


Letter of Understanding

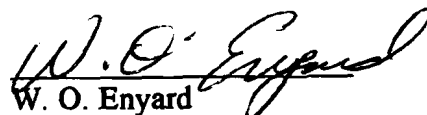
Distribution Area Travel Crews March 16, 1999

This letter outlines the working conditions for Distribution Area Travel Crews as agreed between the Management and Union Negotiating Committees and replaces all prior letters dealing with this subject. The Bargaining Unit members ratified this agreement on March 15, 1999 to be effective March 16, 1999.

- These positions will be posted Non Shift (NS) for Lineman, Apprentice, and Equipment Operator at the discretion of Management.
- The crews will initially be created by posting net new positions in areas that are established by the Company, and will not be created by the abolishment of any jobs already established at any regular working headquarters. Any net reduction in operating center bargaining unit positions, below existing levels at the execution of this agreement, will be accomplished by abolishing Distribution Travel Crew positions first.
- These crews will work either five (5) eight (8) hour or four (4) ten (10) hour days. Depending on the need, the crew may be split and each part of the crew can be on separate schedules of four (4) ten (10) hour or five (5) eight (8) hour days. When a crew is working outside of the forty (40) mile radius, they will work four (4) ten (10) hour days. Seniority will be respected for the assignment to crews with differing work schedules or work outside the forty (40) radius for one (1) week or greater.
- If a crew is working within a forty (40) mile radius of their posted headquarters they will receive \$10.00 per day. If required to show up beyond forty (40) miles radius, they will receive \$57.00 per day. Travel time will be allowed during straight time hours when show up is changed.
- Distribution Travel Crews may be called out by the Operating Centers only after all employees regularly assigned to the Operating Centers have been called. If the work is to carry on, such as storm work, and additional help is needed, the company will continue to try to reach the employees regularly assigned to work in the headquarters.
- Subsistence and Reimbursement of Meals for Callouts on Off-Scheduled Days:
Crews who are called out on off-scheduled days will receive meals per the Memo of Agreement if working within forty (40) miles of the headquarters with no subsistence. If the callout is beyond the forty (40) mile radius, they will receive \$57.00 subsistence with no meal reimbursement. During pre-arranged work on off-scheduled days, they will receive subsistence at the appropriate rate, with no meals. Note—Subsistence covers three meals per day. On those days when the employees are on subsistence, they will be entitled to additional meals if they report five hours prior to their regular scheduled starting time or if work continues five and one-half hours beyond their regular scheduled quitting time on a ten hour day or six and one-half hours beyond their scheduled quitting time on an eight hour day. Although employees are not reimbursed for the first evening meal, i.e., one-half hour beyond their scheduled quitting time on a ten hour day, they are entitled to one-half hour pay for time to eat the meal.

- The ratio of Apprentice to Linemen will be as in the current contract.
- When working outside the forty (40) mile radius, the Temporary headquarters (show up) will be established at a location where meals and lodging, suitable to the company, are available within a ten (10) minute drive. If temporary headquarters (show up) meeting this criteria are not obtained, travel time will be allowed for all employees from temporary headquarters (show up) to lodging. If the employee wishes to commute to and from a more distant point, that employee will only receive travel time as outlined above.
- Sufficient time shall be allowed for orderly moving of the Distribution Area Traveling Crews where temporary headquarters (show up) are changed from one location to another. Off-scheduled hours required for moving will be paid at overtime rates.
- Employees not required for the moving of Company equipment may move their personal vehicles and/or trailers at the same time the crew moves. Subject to the approval of the Supervisor, employees who normally operate company equipment may arrange for other employees to drive such equipment in order that they may move their personal vehicles and/or trailers.
- When working outside the forty (40) mile radius, and when a Distribution Area Travel Crew has moved its temporary headquarters (show up) during the time an employee is on vacation, he will be allowed travel time from his established home to the new temporary headquarters (show up) on his return from vacation, provided, however, that this shall apply to only one vacation period each year.
- The days subsistence will be paid per the schedule established for Traveling Transmission and Distribution crews.
- Each geographic location where a Distribution Travel Crew is established will constitute a single separate headquarters at the work location.


Vincent Laverghetta
Director, Labor Relations


W. O. Enyard
Business Manager
SC U-8 I.B.E.W.