

**Memorandum of Understanding
Substation Construction
April 25, 2003**

This Memorandum of Understanding is to be in effect on an interim basis only in order to fill the current 8 Electrician vacancies in Substation Construction. The following requirements are needed when bidding to these 8 positions:

- **Minimum 3 years Substation Construction experience and/or**
- **Must have 123 mandatory tasks signed off in the Electrician Development Manual as outlined and/or**
- **Minimum 4 years in Substation Maintenance**

The successful applicants for these positions fall within the following restrictions:

- **They cannot bid to an Electrician position in Substation Maintenance until they are fully qualified.**
- **They will not work alone or be in charge of a crew at an energized substation until fully qualified. Fully qualified means having the full range of tasks beyond the initial 123 mandatory tasks.**
- **They will be paid at bottom step Journeyman unless previous upgrade warrants a higher wage rate.**
- **Once fully qualified, employees will begin periodic increases.**

Once the 8 vacancies are filled, this Memorandum of Understanding will be terminated.

Bobby L. Luegen
for the Company

4/25/03
Date

W. O. Engard
for the Union

4/25/03
Date