

AGREEMENT

BETWEEN

FLORIDA KEYS ELECTRIC
COOPERATIVE ASSOCIATION, INC.

AND

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO
Local Union No. 349

March 1, 2020

through

February 28, 2025

CONTENTS

1	ARTICLE I: Recognition	4
2	ARTICLE II: Purpose	4
3	ARTICLE III: Management Rights.....	6
4	ARTICLE IV: Scope of Agreement.....	7
5	ARTICLE V: Union Representation	7
6	ARTICLE VI: Check Off Authorization and Assignment	8
7	ARTICLE VII: Hours Worked and Overtime	10
8	ARTICLE VIII: Wages and Job Classifications	14
9	ARTICLE IX: Stand-by Assignments	16
10	ARTICLE X: Holidays	18
11	ARTICLE XI: Personal Time Off (PTO)	19
12	ARTICLE XII: Insurance	23
13	ARTICLE XIII: Pensions.....	24
14	ARTICLE XIV: Seniority.....	24
15	ARTICLE XV: Discharge	27
16	ARTICLE XVI: Grievances and Arbitration	27
17	ARTICLE XVII: Bulletin Boards	30
18	ARTICLE XVIII: Leave of Absence.....	30
19	ARTICLE XIX: Military Leave	31
20	ARTICLE XX: Funeral Leave.....	32
21	ARTICLE XXI: Jury Duty Leave.....	33
22	ARTICLE XXII: No Strike No Lockout.....	33
23	ARTICLE XXIII: Antidiscrimination	34
24	ARTICLE XXIV: Pay Distribution.....	35
25	ARTICLE XXV: Safety and Health	35
26	ARTICLE XXVI: Apprentice Training.....	36
27	ARTICLE XXVII: Miscellaneous.....	37
28	ARTICLE XXVIII: Retention of Benefits	38

29	ARTICLE XXIX: Duration.....	39
30	ARTICLE XXX: Personnel File Material.....	39
31	ARTICLE XXXI: Drug and Alcohol Testing	39
32	ARTICLE XXXII: General Provisions.....	40

AGREEMENT

THIS AGREEMENT made and entered into this 1st day of March 2020 by and between FLORIDA KEYS ELECTRIC COOPERATIVE ASSOCIATION, INC. of Tavernier, Florida, hereinafter referred to as the "Cooperative", and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, AFL CIO, Local Union No. 349, Florida Keys Electric Cooperative Unit of Tavernier, Florida, hereinafter referred to as the "Union", by and through their respective agents, upon the approval of the president of the Florida Keys Electric Cooperative Association, Inc. and the president of the International Brotherhood of Electrical Workers, AFL CIO, have mutually agreed as follows:

1 ARTICLE I: Recognition

- 1.1 Pursuant to certification of the Union by the National Labor Relations Board dated August 25, 1968, the Cooperative recognizes the Union as sole and exclusive representative of all its production, distribution and maintenance employees including, Crew Leaders, Storekeepers and Meter Readers in all matters concerning wages, hours of work and other working conditions.

2 ARTICLE II: Purpose

- 2.1 This Agreement is designed to provide the framework for orderly collective bargaining relations to secure prompt and equitable disposition of grievances, to establish wages, hours and other working conditions, to maintain harmonious relationship between the Cooperative and the Union and to prevent strikes and lockouts.
- 2.2 During the life of the Agreement or any extension thereof, there shall be no lockouts, work stoppages, slowdowns, boycotts or picketing.
- 2.3 The Cooperative shall not interfere with, restrain, coerce, or discriminate against any employee because of membership or lawful activity in the Union.

- 2.4 Neither the Union nor its members or agents shall interfere with, harass, restrain, or coerce employees into membership into the Union, and further agree that neither it or its officers or members will engage in Union activities on Cooperative time except as hereinafter expressly provided.
- 2.5 The Union acknowledges its responsibility and agrees to support all efforts made by the Cooperative in seeking to obtain lowest possible operating costs consistent with fair labor standards.
- 2.6 The Union agrees that its members will at all times, individually and collectively perform efficient work and put forth their best efforts to protect the properties and equipment and serve the best interests of the Cooperative.
- 2.7 The Union agrees that none of the provisions of this Agreement shall be deemed to constitute a valid claim that all or any work normally performed by the employees belongs exclusively to any one or group of employees of the Cooperative.
- 2.8 It is understood that for the purpose of this Agreement, when reference is made to Tavernier Operations, Marathon Operations or the Marathon Generating Plant that all employees covered by this Agreement are included in that reference.
- 2.9 As used in this Agreement, the masculine pronoun "he," "him" or "his" shall be taken to refer to the person intended regardless of gender when the facts require it.

3 ARTICLE III: Management Rights

3.1 Management rights set forth herein shall not be construed to limit or restrict the right and power of the Cooperative to manage its business except as any such right may be expressly modified by any of the terms of this Agreement. These rights shall be deemed to include but are not limited to, the direction of the working forces, assignment of duties, hiring, refraining from hire, promote or demote, lay off, transfer, evaluate performance, establish standards for jobs, determine qualifications of employees, establish work schedules and standards, promulgate and enforce rules of conduct and standards of performance of employees, determine number of employees assigned to each operation, to change, combine, establish or discontinue any service or operation, and the regulation of the use of all machinery, equipment and other Cooperative property. Enforcement of Cooperative rules of conduct and standards of performance shall include, but are not limited to, reprimand, suspension, demotion and discharge for proper cause.

Failure on the part of the Cooperative to exercise any right hereby reserved to it shall not be deemed a waiver of its right to exercise such right or rights, nor shall it be construed to modify or negate its right to exercise such right or rights in other similar situations.

Management further retains the right without limitation to contract any work out provided the same is not for the purpose of abolishing jobs, causing layoffs, or when qualified employees are on layoff.

All rights of management not expressly and specifically limited by this Agreement are hereby reserved exclusively to the Cooperative and are not to be subject to arbitration.

4 ARTICLE IV: Scope of Agreement

- 4.1 It is agreed that all negotiable matters to be proper subject for collective bargaining between the Cooperative and the Union are included in this Agreement, including any extension of its terms. No further or other matter pertaining to rates of pay, wages, hours, or other working conditions whether or not covered by this Agreement shall be subject to further negotiations. (This Agreement contains all the understandings agreed upon by the parties.)
- 4.2 It is understood and agreed that the terms and provisions of this Agreement are subject to the laws of the United States Government and the laws of the State of Florida, and that in the event any of the terms and provisions of this Agreement are or become in violation of said laws, such provisions shall become void and of no effect.

5 ARTICLE V: Union Representation

- 5.1 The Cooperative agrees to recognize duly appointed Union stewards for the purpose of handling grievances that may arise during the term of this Agreement. Each steward shall be assigned to a specific group of employees and such assignment shall be posted on the appropriate bulletin board.

The number of stewards shall not exceed three (3) and three (3) alternates.

- 5.2 The Cooperative agrees that the Union's authorized business agent shall be permitted to go on Cooperative premises for the transaction of Union business only after first obtaining permission from the management.

- 5.3 The Cooperative agrees to recognize a Grievance Committee for the purpose of representing the Union in the handling of grievances as provided in Step 2 of the grievance procedure set forth in Article XVI of this Agreement. The Grievance Committee shall consist of not more than three members: (a) the steward appointed to the group in which the grievance originated (b) the local Union president, and/or (c) the authorized Union business agent.
- 5.4 The Union agrees it will advise the Cooperative in writing the names of its elected local Union officers, its duly appointed stewards, committee appointees and its authorized business agent, and all changes that may occur.
- 5.5 The Union agrees to conduct its business with the Cooperative, including the handling of grievances by its stewards, outside scheduled working hours, except in such instances in which the employee or employees are placed in serious danger through alleged violations of established health and safety rules and regulations. Meetings, outside of scheduled work hours, for the handling of grievances as provided for in Article XVI, paragraph 16.3; Step 1 of this Agreement shall be held at the earliest convenient time upon the request of the assigned steward.

6 ARTICLE VI: Check Off Authorization and Assignment

- 6.1 The Cooperative agrees to deduct from the wages of each employee who has voluntarily executed and delivered to the Cooperative written authorization and assignment therefore, one initiation fee and regular monthly dues, said initiation fee and monthly dues not to exceed such amounts as authorized by the Secretary-Treasurer of the International Brotherhood of Electrical Workers, AFL-CIO.
- 6.2 Deduction shall be made from the fourth pay period of each month and shall be remitted to the Union representative who has been authorized in writing to receive such remittances. Remittances shall be made within fifteen days following the date of making the authorized deduction.

6.3 The executing and delivering of such deduction and assignment authorization shall not be a condition of employment and the parties agree there shall be no coercion or discrimination against any employee for having signed or not having signed such authorization form.

6.4 Provisions of the foregoing paragraphs are subject to the terms and conditions in the form of assignment hereinafter set forth.

6.5 The form of such authorization shall be as follows:

Assignment and Deduction Authorization

TO: Florida Keys Electric Cooperative Association, Inc. Tavernier, Florida
_____20____ as of the date shown above, I hereby assign from my wages and you are hereby authorized and directed to deduct there from one initiation fee of \$_____ and \$_____ monthly regular Union dues. The sums deducted, shall be remitted by you, to the duly authorized representative of International Brotherhood of Electrical Workers, AFL-CIO, in accordance with the provisions of the Agreement between you and said Union now in effect. This authorization shall be in effect for the duration of this Agreement or during any extension thereof unless terminated by me in writing addressed to the Cooperative with a copy to the Union.

Witnesses: _____ Signature: _____

Group: _____ Address _____

6.6 In consideration of the Cooperative's Agreement for the check-off of initiation fee and Union dues in accordance with the foregoing provisions, the Union will hold harmless and indemnify the Cooperative against any and all liability claims and expenses of any kind which the Cooperative may incur or sustain as a result of relying on any assignment and deduction authorization or other notices furnished by the Union to the Cooperative.

7 ARTICLE VII: Hours Worked and Overtime

7.1 The work week shall be the seven (7) consecutive day period beginning at 7:30 A.M. Monday and ending at 07.30 A.M. the following Monday.

7.2 The work day shall be the twenty-four (24) consecutive hour periods beginning at 07:30 A.M of any calendar day and ending at 7:30 A.M. the next calendar day.

7.3 The normal work week for scheduled shift employees shall consist of five consecutive normal work days of eight hours (exclusive of mealtime) each commencing the first scheduled shift that begins after 7:30 A.M. of any Monday. Other times outside of these shifts will be covered by employees on call per Article IX.

7.4 All hours worked other than scheduled within the normal work week and normal work day shall be paid at one and one-half times the regular straight time hourly rate with the following exceptions:

Work performed on Sunday and Holidays will be paid a premium pay of two times the regular straight time hourly rate.

- 7.5 There will be a minimum two hour call-out for overtime every day of the week (Monday-Sunday), including Holidays, for all bargaining unit employees.
- 7.6 Call-outs that occur within two hours of each other shall not be deemed to be separate call-outs. Call outs that occur within two hours of normal starting working hours will be deemed to be a call out. For the purposes of determining time worked, call out shall begin when the call is received and accepted and shall end upon the return to the Operations Center requesting the call out, except for Standby callout which terminates at the point of origin.
- 7.7 For the purpose of computing weekly earning each hour of work shall consist of four (4) one quarter hour periods beginning on the hour, fifteen (15) minutes past, thirty (30) minutes past and forty-five (45) minutes past the hour.
- 7.8 Overtime at one and one half times the employee's straight time hourly rate will be paid for all hours worked in excess of forty (40) in any work week or over eight (8) in any work day whichever produces the greater amount of weekly pay, but not both.
- 7.9 Recognizing that safety is of the utmost importance to FKEC, every effort will be made to ensure employees do not work more than 16 consecutive hours (exclusive of a mealtime).

In the event a specific situation requires more than 16 consecutive working hours, prior approval must be obtained from the Management of FKEC. If such work is approved, and an employee works more than 16 consecutive hours, the employee must take an 8 hour rest period (inclusive of any mealtimes if applicable) before returning to his next assigned shift. Approved hours worked more than 16 consecutive hours will be paid at double time.

If the 8 hour rest period extends into his regularly scheduled workday, he shall loose no time thereby and will be paid straight time for the rest time in his regularly assigned shift. Upon conclusion of the rest time, the employee is expected to return to his assigned shift. The employee may request PTO for the remainder of his assigned shift, subject to his supervisors approval.

7.10 On shifts of eight (8) or more hours but less than twelve (12), two relief periods of ten (10) minutes each will be allowed each employee. As far as practicable, relief periods are to be taken in the middle of the first and second halves of the shifts. Any employee who is required to work in excess of twelve (12) hours on any shift shall be granted an additional relief period of ten (10) minutes.

7.11 In the event an employee is called to work not less than two (2) hours before his scheduled starting time and continues working his regular scheduled hours, he shall be granted a meal and paid time to eat same, not in excess of thirty (30) minutes.

In the event an employee is required to work two (2) hours or more following his scheduled quitting time, he shall be granted paid time off for a meal not in excess of thirty (30) minutes, and management will provide meals for personnel as conditions warrant.

In the event an employee is working on a call out or a holiday at 6:00 A.M., 12 noon or 6:00 P.M. and the employee has worked for four (4) or more continuous hours, he shall be provided a meal (to be taken after the work is completed) by the Cooperative and will receive the following:

\$15 per diem for meals between 6:00 A.M. and 11:00 A.M.

\$20 per diem for meals between 11:00 A.M. and 4:00 P.M.

\$30 per diem for meals between 4:00 P.M. and 6:00 A.M.

The per diem will be paid via payroll and includes the meal and gratuity. Meals provided by FKEC as conditions warrant will not be eligible for per diem.

7.12 a) Employees may be required to work beyond the end of their regular shifts or be required to report to work prior to the beginning of their regular shifts. In such instances the Cooperative will give employees as much notice as possible. Employees may also be required to work on a day that would normally be a non-working day (for example, Saturday work). In all instances where employees are required to work outside their regular shifts they will be paid overtime. In instances where overtime is scheduled, a meal will not be provided.

The Cooperative will make every attempt to give employees as much notice as possible in the event that pre-scheduled overtime needs to be cancelled, recognizing that circumstances may be out of the control of the Cooperative.

Overtime shall be assigned on the basis of the employee's skills, proficiency and ability to safely perform the work. The Cooperative shall make every reasonable effort to equalize overtime opportunities between employees. Employees will be requested to work overtime in order of the least number of overtime opportunities offered. One offer of overtime will equal one opportunity charged to the employee.

In the event that no employee is willing to work the overtime, the Cooperative may require the qualified employee(s) with the least amount of opportunities offered to work the overtime. Solely for purposes of determining their place on the overtime roster, employees who have been given an opportunity to work overtime, but declined the offer will have the opportunity charged nonetheless. Overtime resulting from an FKEC sponsored special event will not be considered an opportunity.

b) It is recognized that there are some jobs assigned to a specific crew which will require scheduled overtime to complete the job. Scheduled overtime is not an extension of normal work hours. The crew working on the job is considered the "assigned crew". In these situations, the overtime may be offered to the assigned crew first. This does not obligate the Cooperative to offer overtime to more assigned crew members than is necessary to safely complete the work. If the entire assigned crew is not needed, the overtime list will be used to determine which assigned crew members are offered the overtime.

If additional employees are needed, or an assigned crew member declines the overtime, the overtime list will be used to complete the crew per the normal process. An assigned crew member from the job who declines the overtime will be charged the overtime opportunity.

An assigned crew member from the job who is on stand-by has the option of remaining on stand-by or finding a stand-by replacement and working the scheduled overtime. Choosing to work stand-by will not result in a charged opportunity.

c) When FKEC is requested to assist outside of FKEC's service territory, the Cooperative will determine the number and classifications available to send by work location. The Cooperative and Union will jointly determine the specific employees to staff the work. While working on a named storm outside of FKEC's service territory, employees who have volunteered and been selected to staff the work will receive pay at one and one half times the employee's straight time hourly rate for all hours worked including Sundays and Holidays. Hours worked on a named storm will not exceed 16 hours per day in a 24 hour period.

7.13 Two or more types of straight time, overtime or premium pay provided for by any provision of this Agreement shall not be applied to the same hours worked. Instead, pay will be computed on that basis which will yield the greatest amount.

7.14 This Article shall not be construed to be a guarantee of hours of work per day or per week.

8 ARTICLE VIII: Wages and Job Classifications

8.1 Wage rates by job classification shall be those set forth in Addendum A, attached hereto and made part of this Agreement. When, in the judgment of the Cooperative, an employee regularly performs the work in his assigned classification more competently and efficiently than normally expected for the particular step as indicated by his hourly rate, he may be advanced to such step as deemed warranted by the Cooperative without regard to the established time schedule set forth in Addendum A. Temporary acting assignments will be limited to six (6) months per year except to fill vacancies created by illness or other bona fide absences.

8.2 Employees transferred from one job classification to another within the bargaining unit shall be paid as follows:

- a) When transfer is at the request of the Cooperative, and of temporary duration, the employee shall be paid not less than the minimum rate of the job to which he is transferred or his present rate, whichever is the greater at the time of such transfer.

In the event the transfer requested by the Cooperative is to provide temporary relief for a regularly assigned employee, the employee transferred shall be paid the applicable rate as set forth below:

1. His regular hourly rate when this rate is equal to or greater than the rate of the employee being relieved or,
2. The rate of the relieved employee when this rate exceeds his own rate but is not in excess of two steps above his own rate as set forth in Addendum A, or,
3. The rate set forth in Addendum A that is two steps above his regular rate.

- b) When transfer is other than temporary, or to avoid being laid off, or upon request of the employee, such employee will receive the rate of the job to which he is assigned.

8.3 The "Crew Leader" is a working Journeyman lineman, and the responsible person in charge of the established crew. The crew make up will be filled with qualified employees necessary to safely and competently complete the assigned work.

- 8.4 During a period of mandatory evacuation, the Cooperative may declare a Hurricane Period. During this period, the Cooperative may request volunteers to work. Employees at work during a declared Hurricane Period shall be paid at the rate of one and one-half times the straight time rate in addition to the straight time Hurricane Period rate. Employees who leave work prior to a Cooperative declared Hurricane Period or who return to work subsequent to the end of a declared Hurricane Period shall use PTO time for hours missed.
- 8.5 Employees traveling for training, conference, shows, etc or attending the same on a Saturday, Sunday or Holiday will be paid in accordance with FKEC Policy 205.12 "Employee Travel Time". FKEC Policy 205.12 may be updated as required to comply with changes to the Fair Labor Standards Act regulations.

9 ARTICLE IX: Stand-by Assignments

- 9.1 For the purpose of providing emergency service during hours outside of regularly scheduled hours of work, employees selected by the Cooperative shall be assigned on a weekly basis to be on stand-by so as to be available for such service as needed. The regulations covering stand-by assignments follow:
- a) Stand-by assignments shall be for a period beginning 7:30 A.M. Friday of any calendar week and ending at 7:30 A.M. Friday of the following calendar week. Each employee assigned to stand-by duty shall be required to perform such duties as required unless:
1. For reasons of an emergency beyond his control he is prevented from carrying out his assignment.
 2. For reasons agreed upon by the supervisor the employee is able to supply another qualified employee that is in agreement to perform his assigned duties.

All overtime opportunities incurred during Stand-by assignments will not be charged to the employee for consideration of paragraph 7.12.

- b) Marathon and Tavernier Operations shall each be assigned two (2) employees to be on stand-by for each weekly period. One or both must be a Journeyman Lineman qualified to perform all phases of emergency work and, when the second assigned employee is other than a Journeyman Lineman, he must be an Apprentice Lineman meeting the Cooperative's requirements, and with not less than one year experience in such classification. So far as possible, employees will not be given stand-by assignments on successive weeks.

The Marathon Generating Plant will assign a Senior Operator Mechanic to be on stand-by for each weekly period. So far as possible, employees will not be given stand-by assignments on successive weeks.

- c) Each employee while assigned must, during all hours outside his regular scheduled hours of work, be available to be reached by phone, mobile phone or other communications device provided and maintained by FKEC within his service area, at the phone number on record at the Cooperative, and ready to respond as soon as possible but not more than twenty (20) minutes after the call is received and perform such service as required. In the event the assigned employee fails to perform assigned duties, except under circumstances set forth in paragraph 9.1 (A) herein above, he shall immediately forfeit such guaranteed assignment pay to which he may be otherwise be entitled and become subject to other disciplinary measures as deemed warranted by the Cooperative.

- d) Stand-by Pay will be as follows:

1. Three hours of regular straight pay per day for Saturday and Sunday in addition to any overtime hours worked. There will be a two hour minimum for call-out on Saturday and Sunday for Stand-by personnel.

2. Two hours of regular straight pay per day for Monday through Friday in addition to any overtime hours worked. There will be a minimum two hour call-out for overtime worked Monday through Friday. Call-outs that occur within two hours of each other shall not be deemed to be separate call-outs.
3. In the event an employee is on stand-by on a recognized holiday for which such employees receive holiday pay of eight hours at his regular straight time hourly rate, he will receive stand-by pay of four hours at one and one-half times his regular straight time hourly rate.

An employee assigned Stand-by duty on holidays shall receive two times his regular straight time hourly rate for all hours worked.

- e) All overtime hours worked by Stand-by personnel will be paid per Section VII Hours Worked and Overtime.

- 9.2 An employee on stand-by shall call out through the dispatcher another employee to assist when the job requires more than one (1) employee because of the physical and safety requirements or special skills needed, such as but not limited to, visual inspections of power lines and equipment whenever conditions cause poor visibility, replacing transformers, or when working within reaching or falling distance of power lines energized over 600 volts.

10 ARTICLE X: Holidays

- 10.1 The following holidays shall be observed: New Year's Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas Eve Day, and Christmas Day.
- 10.2 For each holiday above each employee shall be granted holiday pay of eight hours at his regular straight time rate providing:

- a) The employee has been continuously employed by the Cooperative for a minimum of sixty (60) days; and
- b) The employee is scheduled and performs work during the work week in which the holiday falls; and
- c) The employee works his scheduled hours on his last scheduled work day before and his first scheduled work day after the holiday unless previously requested and approved by the Supervisor prior to the end of the employee's previous shift; and
- d) In the event an employee is instructed to work on the holiday, he performs such work as instructed.

10.3 Work performed on the day of any observed holiday shall be paid at a rate of two (2) times the employees regular straight rate.

10.4 In the event the holiday hours worked are also overtime work hours, pay for such hours shall be computed on the basis of a holiday or on the basis of overtime, whichever is greater but not both.

10.5 If any holiday falls on Saturday, it shall be observed the Friday preceding the holiday and if any holiday falls on Sunday, it shall be observed the following Monday.

11 ARTICLE XI: Personal Time Off (PTO)

11.1 The Cooperative agrees to grant paid time off (PTO) for regular full time employees to be used when they are away from work.

11.2 Accrued PTO time may be used beginning the first of the month after one month of employment.

- 11.3 The maximum use of PTO time in one year shall not exceed the employee's one-year accrual plus 40 hours.
- 11.4 PTO time shall be scheduled in a manner so as to not interfere with the essential operation and service of the cooperative. PTO requests shall be made through the FKEC Employee Self Serve System and must be approved by the Supervisor to be considered approved. Requests will only be approved if work schedules allow. PTO time must be available to be used prior to taking PTO, even if previously approved by the Supervisor.
- 11.5 In the event conflict arises between two or more employees as to the same time of taking PTO time, preference shall be given on basis of seniority provided:
- a) The request is made on or before January 31, of the year the PTO time is requested.
 - b) The employee has not previously used seniority to resolve a PTO scheduling conflict in the last 12 months.
- 11.6 Employees may request Personal Time Off time at any time of the year, however; if the PTO time is taken during hurricane season (June through November) the employees must keep the Cooperative advised of where and how he / she may be contacted by telephone, cell phone or e-mail. After hurricane conditions have subsided, and in the event that no contact can be made with the Cooperative, employees shall return to work as soon as possible, or upon contact, and as directed to do so by the Cooperative.
- 11.7 Any employee having used 80 hours or more of PTO time in the past 12 months, and that has an accumulated 200 or more hours, may sell back to the cooperative up to 40 hours, two times per calendar year, paid at the employees straight time hourly rate. Employees with more than 25 years of service may sell back up to 160 hours, paid at the employees straight time hourly rate.

- 11.8 If the employees scheduled PTO time is canceled or cannot be taken due to unusual circumstances or because of requirements of the Cooperative during the past 12 months, the employee shall be paid for such canceled PTO time at his regular straight time hourly rate, or the alternative, the scheduled paid time off will be allowed during the next 12 months.
- 11.9 Any employee may donate PTO hours to another FKEC employee in situations with extenuating circumstances or personal emergency with the approval of the CEO.
- 11.10 Employees with no un-excused absences for a period of one year shall receive at their preference either 1) cash award equal to one days pay or 2) one additional day of PTO. To qualify as an excused absence for purposes of this bonus, employees must request and receive supervisor's approval in advance for a planned absence. Employees must either: A) show up to work and request "same day leave" (if the supervisor does not feel the requested absence is disruptive, he may approve the absence), or B) have their absence excused prior to the end of their previous shift. Calling the supervisor after your shift has ended or in the morning before work starts, does not constitute adequate notice.
- 11.11 Personal time off accruals will be granted to full time employees in accordance with the following schedule:
- a) 11.67 hours per month (140 hours or 3.5 weeks per year) from date of hire until the 5th anniversary, with a maximum accrual of 400 hours.
 - b) 15.00 hours per month (180 hours or 4.5 weeks per year) from the 5th anniversary up to the 10th anniversary, with a maximum accrual of 400 hours.
 - c) 18.33 hours per month, (220 hours or 5.5 weeks per year) from the 10th anniversary to the 15th anniversary, with a maximum accrual of 400 hours.
 - d) 20.00 hours per month, (240 hours or six weeks per year) from the 15th anniversary to the 20th anniversary, with a maximum accrual of 600 hours.

- e) 21.67 hours per month, (260 hours or six and one half weeks per year) after the 20th anniversary has been reached, with a maximum accrual of 800 hours.

- f) 23.35 hours per month, (280 hours or seven weeks per year) after 25th anniversary has been reached, with a maximum accrual of 850 hours.

- g) 25.00 hours per month, (300 hours or seven and one half weeks per year) after the 30th anniversary has been reached, with a maximum accrual of 850 hours.

12 ARTICLE XII: Insurance

12.1 FKEC provides health insurance coverage for the bargaining and non-bargaining employees together. The Cooperative will cover 100% of the premiums for medical, prescription drugs, dental and vision insurance for all employees and their families under the Decatur Plan offered through the NECA-IBEW Welfare trust fund.

The Cooperative will contribute the rate required by the NECA-IBEW Welfare Trust Fund for each employee and the payment shall be due and owing on the last day of each calendar month. The payment and payroll reports shall be postmarked to reach the Administrative office of the NECA-IBEW Welfare Trust Fund no later than 15 calendar days following the end of the calendar month for which the contribution is due. Payments after the due date are subject to the applicable penalties and the late payment fees established by the NECA-IBEW Welfare Trust Fund.

In the event the Decatur Plan should become unavailable or the contribution structure be modified from a single tier to a multi-tier structure, the Health Insurance portion, Article XII only, of this Contract shall be re-opened for negotiation.

12.2 The Cooperative will provide Life Insurance for each employee equal to two times his base salary, at no cost to the employee.

12.3 The Cooperative will provide a short-term disability plan as a means to provide income replacement in the event of total disability, at no cost to the employee.

12.4 Long Term Disability: The Cooperative will contribute the full cost of the LTD plan for all eligible participating employees.

13 ARTICLE XIII: Pensions

- 13.1 The Retirement and Security (Pension) Plan in effect at the time of the signing of this Agreement shall remain in effect without modification for the term, or any extended term, of this Agreement.
- 13.2 The Cooperative will contribute the full cost of the Pension Plan for all eligible participating employees.

14 ARTICLE XIV: Seniority

- 14.1 Seniority for the purpose of this Agreement is defined as each employee's total length of time in the bargaining unit. Employment with the Cooperative interrupted for any of the reasons set in paragraph 14.10 of this Article shall cause loss of seniority.
- 14.2 Each new regular employee shall be considered a probationary employee until he has completed one hundred eighty days of continuous employment with the Cooperative. During the probationary period, his retention as an employee is solely at the discretion of the Cooperative, but upon completion of the period the employee shall be considered a regular employee and subject to all of the provisions of this Agreement.

Temporary employees hired for a special project will not be considered regular employees. However, no temporary employees will be used on a special project that lasts in excess of six (6) months, unless extended by mutual consent by the Cooperative and the Union for an additional three months, and such employment will be allowed only when there are no qualified employees on lay off.

- 14.3 Seniority as defined herein shall be applied by job classifications as set forth in Addendum A attached hereto and made part of this Agreement.

14.4 Seniority lists will be provided upon request.

14.5 The principle of seniority shall govern in the matter of layoff for lack of work, recall following layoff, and promotions, when the qualifications of the employees to be considered are equal. For the purposes of this Article, layoff shall be deemed to mean loss of work for periods in excess of five (5) consecutive work days.

14.6 As job openings occur, such openings shall be posted internally for a period of five (5) days. Employees may apply for each position as per the application instructions. Applicants will be given consideration for the openings on the basis of seniority, provided the applicants' qualifications, including job experience and job performance are relatively equal to the other applicants.

Copies of all postings will be given to the local Union representative.

When an employee is assigned to the job, he shall be given four (4) weeks trial; and if at the end of the trial period he is not found qualified, he shall be reassigned to the job he previously held or to one similar and at the same pay rate.

In the event there are no bidders for any job opening after the five (5) day posting period, the Cooperative may fill the position from any available source.

During the time a job subject to bidding becomes open and until it is filled through the foregoing procedure, the job may be filled by any person selected by the Cooperative.

14.7 Employees transferred to jobs outside the bargaining unit will retain but not accumulate additional seniority during such period of transfer, and in the event of return to the bargaining unit, their seniority shall apply in accordance with this Article.

14.8 Laid off employees shall be responsible to keep on file with the Cooperative the telephone number and address to which notifications to report to work are to be sent. On recall, the Cooperative will give not less than two (2) weeks notice to laid off employees to report for work.

14.9 Employment interrupted for the following reasons shall cause loss of seniority:

- a) Voluntary termination of employment by the employee.
- b) Discharge for proper cause.
- c) Retirement in accordance with the provisions of the Retirement Plan.
- d) Failure to report to work when recalled from layoff.
- e) Failure to notify the supervisor in advance of being absent unless the employee has a valid excuse for not notifying his supervisor.
- f) Chronic or repeated absences.
- g) Engaging in gainful employment while on leave of absence unless receiving in advance written permission by the Cooperative and the Union.
- h) Failure to return to work upon conclusion of leave of absence, unless the employee has a valid excuse and in advance notifies the Cooperative.
- i) Continuous layoff in excess of one (1) year.

15 ARTICLE XV: Discharge

- 15.1 In the event an employee who has been discharged and claims it was not for proper cause, such claim may be submitted as a grievance, subject to the provisions of Article XVI, Grievances and Arbitration, of this Agreement.
- 15.2 Unless otherwise prohibited by law, proper cause for discharge shall be deemed to include but not be limited to inability to perform or lack of proficiency on job, refusal to follow instructions and orders of the supervisor, absence without notifying their supervisor, repeated absenteeism, repeated tardiness, failure to return as required upon conclusion of leave of absence, willful and/or repeated violation of safety rules and regulations, theft, willful damage to, or willful neglect resulting in damage to Cooperative property or equipment or service, use of obscene or vulgar or abusive language, threatening or fighting with any person while on duty or on Cooperative property, knowingly concealing defective work, working elsewhere when Cooperative has available work, violation of the FKEC Drug Free Workplace Policy, knowingly falsifying timekeeping records, conviction for violation of any criminal law or charge involving moral turpitude, willful disrespect to any employee, supervisor, or customer of the Cooperative, failure to properly report any on duty injury or accident / incident involving damage to FKEC property whether on or off duty.
- 15.3 In the event of the discharge of any employee, the Cooperative agrees to furnish a written statement to the employee and a copy to the Union setting forth the reason for said discharge.

16 ARTICLE XVI: Grievances and Arbitration

- 16.1 Any regular full time employee has a right, or may feel free, to talk to his supervisor about any question or problem that may arise. If any question or problem brought to the supervisor involves an interpretation of this Agreement, the steward, upon request of the employee, will have the opportunity to be present at the discussion.

16.2 Grievance is defined as any difference between the Cooperative and the Union as to the interpretation, application or performance of any provision of this Agreement and such difference shall be settled by the grievance and arbitration procedure set forth in paragraphs 16.3 and 16.4 of this Article.

16.3 There shall be no suspension of work on account of any grievance, and an earnest effort on the part of both the Cooperative and the Union shall be made to settle all grievances and in the following manner:

Step 1: The employee or employees involved within five (5) working days following the occurrence of first knowledge of the event giving rise to the grievance shall present the grievance to his or their supervisor along with the union steward and every effort shall be made to settle the grievance. In the event the employee or employees fail to present the matter to his or their supervisor within five (5) working days as set forth above, no grievance shall be deemed to exist. In the event that this Step is not completed as set forth above, the grievance shall be considered withdrawn.

Step 2: If the grievance is not settled by the employee and/or the steward and the supervisor, the steward shall submit the grievance in writing to the Cooperative within five (5) working days, setting forth therein the specific term or provision of this Agreement which is alleged to have been violated and the nature of the violation. More specifically, the grievance shall be provided to either the Director of Human Resources or the CEO through e-mail or registered mail. If through e-mail, the subject line should indicate the nature of the e-mail. If the grievance is not received by the Cooperative within five (5) days, excluding Saturday and Sunday and observed holidays, no grievance shall be deemed to exist and the grievance shall be considered withdrawn. Upon receipt of such grievance in writing, a meeting shall be arranged between the Grievance Committee of the Local Union of the International Brotherhood of Electrical Workers, AFL CIO, and the Management of the Cooperative and the parties will endeavor to settle said grievance. The settlement of the grievance made at this Step shall be set forth in writing and signed by authorized representatives of the Cooperative and the Union.

Step 3: In the event the grievance is not settled in Step 2 above, within five (5) days, excluding Saturday, Sunday and observed holidays following the conclusion of Step 2, the controversy at the request of either party may be referred to the Chief Executive Officer of the Cooperative and the Business Manager of Local Union #349 for further consideration. If the grievance is not referred within the specified five (5) day period, no grievance shall be deemed to exist and the grievance shall be considered withdrawn.

Upon referral of such unresolved grievance, as promptly as can be arranged, a meeting shall be held between the Cooperative and the Union, at which the Chief Executive Officer of the Cooperative shall represent the Cooperative and the Business Manager of Local Union 349 shall represent the Union. Both the Cooperative and the Union may have, as deemed necessary for full consideration of the grievance, other persons to appear at this meeting. An International Representative of the IBEW may be present at this step of the grievance procedure, only to assist the local union. Settlements reached at this meeting shall be set forth in writing and signed by authorized representatives of the Cooperative and the Union.

16.4 If any grievance has not been settled in the foregoing Steps, the controversy may, at the request of either party, be submitted to arbitration in accordance with the following procedure:

- a) Within ten (10) days from date of last meeting in Step 3 above, the party requesting to arbitrate the controversy shall give a written notice to the other and shall at the same time request a list of five (5) arbitrators from the Federal Mediation and Conciliation Service.
- b) Within five (5) days after receipt of list of Arbitrators, the Union and the Cooperative shall meet and each strike two (2) names there from; the remaining name shall designate the Arbitrator chosen.

- c) As promptly as can be arranged, the Arbitration hearing shall be held and within thirty (30) days thereafter the Arbitrator shall render his decision. The Arbitrator, in rendering his decision, shall confine his decision to the controversy in question and shall not have the authority to add to, take away from, alter, or amend any of the provisions of this Agreement.
- d) The decision of the Arbitrator shall be served upon the Cooperative and the Union and insofar as it is in conformance with paragraph (c) herein above shall be final and binding on both parties.
- e) The expense of the Arbitrator shall be shared equally by both parties.

17 ARTICLE XVII: Bulletin Boards

- 17.1 The Cooperative shall provide suitable bulletin board space for the exclusive use of the Union for the posting of notices of meetings, bulletins and other Union matters. The Union agrees that the bulletin board space so provided shall not be used for the posting of political material, or propaganda or anything derogatory to the Cooperative, its management, its employees, or its customers.
- 17.2 All notices to be posted must bear the approval for posting of the local Union President and the designated representative of the Cooperative.
- 17.3 The Cooperative shall maintain a suggestion box in each break room. All good faith, work-related, signed suggestions shall be responded to by management.

18 ARTICLE XVIII: Leave of Absence

- 18.1 The provisions of this Article are for the purpose of fixing the manner of maintaining uninterrupted seniority during periods of absence by employees without pay.

- 18.2 Except for Family Medical Leave (see 18.5), an employee who has attained seniority may be allowed up to thirty (30) calendar days leave of absence in any twelve (12) month period without pay, for personal reasons of necessity, providing the employee requests such leave in writing two weeks in advance of the leave, including in the request the reason for the leave, and it is agreed to by the Cooperative and the Union.
- 18.3 Should any employee fail to report to work on the work day following the termination of his leave of absence, such employee shall be deemed to have terminated his employment with the Cooperative unless he presents a valid excuse for not so reporting within one (1) day.
- 18.4 One (1) employee at any one time selected and designated in writing by the Union shall be granted a leave of absence for the purpose of attending regional Union meetings up to five (5) working days on any one leave and for not more than three (3) leaves in any twelve (12) month period. Advance notice, of not less than two (2) weeks prior to the beginning of the requested leave shall be given to the Cooperative by the President of the Local Union.
- 18.5 See FLORIDA KEYS ELECTRIC COOPERATIVE ASSOCIATION, INC. Family Leave Policy 109.3. Attached Addendum B.
- 18.6 Exceptions to any of the provisions of this Article may be made upon mutual consent of the Cooperative and the Union.

19 ARTICLE XIX: Military Leave

- 19.1 Employees who furnish satisfactory evidence of entry into the armed forces shall be granted a military leave of absence. The employee will be reinstated to his former position or position of like seniority, status, and pay upon release from active service in accordance with the provisions of the Uniformed Services Employment and Re-employment Rights Act (USERRA) of 1994.

- 19.2 The Cooperative will grant Military Leave of Absence when an employee has official orders directing him to attend training encampments or cruises of one of the reserve components of the Armed Forces of the United States.
- 19.3 Employees in the Armed Forces Reserves of the National Guard who are ordered to serve a two (2) week training during the year shall receive pay from the Cooperative in the amount to make up the difference between the regular straight time hourly rate of pay and service pay earned during that period.

20 ARTICLE XX: Funeral Leave

- 20.1 Leaves of absence with pay will be granted to employees upon death occurring in the immediate family. Immediate family for this purpose shall consist of spouse, children (adopted and step), employee and spouse's full and half brothers or sisters, employee and spouse's parents, and employee and spouse's grandparents.
- 20.2 Funeral leave shall be for the purpose of attending the funeral of the deceased. Up to three calendar days may be granted for this purpose. If requested in advance, the Cooperative may grant an additional day for funeral leave when a funeral takes place in another state.
- 20.3 For each work day included in above leave, each such employee shall be granted funeral leave pay in the amount of eight (8) hours at his regular straight time hourly rate.
- 20.4 Additional PTO time, or leave without pay if needed to travel and attend the funeral may be granted upon the request of the employee.

21 ARTICLE XXI: Jury Duty Leave

21.1 Regular full time employees who are required to serve as jurors, under subpoena and not volunteered, will be excused from work for the required period of time with all FKEC benefits and pay continuing. All other requests will require PTO.

Employees are expected to report back to work during all periods in which they are not actually engaged in the above-described duties. A statement from the court must be provided to Human Resources following completion of jury duty service.

Employees that are selected for Federal or Grand Jury duty will be paid the difference between their regular pay for eight (8) hours and their daily jury pay. Employees should indicate their Federal Jury duty service when completing their time entry.

22 ARTICLE XXII: No Strike No Lockout

22.1 The Union agrees that it will not call, authorize, or sanction any strike, walkout, slowdown, or any other suspension of work by the employees during the life of this Agreement, and the Cooperative agrees that there will be no lockout.

22.2 If an unauthorized stoppage of work takes place not called, authorized, or sanctioned by the Union, and if in such cases the Union publicly disavows such strike, and for a period of forty eight (48) hours from the time the Cooperative notified the Union of the strike and the Union uses its best efforts to induce the employees to return to work, the Cooperative agrees that it not sue for or otherwise claim damages from the Union or its officers and agents by reason of such strike or suspension of work.

- 22.3 The Cooperative shall have the right to discharge, or otherwise discipline at its discretion, the leaders of the unauthorized work stoppage and those participating employees who fail to return to work within the said forty eight (48) hours period, except if an employee is absent because of illness during such work stoppage, such employee shall not be subject to the foregoing disciplinary provisions.
- 22.4 Disputes of fact between the Cooperative and the Union as to whether the employee was absent because of sickness shall be settled under the provisions of Article XVI of this Agreement.

23 ARTICLE XXIII: Antidiscrimination

- 23.1 It is mutually agreed that no person or employee will be illegally discriminated against with respect to hire, tenure of employment, opportunity for advancement, wages, hours of work and other terms or conditions of employment because of race, color,, ancestry, religion, national origin, sex, sexual orientation, gender identity or expression, age, marital status, veteran's status, familial status, physical or mental disability, pregnancy, or any other protected category recognized under Monroe County, Florida, state or federal law.

However, the parties also recognize that FKEC has established an internal procedure to investigate and resolve alleged cases of discrimination, which is in addition to existing and adequate procedures established by the State of Florida and the Federal Government. Accordingly, no allegation of employment discrimination can be processed through the contractual grievance/arbitration procedure.

23.2 The Cooperative assures equal employment opportunity in all of its policies regarding recruiting, hiring, transfers, promotions, compensation, benefits, training, termination, demotion, lay-off, and recall practices. These functions are administered without regard to race, color, , religion, ancestry, national origin, gender identity or expression, age, disability, marital status, veterans status, familial status, pregnancy, sex or sexual orientation. The Cooperative gives full consideration to the employment of disabled or handicapped persons for work, which they are qualified to do with or without a reasonable accommodation.

The Cooperative will comply with all of the applicable provisions of Executive Order 11246 and of the Rules and Regulations and relevant Orders of the Secretary of Labor.

24 ARTICLE XXIV: Pay Distribution

24.1 All pays are computed on the basis of the work performed during each week as defined in Article VII, paragraph 7.1.

24.2 Pay distribution will normally be made every Friday for all pay due including overtime for work performed during the previous week, less taxes and other deductions for the previous week.

25 ARTICLE XXV: Safety and Health

25.1 Both the Cooperative and the Union recognize the importance of maintaining safe and healthful working conditions and the necessity for all work to be performed in accordance with established safety rules and regulations.

25.2 The Union agrees to appoint an agreed upon number of employees to serve on a joint Cooperative and Union safety committee.

25.3 The Safety Committee shall meet periodically and be concerned with research and recommendations pertaining to the development, implementation and administration of the Cooperative's health and safety program. Areas of committee activity shall include accident reviews, safety rules and regulations, safety equipment and devices, working conditions, etc.

26 ARTICLE XXVI: Apprentice Training

26.1 Both the Cooperative and the Union recognize the need for adequate apprentice training programs for the purpose of developing qualified Journeymen needed in the Cooperative, and agree to the establishment of a joint Cooperative and Union Apprentice Committee for the purpose of formulating, developing, instituting and administering such apprentice programs. Current Apprenticeship training is in place for Lineman, Metering, Plant Operator Mechanic, and Substation Electrician.

26.2 The apprentice committee shall consist of an agreed upon number of members one half being selected by the Cooperative and one half by the Union.

26.3 The committee in the administration of the programs shall recommend the number of apprentices to be in training at any one time, shall recommend from among applicants, employees, to be indentured in the programs, shall monthly evaluate each apprentice's progress or lack of progress, shall report regularly all matters pertaining to the program and apprentices to both the Cooperative and the Union with recommendations.

26.4 An employee entering the Apprenticeship Training Program will acknowledge, in writing, that in the event they leave employment with the Cooperative during the course of the five year program or within one (1) year of completion of the program, that they will owe the Cooperative an amount equal to \$2000 per year for each year completed. The repayment will only be required in the event the employee obtains employment in the Electric Industry within one (1) year of leaving employment with the Cooperative. In the event the employee is laid off the repayment will not be required. An employee who separates from FKEC due to a demonstrable hardship may request approval from the CEO to have the repayment waived.

26.5 If an Employee enters the Program and is not, in the opinion of the Apprentice Committee, successfully progressing, he/she may be denied a step increase and/or placed on a one hundred twenty (120) day probationary period. At the end of the one hundred twenty (120) day probationary period, if the employee still has not met required expectations, in the opinion of the Apprentice Committee, he/she may be placed on another one hundred twenty (120) day probationary period, transferred or terminated at the option of the Cooperative. Any Employee placed on a second one hundred (120) day probation who is unsuccessful in the Program, may be terminated or transferred at the option of the Cooperative. An employee may be terminated or transferred immediately (prior to the end of either probationary period) at the option of the Cooperative if the Apprentice Committee determines that the Employee is not capable of satisfactory progression during the allowed probation period.

26.6 The Lineman Apprenticeship training program shall be administered in accordance with the current agreement between Management and the Union.

27 ARTICLE XXVII: Miscellaneous

27.1 Except in emergencies employees will not be required to work in the rain, but if working, protective rain clothing will be furnished.

27.2 The Cooperative agrees to furnish uniforms to all bargaining unit employees.

- 27.3 Salaried foremen and supervisors shall not regularly perform work covered by this Agreement except in emergencies; for the training of employees; in connection with experimental operations, and for trial runs of new equipment.
- 27.4 For those employees deemed by the Cooperative to require the use of a phone for the performance of their duties, the Cooperative agrees to pay a monthly communication stipend.
- 27.5 All full time employees will receive, on each anniversary date of their employment, and providing they are actively employed on the date, Long Service Bonus according to the following schedule:

<u>Completed Service</u>	<u>Annual Long Service Bonus</u>
5 years, but less than 10	\$250.00
10 years, but less than 15	\$500.00
15 years, but less than 20	\$750.00
20 years, but less than 25	\$1000.00
25 years, but less than 30	\$1250.00
30 years and over	\$1500.00

- 27.6 Bare Hand - Live Line: There will be a crew of seven (7) volunteer employees who will be trained and perform live line "bare hand" method type work. The personnel in this crew will receive a 3% premium over their normal rate of pay all year long.

28 ARTICLE XXVIII: Retention of Benefits

- 28.1 The Cooperative agrees that all employee benefits in effect at the time of signing of this Agreement, except as may be modified by the terms of this Agreement, shall not be reduced or eliminated because of the signing of this Agreement.

29 ARTICLE XXIX: Duration

- 29.1 This Agreement shall become effective the first day of March 2020 and shall remain in full force and effect through the 28th day of February 2025 and will continue thereafter in full force and effect from year to year unless not less than sixty (60) days prior to the termination date above or any anniversary thereof, either party gives notice in writing to the other of its desire to amend, add to, or terminate this Agreement.
- 29.2 After receipt of said notice, negotiations shall commence not less than thirty (30) days before the expiration of this Agreement or any renewal thereof and if such negotiations are not completed prior to the expiration of the term or renewal of this Agreement, it may thereafter be terminated by either party giving fifteen (15) days written notice to the other.

30 ARTICLE XXX: Personnel File Material

- 30.1 Employees will be given a copy of any material placed in their personnel file that may lead to discipline or discharge.

31 ARTICLE XXXI: Drug and Alcohol Testing

- 31.1 Both the Cooperative and the Union recognize the need to test for the abuse of drugs and/or misuse of alcohol. Drug and Alcohol testing will be conducted in accordance with the Cooperative's Policy Bulletin No. 109.2, the Department of Transportation Regulations 49 CFR Part 40, which covers all employees assigned to "safety sensitive positions" and the State of Florida's Drug Free Workplace Program.
- 31.2 Drug and Alcohol testing will be required under the following circumstances: Pre-employment, Random, Post-accident, Reasonable Suspicion, Return-to-duty and follow-up testing.

32 ARTICLE XXXII: General Provisions

32.1 The Cooperative allows compensation at the rate of \$300 dollars per year for the replacement and purchase of mechanics tools.

IN WITNESS WHEREOF, the parties hereto by their duly authorized representative have set their hands and seals this _____ day of _____, 2020.

Witness as to Cooperative

Negotiating Committee:

Witness as to Union

Negotiating Committee:

FLORIDA KEYS ELECTRIC

COOPERATIVE ASSOCIATION, INC.

By: _____

Attest: _____

INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS, AFL-CIO,

Local Union 349, Florida Keys

Electric Cooperative Association

By: _____

INTERNATIONAL BROTHERHOOD OF

ELECTRICAL WORKERS, AFL-CIO,

Local Union 349, Florida Keys Electric

Cooperative Association

By: _____

Attest: _____

	ADDENDUM "A"	Effective - March 1, 2020 through February 28, 2021					
	Hourly wage rate schedule by Job Classification effective March 1, 2020. Progression from one rate to next higher rate each four months in the Job Classification, until reach top rate, provided the employee satisfactorily performs the work.						
		FOUR MONTHS PERIOD					
		1st	2nd	3rd	4th	5th	6th
	»OPERATIONS						
	Senior Operator/Mechanic						46.38
	Apprentice Operator/Mechanic II	38.00	38.92	39.75	40.57	41.70	42.73
	Apprentice Operator/Mechanic I	30.53	30.79	31.07	32.69	34.31	35.78
	Crew Leader	53.67	54.37	55.05	55.79	56.48	57.23
	Crew Leader EHV						58.94
	Journeyman Lineman EHV						54.46
	Journeyman Lineman						52.88
	Apprentice Lineman II	41.39	42.39	43.28	44.18	45.42	46.54
	Apprentice Lineman I	34.20	35.15	36.10	37.06	38.01	38.97
	Pre-Apprentice Lineman	30.21	31.72	33.24			
	Substation Crew Leader	51.27	51.93	52.58	53.29	53.95	54.66
	Journeyman Substation Electrician						50.51
	Apprentice Substation Electrician II	41.39	42.39	43.28	44.18	45.42	46.54
	Apprentice Substation Electrician I	33.24	33.53	33.82	35.60	37.37	38.97
	R.W Clearing Crew Leader	33.87	35.16	36.38	37.55	38.97	40.17
	R.W Clearing Trimmer	30.21	31.72	33.24			
	R.W Labor Crew	26.54	27.95	29.04			
	Lead Fleet Mechanic	45.26	46.16	47.05	47.95	48.85	49.75
	Fleet Mechanic II	38.00	39.67	41.35	43.02	44.69	46.38
	Fleet Mechanic I	31.11	32.29	33.40	34.48	35.78	36.89
	Journeyman Electrician Utility						46.38
	Lead Storekeeper	35.85	37.06	38.29	39.51	40.74	41.95
	Storekeeper	31.67	32.32	32.96	33.62	34.26	34.94
	Lead Maintenance Man	33.77	34.51	35.19	35.82	36.34	37.50
	Maintenance Man	26.18	27.43	28.65	29.91	31.09	32.38
	Utility Man	23.00	24.25	25.29	26.33	27.02	27.45
	Meter Work Leader	40.83	41.35	41.95			
	Meterman	35.85	36.72	37.50	38.26	39.34	40.30
	Apprentice Meterman	29.34	30.46	31.51	32.53	33.77	34.80
	General Labor - All Classifications	19.47					

	ADDENDUM "A"	Effective - March 1, 2021 through February 28, 2022					
	Hourly wage rate schedule by Job Classification effective March 1, 2021. Progression from one rate to next higher rate each four months in the Job Classification, until reach top rate, provided the employee satisfactorily performs the work.						
		FOUR MONTHS PERIOD					
		1st	2nd	3rd	4th	5th	6th
	»OPERATIONS						
	Senior Operator/Mechanic						47.54
	Apprentice Operator/Mechanic II	38.95	39.89	40.74	41.58	42.74	43.80
	Apprentice Operator/Mechanic I	31.29	31.56	31.84	33.50	35.17	36.68
	Crew Leader	55.01	55.73	56.43	57.19	57.89	58.66
	Crew Leader EHV						60.42
	Journeyman Lineman EHV						55.83
	Journeyman Lineman						54.20
	Apprentice Lineman II	42.42	43.45	44.37	45.28	46.55	47.70
	Apprentice Lineman I	35.05	36.03	37.01	37.98	38.96	39.95
	Pre-Apprentice Lineman	30.96	32.52	34.07			
	Substation Crew Leader	52.55	53.23	53.89	54.62	55.29	56.02
	Journeyman Substation Electrician						51.77
	Apprentice Substation Electrician II	42.42	43.45	44.37	45.28	46.55	47.70
	Apprentice Substation Electrician I	34.07	34.37	34.67	36.49	38.30	39.95
	R.W Clearing Crew Leader	34.72	36.04	37.29	38.49	39.95	41.18
	R.W Clearing Trimmer	30.96	32.52	34.07			
	R.W Labor Crew	27.21	28.65	29.76			
	Lead Fleet Mechanic	46.39	47.31	48.23	49.15	50.07	51.00
	Fleet Mechanic II	38.95	40.66	42.38	44.10	45.81	47.54
	Fleet Mechanic I	31.88	33.10	34.23	35.34	36.68	37.81
	Lead Storekeeper	36.75	37.99	39.25	40.50	41.76	43.00
	Storekeeper	32.46	33.13	33.79	34.46	35.11	35.81
	Lead Maintenance Man	34.61	35.37	36.07	36.72	37.25	38.43
	Maintenance Man	26.83	28.11	29.37	30.65	31.87	33.19
	Utility Man	23.57	24.86	25.92	26.99	27.69	28.14
	Meter Work Leader	41.85	42.38	43.00			
	Meterman	36.75	37.64	38.43	39.22	40.33	41.31
	Apprentice Meterman	30.07	31.22	32.30	33.34	34.61	35.67
	General Labor - All Classifications	19.95					

	ADDENDUM "A"	Effective - March 1, 2022 through February 28, 2023					
	Hourly wage rate schedule by Job Classification effective March 1, 2022. Progression from one rate to next higher rate each four months in the Job Classification, until reach top rate, provided the employee satisfactorily performs the work.						
		FOUR MONTHS PERIOD					
		1st	2nd	3rd	4th	5th	6th
	»OPERATIONS						
	Senior Operator/Mechanic						48.97
	Apprentice Operator/Mechanic II	40.12	41.09	41.97	42.83	44.03	45.11
	Apprentice Operator/Mechanic I	32.23	32.51	32.80	34.51	36.22	37.78
	Crew Leader	56.66	57.40	58.12	58.90	59.63	60.42
	Crew Leader EHV						62.23
	Journeyman Lineman EHV						57.50
	Journeyman Lineman						55.83
	Apprentice Lineman II	43.69	44.75	45.70	46.64	47.95	49.13
	Apprentice Lineman I	36.10	37.11	38.12	39.12	40.13	41.15
	Pre-Apprentice Lineman	31.89	33.49	35.09			
	Substation Crew Leader	54.13	54.82	55.51	56.26	56.95	57.71
	Journeyman Substation Electrician						53.32
	Apprentice Substation Electrician II	43.69	44.75	45.70	46.64	47.95	49.13
	Apprentice Substation Electrician I	35.09	35.40	35.71	37.58	39.45	41.15
	R.W Clearing Crew Leader	35.76	37.12	38.41	39.64	41.15	42.41
	R.W Clearing Trimmer	31.89	33.49	35.09			
	R.W Labor Crew	28.02	29.51	30.65			
	Lead Fleet Mechanic	47.78	48.73	49.68	50.62	51.57	52.53
	Fleet Mechanic II	40.12	41.88	43.65	45.42	47.19	48.97
	Fleet Mechanic I	32.84	34.09	35.26	36.40	37.78	38.95
	Lead Storekeeper	37.85	39.13	40.42	41.72	43.01	44.29
	Storekeeper	33.44	34.12	34.80	35.50	36.16	36.89
	Lead Maintenance Man	35.65	36.43	37.15	37.82	38.36	39.59
	Maintenance Man	27.63	28.96	30.25	31.57	32.83	34.19
	Utility Man	24.28	25.60	26.70	27.80	28.53	28.98
	Meter Work Leader	43.11	43.65	44.29			
	Meterman	37.85	38.77	39.59	40.39	41.54	42.55
	Apprentice Meterman	30.97	32.16	33.27	34.34	35.65	36.74
	General Labor - All Classifications	20.55					

	ADDENDUM "A"	Effective - March 1, 2023 through February 29, 2024					
	Hourly wage rate schedule by Job Classification effective March 1, 2023. Progression from one rate to next higher rate each four months in the Job Classification, until reach top rate, provided the employee satisfactorily performs the work.						
		FOUR MONTHS PERIOD					
		1st	2nd	3rd	4th	5th	6th
	»OPERATIONS						
	Senior Operator/Mechanic						50.44
	Apprentice Operator/Mechanic II	41.32	42.32	43.23	44.11	45.35	46.47
	Apprentice Operator/Mechanic I	33.19	33.48	33.78	35.54	37.31	38.91
	Crew Leader	58.36	59.12	59.87	60.67	61.41	62.23
	Crew Leader EHV						64.10
	Journeyman Lineman EHV						59.23
	Journeyman Lineman						57.50
	Apprentice Lineman II	45.00	46.09	47.07	48.04	49.39	50.61
	Apprentice Lineman I	37.19	38.22	39.26	40.30	41.33	42.38
	Pre-Apprentice Lineman	32.85	34.50	36.15			
	Substation Crew Leader	55.75	56.47	57.17	57.95	58.66	59.44
	Journeyman Substation Electrician						54.92
	Apprentice Substation Electrician II	45.00	46.09	47.07	48.04	49.39	50.61
	Apprentice Substation Electrician I	36.15	36.46	36.78	38.71	40.63	42.38
	R.W Clearing Crew Leader	36.83	38.24	39.56	40.83	42.38	43.68
	R.W Clearing Trimmer	32.85	34.50	36.15			
	R.W Labor Crew	28.87	30.40	31.57			
	Lead Fleet Mechanic	49.22	50.19	51.17	52.14	53.12	54.10
	Fleet Mechanic II	41.32	43.14	44.96	46.78	48.60	50.44
	Fleet Mechanic I	33.82	35.11	36.32	37.49	38.91	40.12
	Lead Storekeeper	38.98	40.30	41.64	42.97	44.30	45.62
	Storekeeper	34.44	35.14	35.85	36.56	37.25	38.00
	Lead Maintenance Man	36.72	37.52	38.27	38.96	39.51	40.78
	Maintenance Man	28.46	29.83	31.16	32.52	33.81	35.21
	Utility Man	25.01	26.37	27.50	28.64	29.38	29.85
	Meter Work Leader	44.40	44.96	45.62			
	Meterman	38.98	39.93	40.78	41.61	42.78	43.83
	Apprentice Meterman	31.90	33.12	34.27	35.37	36.72	37.84
	General Labor - All Classifications	21.17					

	ADDENDUM "A"	Effective - March 1, 2024 through February 28, 2025					
	Hourly wage rate schedule by Job Classification effective March 1, 2024. Progression from one rate to next higher rate each four months in the Job Classification, until reach top rate, provided the employee satisfactorily performs the work.						
		FOUR MONTHS PERIOD					
		1st	2nd	3rd	4th	5th	6th
	»OPERATIONS						
	Senior Operator/Mechanic						51.95
	Apprentice Operator/Mechanic II	42.56	43.59	44.52	45.44	46.71	47.86
	Apprentice Operator/Mechanic I	34.19	34.48	34.79	36.61	38.43	40.08
	Crew Leader	60.11	60.89	61.66	62.49	63.26	64.10
	Crew Leader EHV						66.02
	Journeyman Lineman EHV						61.00
	Journeyman Lineman						59.23
	Apprentice Lineman II	46.35	47.48	48.48	49.48	50.87	52.13
	Apprentice Lineman I	38.30	39.37	40.44	41.50	42.57	43.65
	Pre-Apprentice Lineman	33.84	35.53	37.23			
	Substation Crew Leader	57.43	58.16	58.89	59.68	60.42	61.22
	Journeyman Substation Electrician						56.57
	Apprentice Substation Electrician II	46.35	47.48	48.48	49.48	50.87	52.13
	Apprentice Substation Electrician I	37.23	37.56	37.88	39.87	41.85	43.65
	R.W Clearing Crew Leader	37.94	39.39	40.74	42.06	43.65	45.00
	R.W Clearing Trimmer	33.84	35.53	37.23			
	R.W Labor Crew	29.73	31.31	32.52			
	Lead Fleet Mechanic	50.69	51.70	52.70	53.71	54.71	55.73
	Fleet Mechanic II	42.56	44.43	46.31	48.18	50.06	51.95
	Fleet Mechanic I	34.84	36.17	37.41	38.62	40.08	41.32
	Lead Storekeeper	40.15	41.51	42.88	44.26	45.63	46.99
	Storekeeper	35.47	36.20	36.92	37.66	38.37	39.13
	Lead Maintenance Man	37.82	38.65	39.42	40.12	40.70	42.00
	Maintenance Man	29.32	30.72	32.09	33.50	34.82	36.27
	Utility Man	25.76	27.16	28.33	29.50	30.26	30.75
	Meter Work Leader	45.73	46.31	46.99			
	Meterman	40.15	41.13	42.00	42.85	44.07	45.14
	Apprentice Meterman	32.86	34.12	35.30	36.43	37.82	38.97
	General Labor - All Classifications	21.80					