

METER SERVICES

Callout/Overtime Procedure

The application of Article 5.11 will be utilized in the institution of this callout procedure. Furthermore, the Company and/or the Union may rescind this agreement by giving the other party (30) days advance notice thereof in writing after a minimum of ninety- (90) day trial period. Upon termination of any such agreement, the parties shall be governed by all provisions of Section 5.11.

The call out sheet used for this agreement will be an opportunity call sheet. Prior to the start of each calendar month the Meter Department Supervisor will ensure the preparation of the call out sheet by job classification and assigning each qualified employee. A copy of the call out sheet will be posted for access to all employees. Any adjustments or corrections to the original monthly sheet shall also be posted. Employees shall be listed on a call out sheet by classification. For the purpose of equalizing overtime opportunities only, classification of Meter Tester Chief and Meter Tester 1st Class will be considered as one. As it becomes necessary to call an employee for overtime, the person on the top of the list in a desired classification will be called first. In the event that an Operator receives no answer or the employee is not available or the call out is taken, that employee's name reverts to the bottom of the list. In the event that an employee next in line on the call out list is inadvertently bypassed, his name will remain at the top of the list and he/she will be called on the next occasion.

When work started during a normal workday continues into overtime, the same employee will continue the job beyond the normal workday. It is understood that when work known to run into overtime is started anytime during the day, the call out list will be utilized.

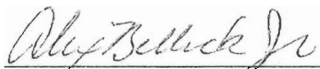
Persons reporting to this location for the first time will be placed on the bottom of the current call out list, thus ensuring that all employees would have one callout opportunity prior to the first person having a second opportunity

Planned Overtime

The method of distribution of planned overtime is based on hours within classifications.

If a person at the top of the list is not available or if contact cannot be made with that person, the next person in line shall be asked until the need has been satisfied.

The list will be renewed at the beginning of each year in the order of seniority.



IBEW Local 327

President/Vice President

Date 8/26/05



**Meter Department
Supervisor/Manager**

Date 8/26/05

Phase 4:

A small Labor/Management committee will be formed to certify the Single-Phase Meter Tester & Meter Tester 2nd Class job skill demo's to be used for training. The committee will consist of no more than three Union and two Company representatives. Training concerns related to this agreement will be addressed by this committee.

Phase 5:

Those grievances filed against Meter Services and related to Article 3.2C and "Red Circle Rates" are resolved.

No employee reassigned in accordance with Article 3.2.(c) will be required to advance to a Meter Tester 2/C, Job #303, position.

Phase 6:

All callout agreements for Meter Services will be revised to reflect this settlement agreement. The Hazard Responder Callout Agreement will be revised to reflect this settlement agreement.

Phase 7:

Time-in-Grade for the Meter Tester Classifications will be added to Labor/Management Guide.

This agreement is a one-time, Non-precedent settling settlement agreement, including the resolution of the 3.2c and Red Circle rate grievances.

For the Company:



Date

8/26/05

For the Union



Date

8/26/05