	N-4	N-2	N-3 or 4
4. Meter Reader	AA	N-3	Layoff

Promotional Series P

1. Senior Appliance Mechanic	P-2	—	P-2
2. Appliance Mechanic	P-3	P-1	P-3

BUILDING SERVICE DEPARTMENT

Individual Job Classifications

Not a Part of Any Promotional Series

Building Operator (AC,AW)	—	—	—
Janitor (AC,AW)	—	—	—

TRANSPORTATION DEPARTMENT

Promotional Series R

1. Lead Mechanic	R-2	AX	R-2
2. Equipment Mechanic	R-3	R-1	R-3
3. Maintenance Mechanic	AA	R-2	—

Lines of Promotion and Demotion

	Normally	
	Comes from	Promotes or Transfers to
Individual Job Classifications		
Not a Part of Any Promotional Series		
Fleet Assistant.....	AA	Layoff
Material Handler.....	AB	AD
Material Handler, Grade A (Transportation).....	AC	AD
Promotional Series T (Inside)		
1. Automobile Dispatcher (Passenger Cars).....	T-2	T-2
2. Chauffeur (Passenger Cars).....	AA	AD

Exhibit B

Lines of Promotion and Demotion

		Normally	
	Comes from	Promotes or Transfers to	On a Department Wide Basis Demotes To
SERVICE DEPARTMENT			
Individual Job Classifications Not a Part of Any Promotional Series			
Delivery Messenger.....	AB	—	AD
Promotional Series U (Field Service)			
1. Crew Leader, Field Service.....	U-2;U-3	—	U-2;U-3
2. Machine Operator.....	U-3	U-1	U-3
3. Mechanic.....	U-4	U-1;U-2	U-4
4. Mechanic B.....	U-5	U-3	U-5
5. Delivery Driver.....	AA	U-4	AD
PURCHASING DEPARTMENT			
Promotional Series V			
1. Material Handler, Senior, Material Control.....	V-2;V-3	—	V-2;V-3
2. Material Handler, Senior, Yard Operations.....	V-3	V-1	V-3
3. Material Handler, Senior.....	V-4	V-2	V-4
4. Material Handler.....	V-5;V-6	V-3	V-5;V-6
5. Material Delivery Driver.....	V-6	V-4	V-6
6. Material Handler I.....	V-7	V-5;V-6	V-7
7. Helper, Stockroom.....	AA	AY	Layoff

Lines of Promotion and Demotion

		Normally	
	Comes from	Promotes or Transfers to	On a Department Wide Basis Demotes To
Promotional Series X			
1. Principal Mechanic, Office Appliances	X-2;X-3	--	X-2;X-3
2. Mechanic, Electronic	AA, AZ	X-1	X-3
3. Mechanic, Office Appliances	X-4	X-1	X-4
4. Mechanic, 2nd Grade, Office Appliances	AA	X-3	Layoff

Exhibit B

- AA Entrance job classification.
- AB First consideration will be given to those employees possessing the ability and qualifications needed to meet the requirements of this job position.
- AC Limited to present incumbents only.
- AD Demotes or transfers in accordance with provision of Article III.
- AE Entrance job classification with first consideration given to qualified employees classified as Maintenance Operator, 2nd Grade. Successful employees in this group will be given a Seniority date one day prior to the completion of the school that they attend.
- AF Eligibility for promotion to Area Operator is limited to Substation Operators who have had extensive experience in the mobile operation.
- AG Immediate promotion to Electrical Mechanic B for qualified Helpers who have completed six months actual experience in this classification who have successfully completed the required training and examination, including mask and psychological certifications where applicable.
- AH An employee in this job classification who qualifies and maintains the welder performance qualifications for the required welding procedures written in accordance with the American Petroleum Institute and other such recognized codes and without restrictions (such as height, confined spaces, or mask certified) will be granted fifty cents (50¢) per hour in addition to the base rates of pay as shown in Exhibit A of the Collective Bargaining Agreement when he performs API code welding. This additive will be applied in accordance with the upgrading provision of the Collective Bargaining Agreement. Periodic testing and acceptance of welds as provided in the API Code will be required in order to maintain eligibility under this provision. In any year, if an individual exceeds 300 hours of such certified welding, he will receive the additive for that calendar year. (OUTSIDE)
- AI Immediate promotion to Electrical Mechanic for qualified Electrical Mechanics B who have completed four years actual experience in this promotional series and who have successfully completed the required training and examination, including mask and psychological certifications where applicable.
- AJ Immediate promotion to Electrical Mechanic B for qualified Helpers who have completed two years actual experience in this classification.
- AK An employee in this job classification who qualifies and maintains the welder performance qualifications for the required welding procedures written in accordance with the American Petroleum Institute and other such recognized codes without restrictions (such as height, confined spaces, or mask certified) will be granted fifty cents (50¢) per hour in addition to the base rates of pay as shown in Exhibit A of the Collective Bargaining Agreement when he performs API code welding. This additive will be applied in accordance with the upgrading provision of the Collective Bargaining Agreement. Periodic testing and acceptance of welds as provided in the API Code will be required in order to maintain eligibility under this provision. (INSIDE)
- AL Provided the incumbent has had extensive electrical experience.
- AM When promoting to this job, first consideration will be given to Meter Mechanics, Special, having extensive knowledge or experience in electronics.
- AN When promoting to this job, first consideration will be given to Overhead Electrician having extensive operating experience.
- AO Overhead Electrician, Starting, upon successful completion of the primary examination at the end of nine months actual experience in the classification will receive a special time-step increase and upon successful completion of the Overhead Electrician examination at the end of fifteen months actual experience on primary work will be immediately promoted to the Overhead Electrician.
- AP For application of the Overhead Electrician additive, refer to the Rubber Glove Work Agreement dated October 28, 1992.
- AQ When filling this position, first consideration will be given to Overhead department personnel based on ability and seniority.

- AS Cable Splicer, Starting, upon successful completion of an examination at the end of nine months actual experience in the classification will receive a special time-step increase, and upon successful completion of the Cable Splicer examination at the end of two years actual experience in the classification will be immediately promoted to the Cable Splicer classification.
- AT In accordance with the Chicago Region Underground Department Reorganization dated March 15, 1996.
- AW In accordance with Attachment IV of the Memorandum of Agreement dated February 19, 1996.
- AX In accordance with the Seniority Agreement dated February 19, 1996.
- AY Immediate promotion to Material Handler I for qualified Helpers, Stockroom who have completed two years actual experience in this classification.
- AZ When promoting to this job, first consideration will be given to Mechanics, office appliances having extensive knowledge or experience in electronics.

EXHIBIT B

NOTES

NOTES

NOTES

**Supplement to
Collective Bargaining
Agreement**

Memorandums and Letters

1. Agreement pertaining to Elimination of Regular Maintenance Work by Non-shift Employees in the Generating Stations on Saturdays dated 3-1952	122
2. Travel and Moving Expense Rules revised 4-18-01	123
3. Medical Department visits dated 4-9-59	126
4. Deferred Vacation Plan revised 4-1-71	127
5. Contracting of Work, Work Assignments and the "Other Work" clause letter dated 5-8-69	128
6. Letter on Safety and Health Rules Changes dated 4-7-71	129
7. Letter on replacement of Personal Tools dated 4-7-71	130
8. Letter regarding the Supplemental Agreements covering the Service Annuity System, the Commonwealth Edison Employee Medical Expense Plan, Life Insurance, and the Dental Expense Plan dated 4-14-82	131
9. Letter regarding reaffirmation of the Nondiscrimination Policy followed by both the Company and the Union dated 3-15-85	132
10. Letter regarding responsibilities involving the Rest Period and Call-backs dated 3-7-78	133
11. Letter regarding the obligation of employees to respond to Emergency Call-backs dated 4-14-82	134
12. Letter regarding Management not Performing Bargaining Unit Work dated 4-7-88	135
13. Letter regarding Radiation Protection Standards dated 4-7-88	136
14. Commitment to Resolving Grievances dated 4-4-91	137
15. Part-time agreements dated 3-18-93, 2-19-96, and revision dated 4-18-01	139
16. Letter regarding Seniority dated 2-19-96	159
17. Agreement regarding Building Services dated 2-19-96	193
18. Letter regarding Seniority dated 8-25-97	200
19. Nuclear Generation Group Operating Agreement dated 9-2-03	201
20. Letter for Cause Drug and Alcohol Testing dated 4-18-01	228
21. Fleet Services Realignment Agreement dated 8-23-02	229

APPENDIX II

SCHEDULED WORK WEEK

Taken from Memorandum of Agreement reached in Collective Bargaining March, 1952. "Additional capacity to be installed by 1-31-53 will permit the elimination of regular maintenance work by non-shift employes in the generating stations on Saturdays. The foregoing involves a recognition, however, that the operating force will do such incidental minor maintenance as operations, from time to time require, without calling out a maintenance man. No change in the provisions of the Agreement is necessary."

April 6, 1959
Revised March 1, 1960
Revised April 1, 1971
Revised October 5, 1995
Revised February 19, 1996
Revised August 25, 1997
Revised March 16, 1998
Revised April 18, 2001

TRAVEL AND MOVING EXPENSE GROUND RULES

The following guidelines relative to travel and moving expenses are established effective the first day of the beginning of the pay period following ratification of the agreement dated April 18, 2001 and supersede the guidelines dated March 16, 1998.

A. Use of Employee Owned Auto:

An employee required by the Company to use his/her own automobile on Company work and time will be reimbursed for his/her expense on the basis of the Company's current mileage reimbursement rate.

B. Permanent Change in Work Location:

1. Relocation

Whenever an employee is, at the direction of the Company, transferred without promotion to another work location, the Company will reimburse the employee for moving expenses resulting from such transfer provided the transfer is expected to last one (1) year or more and the additional distance exceeds sixty-five (65) one-way miles.

The reimbursement shall cover one instance of moving the employee's place of residence provided it is accomplished within nine (9) months of transfer of his/her work location. The reimbursement of travel expense, as defined in Section 2, will be limited to a period of eighteen (18) months or until the employee shall have moved his or her residence. In the event an employee is relocated, reimbursement of travel expense will cease.

2. Travel Expense

The amount of the reimbursed travel expense shall be the difference in fares between the employee's home and the two work locations, where public transportation is reasonably available. In the absence of reasonably available public transportation, an employee using an automobile to and from work shall be compensated in accordance with the following reimbursement schedule, based upon the difference in mileage between the employee's home and the two reporting locations limited to a period of eighteen (18) months.

Differential Round Trip Miles	Commuting Allowance
1 - 14	\$7.50
15 - 29	\$10.00
30 - 49	\$10.00
50 - 59	\$15.00
60 - 69	\$15.00
70 - 79	\$20.00
80 - 89	\$20.00
90 - 99	\$25.00
100 - 109	\$25.00
110 - 119	\$30.00
120 - 129	\$30.00
130 and above	See Per Diem

Where the mode of transportation between home and the new reporting location is different from that used in reaching the prior reporting locations, the costs on the two methods will be separately computed and the additional transportation expense will be reimbursed.

An employee who moved his/her place of residence as a consequence of a required transfer of work location, in accordance with Section 1 above, shall be reimbursed for reasonable trucking expense (bidding process to be utilized) incurred in so moving their residence.

Temporary Changes in Work Location:

An employee whose work location is temporarily changed for a period of less than one (1) year will be eligible for travel reimbursement in accordance with the preceding reimbursement schedule, based upon the increased difference in mileage between their home and the two work locations as defined in Section B2. In addition, employees receiving per diem will be eligible to receive reimbursement for the increased differential mileage expense for one (1) round trip based upon the Company's current mileage rate up to a maximum amount equal to the current per diem rate (\$85.00). Since this is intended to compensate qualified employees who choose to lodge near their temporary work site, employees will be eligible to receive up to one round trip increased mileage reimbursement per calendar week for the duration of each reassignment, provided the employee furnishes to the Company the proper proof of lodging receipts.

Effective the first day of the pay period immediately following ratification of the agreement dated April 18, 2001, the travel and reporting allowance provisions of previously negotiated agreements will be handled in accordance with the revised travel and moving expense ground rules contained herein.

D. Promotions, Voluntary Transfers and Demotions

An employee will not be eligible for reimbursement of travel or moving expenses incurred as the result of the following:

- Acceptance of promotion
- Request for voluntary transfer
- Request for voluntary demotion

Employees whose work locations change at the Company's request due to an announced closing of a facility or planned staff reallocation will be eligible for reimbursement of travel or moving expenses upon acceptance of a promotion, voluntary transfer or voluntary demotion.

**MEDICAL DEPARTMENT VISITS
TAKEN FROM MEMORANDUM OF AGREEMENT REACHED
IN COLLECTIVE BARGAINING APRIL, 1959**

The ground rules covered in this subsection will be applicable to visits to the Company's Medical Offices or the Company doctors in cases of (i) Industrial disability involving subsequent medical treatment, (ii) examination required by the Company in order to establish fitness for return to work following a serious non-industrial disability, or (iii) periodic physical examinations scheduled by the Company.

With respect to daytime employees, the existing practices will be continued. Other employees required to visit the Medical Offices or the Company doctors will, if necessary, be rescheduled so that the visit can be made on Company time. The rescheduling will be determined by the circumstances, but an effort will be made to keep the rescheduled hours as close as possible to the regularly scheduled hours. In no event shall the employee be paid overtime pay for time spent in obtaining medical treatment, or any penalty provided in the Agreements for changes in work schedules.

GROUND RULES
DEFERRED VACATION PLAN

The Memorandum of Agreement reached in Collective Bargaining (March, 1966) provides in principle for the establishment of a deferred vacation plan.

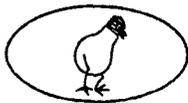
The Company's purpose in agreeing to establish the plan is to make it possible for an employe to have an extended vacation in order to fulfill a desire to accomplish some special purpose.

In accordance with this provision, the following rules are established.

A regular employe, during the calendar year in which he completes twenty (20) or more years of continuous service, shall be entitled to defer full weeks of extra vacation in a given year to the next calendar year, subject to the following limitations:

Up to ten per cent (10%) of the eligible employes, subject to a minimum of one, in any vacation group, will be permitted to defer vacation in any one year. Such deferred vacation must be taken in conjunction with the employe's total full weeks of regular and extra vacation for the calendar year to which it was deferred. Extended vacations resulting from the combining of regular, extra, and deferred vacation will not be granted to an employe for the purpose of engaging in work for himself or others for immediate monetary gain.

It is recognized that it will be difficult to schedule the extended vacations during the summer months of June, July, and August. Such extended vacations may be scheduled during this period only where the vacation selection of other employes and operating conditions permit. At least six months' notice shall be given the Company of an extended vacation which shall be scheduled by mutual agreement between the employe and the Company. When scheduled, the extended vacation may not be changed. If the employe is prevented by illness from taking his extended vacation when scheduled, it shall be re-scheduled to another period within the calendar year. Should such an illness extend to the end of the year, the employe will be permitted to carry over the deferred portion of his vacation to the following year.



Commonwealth Edison Company

ONE FIRST NATIONAL PLAZA ★ CHICAGO, ILLINOIS

Address Reply to:

POST OFFICE BOX 747 ★ CHICAGO, ILLINOIS 60698

May 8, 1969

Mr. Frank L. Suggs, Jr., Chairman
System Council U-25, I.B.E.W.
222 West Adams Street, Room 457
Chicago, Illinois 60606

Dear Mr. Suggs:

As a result of discussions in general negotiations, the Company agrees to review and discuss the following matters with the System Council U-25 at a mutually agreeable date after September 1, 1970: the contracting of work, work assignments under the "other work" clause of the Collective Bargaining Agreement, and the manner in which upgraded assignments are made.

Regarding the contracting of work, we re-affirm our long-standing position that we have retained our right to perform work which from time to time is accomplished by various contractors. The following is an excerpt from the terms and conditions of the Company purchase order form with which all contractors are required to comply:

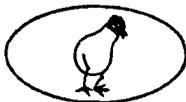
"The awarding of work hereunder shall not be construed for any purpose whatsoever as an abandonment by the purchaser of its rights to have similar work done now or in the future by purchaser's own employees."

We have agreed to include similar words in the Collective Bargaining Agreement.

In restating our interpretation of the upgrading provision of the Collective Bargaining Agreement, we recognize our responsibility to as far as practicable upgrade the available qualified senior employes. We have followed this practice in the past and will continue to do so in the future.

Yours very truly,

L. A. Cullen
Manager of Industrial Relations



Commonwealth Edison Company

ONE FIRST NATIONAL PLAZA ★ CHICAGO, ILLINOIS

Address Reply to

POST OFFICE BOX 747 ★ CHICAGO, ILLINOIS 60690

April 7, 1971

Mr. Edwin T. Grege
Chairman, System Council U-25
International Brotherhood of
Electrical Workers
222 West Adams Street
Chicago, Illinois 60606

Dear Mr. Grege:

In recognition of your request during general negotiations, the Company hereby confirms the procedures for initiating changes in safety and health rules.

As has been the practice in the past, whenever the Company contemplates a change in the safety and health rules the Company will advise the Local Unions involved and the System Council U-25 office of the proposed changes. If any questions are raised by the Local Unions they will be discussed between representatives of the Local Unions and the Company before they are placed in effect.

Yours very truly,

L. A. Cullen
Manager of Industrial Relations



Commonwealth Edison Company

ONE FIRST NATIONAL PLAZA * CHICAGO, ILLINOIS

Address Reply To

POST OFFICE BOX 767 * CHICAGO, ILLINOIS 60698

April 7, 1971

Mr. Edwin T. Crego
Chairman, System Council U-25
International Brotherhood of
Electrical Workers
222 West Adams Street
Chicago, Illinois 60606

Dear Mr. Crego:

As a result of discussions during our general negotiations and your request for clarification of procedures for the replacement of an employe's personal tools, the Company hereby confirms the following practices:

Where there is reasonable evidence produced by the employe that personal tools belonging to employes have been lost or damaged as a result of fire, breakage, or theft, these tools will be replaced by the Company, provided, that such tools were being properly used at the time of breakage or were stored in areas which have been locally recognized as normal, protected storage areas for this purpose.

Yours very truly,

L. A. Cullen
Manager of Industrial Relations



Commonwealth Edison
72 West Adams Street, Chicago, Illinois
Address Reply to: Post Office Box 767
Chicago, Illinois 60690

Appendix VI

April 14, 1982

Mr. James T. Lockwood, Chairman
System Council U-25, Edison System Locals
International Brotherhood of Electrical Workers
222 West Adams Street, Suite 296
Chicago, Illinois 60606

Dear Mr. Lockwood:

The Life Insurance Plan, the Commonwealth Edison
Employee Medical Expense Plan, the Dental Expense Plan and
the Vision Care Plan are covered by Supplemental Agreements
between the Company and the Union. These agreements will
expire with the term of the current Collective Bargaining
Agreement.

The Service Annuity System is also covered by a
Supplemental Agreement and will expire in accordance with
the terms of that agreement.

Very truly yours,

J. P. Sanders
Manager of Industrial Relations

Appendix I

March 15, 1985

Mr. James T. Lockwood
System Council U-25, Edison System Locals
International Brotherhood of Electrical Workers
222 West Adams Street, suite 296
Chicago, Illinois 60606

Dear Mr. Lockwood:

The Company wishes to reaffirm its long standing policy with System Council U-25, to provide equal employment opportunities to all qualified persons regardless of their race, color, religion, sex, age, national origin, handicap, or military service during the Viet Nam era. This letter represents a written reaffirmation of the non-discrimination policy that has been followed for many years by both the Company and the Union.

Very truly yours,



J. P. Sanders

Manager of Industrial Relations

March 7, 1978

Mr. Edwin T. Crego
Chairman, System Council U-25
International Brotherhood of
Electrical Workers
222 West Adams Street
Chicago, Illinois 60606

Dear Mr. Crego:

As discussed in meetings between the Company and the Union concerning improvements in the rest period provision of the Collective Bargaining Agreement, the Company and the Union each recognizes its responsibility to see that this provision is administered in a fair and equitable manner. The Company agreed to make improvements in the rest period provision on the basis that they will improve employe response to overtime call-backs. Each employe has a responsibility to respond to overtime call-backs. As discussed, it is understood that the System Council and individual Local Unions will encourage their members to respond.

Very truly yours,



B. L. Thomas
Vice President

Appendix VII

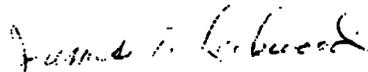
April 14, 1982

Mr. J. Patrick Sanders
Manager of Industrial Relations
Commonwealth Edison Company
P. O. Box 767
Chicago, Illinois 60690

Dear Mr. Sanders:

System Council U-25 recognizes that the Company, as a public utility, is required to furnish continuous service to its customers. System Council U-25 acknowledges the obligation of each employe to make every effort to respond promptly to emergency call-backs and re-affirms its commitment to improve call-back response.

Sincerely,



James T. Lockwood
Chairman



Commonwealth Edison
One First National Plaza, Chicago, Illinois
Address Reply to: Post Office Box 767
Chicago, Illinois 60690

APPENDIX III

April 7, 1988

To All Management Employees:

A major issue with our unions has been and continues to be management performing bargaining unit work. During the 1988 general negotiations the System Council again pursued a penalty to be applied when they perceive our contract language is abused or ignored. They are becoming increasingly frustrated as some management employees feel they can perform bargaining unit work with impunity.

Management employees must understand that the Company's policy is to adhere to the provisions of the Collective Bargaining Agreement. Improving operations or managing efficiently does not mean ignoring or shortcutting contractual responsibilities.

We expect all management employees to be aware of the provision in our Collective Bargaining Agreement regarding management performing bargaining unit work and to reevaluate their duties in light of this provision. The performance of bargaining unit work by management in violation of our contract will not be tolerated. Appropriate action will be taken against management employees who repeatedly do so.


J. P. Sanders
Vice President

JPS/no



Commonwealth Edison
One First National Plaza, Chicago, Illinois
Address Reply to: Post Office Box 767
Chicago, Illinois 60690

APPENDIX II

April 7, 1988

Mr. James T. Lockwood, Chairman
System Council U-25, I.B.E.W.
222 West Adams Street, Suite 296
Chicago, Illinois 60606

Dear Mr. Lockwood:

As a result of discussions during General Negotiations, a better understanding regarding the way changes in the Company's Radiation Protection Standards are reviewed with Local Union representatives has been reached. In the future the Company will continue to discuss changes in Occupational Dose Limits and the administrative portion of the Radiation Protection Standards when such changes will have a material effect on the health and safety of employees, in the same manner as safety rule changes. In the case of other changes in the administrative standards, management will meet with the Union on an informational basis for the purpose of reviewing these changes.

Sincerely,


J. E. Sanders
Vice President

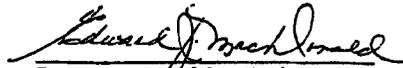
JPS/mo

COMMITMENT TO RESOLVING GRIEVANCES

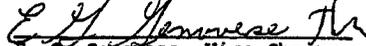
A major concern to both the company and the union discussed in General Negotiations is the manner in which grievances are being processed. In recognition that both the company and the union realize the importance of the issue, the following understandings are essential to the successful administration of the grievance procedure.

- The filing of a grievance is a significant event. Management and union representatives must meet on a regular basis to open lines of communication and accessibility. The purpose of these meetings is to sort out complaints from grievances and provide the opportunity to resolve complaints before they become grievances.
- Given the present high volume of grievances, every effort must be made to process grievances and schedule meetings in a timely fashion.
- The parties will conduct grievance meetings in a constructive and business-like manner.
- Participants in grievance meetings must have the authority to resolve grievances at the earliest possible stage of the grievance procedure.
- It takes the full cooperation of everyone involved to make the grievance procedure an effective method for resolving legitimate disputes.
- Grievance resolution must be recognized as a high priority in terms of time commitment.

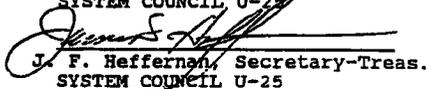
- Commitments that are made in the resolution of grievances must be fulfilled completely and promptly by all parties.
- The parties are committed to developing long term strategies to address employe relations concerns.



E. J. MacDonald, Chairman
SYSTEM COUNCIL U-25



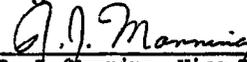
E. G. Genovese, Vice Chairman
SYSTEM COUNCIL U-25



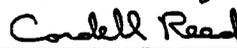
J. F. Heffernan, Secretary-Treas.
SYSTEM COUNCIL U-25



J. B. Graves, Vice President



R. J. Manning, Vice President



C. Read, Senior Vice President



W. C. Roberts, Director of Lab
Relations



J. P. Sanders, Vice President

APRIL 4, 1991

March 18, 1993

Messrs: T. M. Cagney - President, Local Union 1539
 D. A. Floreani - President, Local Union 1427
 R. A. Joyce - President, Local Union 1540
 M. M. Piagentini - President, Local Union 1530
 R. V. Walte - President, Local Union 1557

Gentlemen:

The Company and the Union agree that this Agreement pertains to a specific set of working conditions for part-time employes in the job titles listed in this Agreement only and sets no precedent for any other department or function of the Company.

This Agreement shall not be used by either the Company or the Union in any hearing, arbitration or other proceeding not directly concerning these part-time employes or the terms of this Agreement. Applicable provisions of the Collective Bargaining Agreement shall apply to any condition of employment not covered by this Agreement.

Definition

The term "part-time regular employes" shall apply to those employes scheduled on a regular job for no more than twenty-four (24) hours per week, with a minimum of twenty (20) hours, with no time limit on the duration of their employment. A regular scheduled work day shall be for no more than ten (10) hours with a minimum of four (4) hours per day.

Departments and Job Classifications

The following departments and job classifications have been designated for the utilization of part-time positions:

<u>Department</u>	<u>Job Classifications</u>
1. Call Center	Customer Service Representative (All Locals)
2. Customer Service	Customer Office Clerk (All Locals)
	Customer Interview Representative (All Locals)
3. Power House	Word Processing Typist (L.U. 1530)
	Clerk, Grade BB (Stenographic) (L.U. 1530)
4. Treasury	General Clerk III (L.U. 1427)
	Company Mail Clerk (L.U. 1427)

It is understood that management and local union representatives agree to discuss and negotiate relevant issues regarding the further application of part-time, if required, within the next twelve months, with particular attention to the appropriate job classifications in the new Billing Organization, including bill adjustment and credit related activities.

I. Call Centers (All Locals)

- A. Part-time staffing of Customer Service Representatives will be limited to a maximum of eighteen percent (18%) by local union of the total number of Customer Service Representatives in the various call center work groups. The initial filling of these positions will be handled on a voluntary basis, by canvassing only incumbent Customer Service Representatives. Although the initial number of positions staffed will depend upon the availability of incumbent volunteers, management's decision to utilize part-time Customer Service Representatives up to the eighteen percent (18%) maximum in the future, will be based upon work load, facility requirements and operating conditions.
- B. Should any one Local Union achieve less than the eighteen percent (18%) of volunteers in the initial staffing, management may reallocate the distribution of part-time Customer Service Representatives to accommodate volunteers from other locals provided the maximum is not exceeded. Although, it is the company's intent to equally distribute the part-time positions as is practicable, it is management's responsibility to determine the appropriate utilization of part-time Customer Service Representatives based upon work load, facility requirements and operating conditions.

II. Customer Service Bill Payment and Customer Interview Areas (All Locals)

- A. Utilization of part-time staffing within the Customer Service Bill Payment and Customer Interview areas within the offices located within the Chicago Region will be limited to a maximum of eighteen percent (18%) of the total number of employes in the affected job classifications (Local 1427).
- B. Utilization of part-time staffing within the Customer Service Bill Payment and Customer Interview areas in the outside regions will be as follows:

1. One part-time position for each office with from one to three full-time positions.
 2. Two part-time positions for each office with four or more full-time positions.
 3. Parts 1 and 2 of this section shall apply to the Customer Office Clerk and the Customer Interview Representative job classifications respectively to determine the appropriate staffing of each respective job classification.
- C. Future part-time staffing will be based upon work load, facility requirements and operating conditions.

III. Power House (Local 1530)

If part-time staffing is utilized at the Power House facility located near Zion Nuclear Generating Station, any part-time employes will initially be in addition to current staffing levels. Management's decision to utilize part-time staffing will be based upon work load and operating requirements.

IV. Treasury (Local 1427)

Part-time staffing levels in the Treasury Department will be limited to a maximum of eighteen percent (18%) of the total of the General Clerk III and Company Mail Clerk job classifications. The utilization of part-time staffing will be discussed with local union representatives prior to implementation to determine the number of part-time employes utilized in each job classification.

V. Staffing

- A. Except as previously described as the "initial staffing" procedure, the process to be used in filling part-time positions will be completed in the following manner:
1. Voluntary full-time to part-time transfers of present incumbents in the affected job classification within a region into an open and identified part-time position.

2. If additional positions are to be filled, next consideration will be given to present employes who promote in accordance with Exhibit B of the Collective Bargaining Agreement.
3. Remaining positions may be filled by considering transfer or demotion requests of qualified employes before hiring new part-time employes. In any case, employes would be paid in accordance with the wage rate schedule of the part-time job classification.

VI. Promotions and Transfers

- A. Seniority for part-time employes will be accrued by adding the total number of regularly scheduled hours and prorating this relative to a full-time forty (40) hour work week.
- B. New hires into part-time positions with less seniority than full-time employes in lower job classifications will not be eligible to transfer or promote to a full-time position or into a like job classification if an employe in a lower job classification is eligible for a promotion in accordance with Exhibit B of the Collective Bargaining Agreement.
- C. Incumbent full-time employes transferring into part-time positions will be considered for promotion based on their seniority with other employes in their job classification.
- D. Incumbent full-time employes demoting into part-time positions will be considered for promotion based on their seniority with other employes in their current part-time job classification.
- E. Incumbent full-time employes promoting to part-time positions will be considered for future promotions based on their seniority with other employes in their previous full-time job classification, and adjusted seniority in their part-time position.

VII. Overtime for Part-time Employees

- A. Overtime shall be paid at the rate of time and one-half for all hours worked above forty hours in a basic work week. Double time payments shall not apply to part-time employment.
- B. No overtime shall be paid for part-time employes for hours worked except:
 - 1. when the basic work day schedule is ten (10) hours and the employe works hours in extension to the basic work day.
 - 2. after the employe has worked at least two (2) hours past the scheduled basic work day providing the basic work day and the extended hours are greater than eight (8) hours total.
- C. Applicable overtime meal provisions of the Collective Bargaining Agreement shall not apply to part-time employees.
- D. Overtime, when required, is the responsibility of full-time employes. It is expected that extenuating circumstances related to a storm, E.R.P., or significant system conditions, will require full-time employes to work mandatory overtime; however:
 - 1. should conditions warrant, part-time employes may be required to work in extension to their basic work day. If the part-time employe's hours of work are to extend more than one hour past the end of the basic work day, a call-out of a full-time employe will be made in accordance with the Collective Bargaining Agreement. It is understood that part-time employes on the job will continue on the job until they can be replaced by a full-time employe. The overtime provisions relative to part-time employes as described in Section VII of this agreement would apply in these circumstances.
 - 2. should operating conditions and facility requirements permit, part-time employes may be called out or required to work either extended hours or overtime if all full-time employes have been called out and additional staffing is needed.
 - 3. if part-time employes are not replaced by full-time employes in situations which would result in overtime

for full-time employees in situations outlined above, all hours worked by part-time employees outside of the part-time employees' basic work day schedule will be considered for application of the bypassed overtime provision of the Collective Bargaining Agreement for affected full-time employees.

VIII. Other Provisions

- A. At the direction of management, part-time employees may be required to work a full-time basic work week schedule to attend training programs and fulfill on-the-job experience requirements necessary to qualify to perform their work. The training schedule and course requirements will determine when working a full-time schedule is required.
- B. With the consent of their immediate supervisor, part-time employees shall have the privilege of exchanging shifts within the same work week, by individual arrangement with other part-time employees provided the change can be accomplished without additional costs to the Company and without violation of any applicable laws or governmental regulations.

In no instances will part-time employees be allowed to exchange shifts with full-time employees or vice-versa.
- C. Regular weekly schedules for part-time employees will be posted. Part-time employees will not qualify for Sunday premium or shift premium as defined in the Collective Bargaining Agreement regardless of hours worked or daily work schedules. Further, applicable shift change penalty or rest period provisions will not be applied to part-time employees.
- D. Management reaffirms its intent to provide notice of at least forty-eight (48) hours prior to the change in the basic work days of a part-time employee's basic work week or a change in the daily working hours of the scheduled work day. Further, it is management's intent to provide upgrade to the appropriate full-time employee in instances which would result in a "force" situation to a part-time employee.
- E. It is expected that management will not provide upgraded work assignments to part-time employees.

IX. Benefits

- A. Part-time employees may elect to participate in the current Commonwealth Edison Employee Medical Expense Plan at the current regular employee premium for single or family

coverage; or, elect to participate in any or all of the following benefit plans: Dental Expense, Vision Care, Life Insurance, and Disability Benefit Plan (MBA), at the current regular employe premiums for single or family coverage where applicable.

- B. Part-time employes will not be eligible for vacation pay as described in the Collective Bargaining Agreements. However, in each calendar year, part-time employes who have completed their first year of service will be eligible to schedule up to forty-eight (48) hours of excused absence from work without pay. The excused absence will be scheduled in whole day increments of hours that correspond to the part-time employe's basic work day. Unscheduled hours beyond the whole basic work day may be scheduled as a partial work day provided scheduled excused absences do not exceed the total hours allowable.

Provided the conditions of work are such that the part-time employe's services can be spared, and with the understanding that they are subject to change to meet operating conditions and work requirements, the scheduled excused absence shall be selected, in each work group, in accordance with service. A full-time employe shall not be denied the opportunity to schedule regular or extra vacation as a result of this provision.

- C. Part-time employes will not be eligible for any excused paid absence and/or first week disability paid absence.
- D. Part-time employes will be eligible to participate in the Employe Savings and Investment Plan. However, there will be no employer matching contribution applicable for employes working on a part-time basis. However, as part of the initial staffing for filling part-time positions, present incumbent employes who are participants in the Company's Employe Savings and Investment Plan on the date of this Agreement shall be allowed to continue in the plan and to receive the employer matching contribution.
- E. The following days will be recognized as holidays for the part-time employes: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. If one of these specified holidays falls during a part-time employe's weekly work schedule, the employe may be given the day off and paid at their basic hourly rate of pay for their regularly scheduled hours, or scheduled to work at the time and one half rate.

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We would expect that this proposal will bring our discussions and negotiations relative to these issues to a successful conclusion and that Local Union representatives will achieve ratification in accordance with the Agreement dated July 23, 1993. The provisions of this proposal will be implemented following written notification of ratification.

William H. Downey
William H. Downey
Vice-President

Virginia A. Brown
Virginia A. Brown
Director of Labor Relations

LABOR RELATIONS
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EXHIBIT A
(LOCAL 1427)

Customer Service Representative - (Commercial Departments) (Part-time)

<u>Rate Steps</u>	<u>Time Step</u> Months	<u>Years</u>	<u>Cumulative</u> Months
17.92	3	-	-
18.38	6	0	3
18.84#	12	0	9
18.87	12	1	9
18.90	12	2	9
18.93	12	3	9
18.96	12	4	9
18.99	12	5	9
19.02	12	6	9
19.05	12	7	9
19.15	Maximum	8	9

This rate step by Employee Profile only

EXHIBIT A
(LOCALS 1530, 1539, 1540, 1557)
(Part-time)

Customer Service Representative

<u>Rate Steps</u>	<u>Time Step</u> Months	<u>Years</u>	<u>Cumulative</u> Months
17.92	3	-	-
18.38	6	0	3
18.84#	12	0	9
18.87	12	1	9
18.90	12	2	9
18.93	12	3	9
18.96	12	4	9
18.99	12	5	9
19.02	12	6	9
19.05	12	7	9
19.15	Maximum	8	9

This rate step by Employee Profile only

March 18, 1993

EXHIBIT A
(LOCAL 1427)

Customer Office Clerk - (Commercial Departments) (Part-time)

<u>Rate Steps</u>	<u>Time Step</u> Months	<u>Years</u>	<u>Cumulative</u> Months
13.97	12	-	-
14.00	12	1	0
14.03	12	2	0
14.06	12	3	0
14.08	12	4	0
14.11	12	5	0
14.14	12	6	0
14.17	12	7	0
14.20	Maximum	8	0

General Clerk III - (Treasury) (Part-time)

<u>Rate Steps</u>	<u>Time Step</u> Months	<u>Years</u>	<u>Cumulative</u> Months
12.26	12	-	-
12.30	12	1	0
12.34	12	2	0
12.38	12	3	0
12.42	12	4	0
12.46	12	5	0
12.50	Maximum	6	0

Company Mail Clerk - (Treasury) (Part-time)

<u>Rate Steps</u>	<u>Time Step</u> Months	<u>Years</u>	<u>Cumulative</u> Months
10.08	12	-	-
10.13	12	1	0
10.18	12	2	0
10.23	Maximum	3	0

March 18, 1993

Customer Interview Representative

<u>Rate Steps</u>	<u>Time Step</u> <u>Months</u>	<u>Years</u>	<u>Cumulative</u> <u>Months</u>
18.84	3	-	-
19.09	6	0	3
19.34#	12	0	9
19.37	12	1	9
19.40	12	2	9
19.43	12	3	9
19.46	12	4	9
19.49	12	5	9
19.52	12	6	9
19.55	12	7	9
19.65	Maximum	8	9

This rate step by Employe Profile only

March 18, 1993

February 19, 1996

Attachment III

Supplemental Agreement for Clerical Part-Time Employees

The terms of Attachment I, dated March 18, 1993 to the July 23, 1993 Letter of Agreement remain in effect except as amended or supplemented by the following provisions:

I. Definition

The capability of the Company to utilize "part-time regular" employees shall be expanded system-wide consistent with the provisions contained in this document to clerical job classifications at the General Clerk III level (maximum rate of pay currently \$13.03 per hour) or below, in addition to the clerical job classifications identified in the Part-Time Letter of Agreement dated March 18, 1993. Scheduled hours of a basic work week shall be no more than twenty-four (24) with a minimum of twenty (20) hours per week, with no time limit on the duration of their employment. A regular scheduled work day shall be no more than ten (10) hours per day with a minimum of four (4) hour per day.

II. Staffing

- A. Part-time staffing will be limited to a maximum of eighteen percent (18%) of a department except as noted in paragraph B .
- B. In departments with fewer than ten (10) employees, part-time staffing levels will be determined as follows:
 - 1. One (1) part-time positions for each office with from one (1) to three (3) full-time positions.
 - 2. Two (2) part-time positions for each office with four (4) or more full-time positions
 - 3. Parts 1 and 2 of this section shall apply to each job classification covered by this Supplemental Agreement respectively to determine the appropriate staffing of each respective job classification.

C. The process to be used in filling part-time positions will be completed in the following manner:

1. Voluntary full-time to part-time transfers of present incumbents in the affected job classification into an open and identified part-time position.
2. If additional positions are to be filled, next consideration will be given to present employees who promote in accordance with Exhibit B of the Collective Bargaining Agreement.
3. Remaining positions may be filled by considering transfer or demotion requests of qualified employees before hiring new part-time employees. In any case, employees would be paid in accordance with the wage rate schedule of the part-time job classification.

III. Promotions and Transfers

- A. Seniority for part-time employees will be accrued by adding the total number of regularly scheduled hours and prorating this relative to a full-time forty (40) hour work week in accordance with Exhibit I.
- B. New hires into part-time positions with less seniority than full-time employees in lower job classifications will not be eligible to transfer or promote to a full-time position or into a like job classification if an employee in a lower job classification is eligible for a promotion in accordance with Exhibit B of the Collective Bargaining Agreement.
- C. Incumbent full-time employees transferring into part-time positions will be considered for promotion based on their seniority with other employees in their job classification.
- D. Incumbent full-time employees demoting into part-time positions will be considered for promotion based on their seniority with other employees in their current part-time job classification.
- E. Incumbent full-time employees promoting to part-time positions will be considered for future promotions based on their seniority with other employees in their previous full-time job classification, and adjusted seniority in their part-time position.