

AGREEMENT

BETWEEN

EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION

**SOUTHEASTERN ILLINOIS ELECTRIC
COOPERATIVE, INC.**

SOUTHERN ILLINOIS ELECTRIC COOPERATIVE, INC.

SOUTHERN ILLINOIS POWER COOPERATIVE

AND



IBEW LOCAL 702

**LOCAL UNION 702
INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
AFL-CIO**

JANUARY 1, 2017 THROUGH DECEMBER 31, 2021

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AGREEMENT

THIS AGREEMENT made and entered into this 1st day of January 1, 2017, by and between **EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION, SOUTHEASTERN ILLINOIS ELECTRIC COOPERATIVE, INC., SOUTHERN ILLINOIS ELECTRIC COOPERATIVE, INC.,** and **SOUTHERN ILLINOIS POWER COOPERATIVE**, a party of the first part, hereinafter called the "**Cooperatives**", the "**Cooperative**", the "**Employer**" or the "**Employers**", and **LOCAL UNION NO. 702 of the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**, a party of the second part, hereinafter called the "**Union**".

THIS AGREEMENT and the provisions thereof, when signed by the authorized representatives of the Cooperatives and the Union and approved by the President of the International Brotherhood of Electrical Workers, shall be binding upon the Cooperatives, their successors and assigns and shall be in effect until and including December 31, 2021, and shall continue in full force and effect from year to year thereafter until it has been canceled or amended by the giving of sixty (60) days written notice from one party to the other.

Should either party give notice to amend the Agreement, as specified in the previous paragraph, it is specifically agreed that any ensuing discussions shall be limited to the specific issues for amendment raised in the notice to amend and in any reply thereto. During the pendency of these negotiations, even if the negotiations shall continue past the anniversary date (or expiration date) of the Agreement, the Agreement shall continue in full force and effect and provided that all adjustments are retroactive to the anniversary date.

ARTICLE I

SCOPE OF THE AGREEMENT AND UNION SECURITY

SECTION 1.01 The Cooperative recognizes Local Union 702 of the International Brotherhood of Electrical Workers as the exclusive bargaining agent and representative of the employees for the classifications of each Cooperative respectively as set forth in Appendix A.

SECTION 1.02 This Agreement shall have effect only on the properties of the Cooperatives falling within the classification for each Cooperative respectively as set forth in Appendix A provided that the parties agree that the employees of the service Cooperative shall construct and maintain the distributing system of the Power Cooperative.

SECTION 1.03 It shall be a condition of employment that all employees of the Cooperatives covered by this Agreement as set forth in Section 1.01 who are members of the Union in good standing on the effective date of this Agreement shall remain members in good standing. New employees and present employees who are not members of the Union on the effective date of this Agreement shall become and remain members in good standing in the Union on the thirty-first day following the effective date of the Agreement or the date of their employment whichever is the later and must as a condition of employment remain a member in good standing as that term is construed under the law.

SECTION 1.04 Union dues will be checked off of pay only on the separate written order of the individual employee subject to revocation by him at any time by means of a separate written order. The Company will notify the Union at once on the receipt of any such notice of revocation.

SECTION 1.05 C.O.P.E. contributions will be checked off of pay only on the separate written order of the individual employee subject to revocation by him at any time by means of a separate written order. The Company will notify the Union at once on the receipt of any such notice of revocation.

ARTICLE II
RECOGNITION OF MANAGEMENT RIGHTS

SECTION 2.01 The Union recognizes that the management of the Cooperatives, the direction of the working forces, the determination of the number of employees it will employ, the right to discipline, or discharge for just cause, the right to hire, promote, demote, or transfer, and to release employees because of lack of work are vested in and reserved by the Cooperatives, subject, however, to the restrictions and regulations of this Agreement.

ARTICLE III
NEGOTIATION AND ARBITRATION

SECTION 3.01 The Parties agree that the operations of the Cooperatives upon which the employees covered in this Agreement are to be engaged are essential to the welfare of the community served by it and recognize their obligations to furnish continuous electric service.

SECTION 3.02 The Cooperatives agree to meet with and to treat the duly accredited officers and committees of the Union in the following manner on differences that may arise between the Cooperatives and the Union.

SECTION 3.03 (a) In case of any disagreement, coming under the scope of this Agreement or any amendments thereof, arising between the Cooperatives and any employee, employees and/or the Union, such disagreement shall be first presented by such employee, employees or the Union to the exempt Supervisor of the Cooperative in charge of the work and the Business Representative of the Local, within ten (10) working days from the date the employee knew (or should have known) of the acts or causes giving rise to the grievance. If it cannot be worked out between the exempt Supervisor and Business Representative then within ten (10) working days of the meeting between the exempt Supervisor and Business Representative it shall be presented to the General Managers (President at Southern Illinois Power Cooperative) who shall respond in writing to the Union within ten (10) working days.

(b) Any differences that may arise between the Cooperatives and the Local Union concerning wage reviews at dates specified in the Agreement or concerning amendments to the Agreement at any anniversary or termination date which the representatives of the Cooperatives and the Local Union are unable to settle shall be submitted at the request of either party to arbitration as provided in Section 3.05.

SECTION 3.04 In case of a failure to agree in this manner, the Business Manager and/or Assistant Business Manager of the Union who may be accompanied by a committee of employees of the Cooperative shall endeavor to adjust disagreements with the (President at Southern Illinois Power Cooperative and General Manager at Egyptian Electric Cooperative Association, SouthEastern Illinois Electric Cooperative and Southern Illinois Electric Cooperative) of the Cooperative. In case of failure to then reach an agreement, the matter shall be submitted to arbitration in the manner provided in Section 3.05.

SECTION 3.05 The parties desiring arbitration shall give written notice to the other within thirty (30) working days after the meeting in Section 3.04. Failure to give this notice will prohibit the issue from being arbitrated. Upon timely notice to arbitrate, either party hereto may call upon the Director of Federal Mediation and Conciliation Services in Washington, D.C. to provide a list of arbitrators. A decision rendered by the Arbitrator so selected shall be final and binding on both parties.

ARTICLE IV

SENIORITY

SECTION 4.01 Seniority as used herein is defined as a total length of employment credit accruing through employment in a Cooperative to a regular employee in the manner and to the extent hereinafter set forth which entitles him to the rights and preferences provided for in this Article.

SECTION 4.02 Seniority for each regular employee who has been employed as such for six (6) months within a period of twelve (12) consecutive months under this Agreement, shall begin as of the first day of such employment unless his seniority has been broken as hereinafter provided in Section 4.04. If his seniority has been broken and he is reemployed, then and in that event his seniority after having been reemployed for a period of six (6) months within a period of twelve (12) consecutive months shall begin on the first date of reemployment after his most recent loss of seniority hereunder. Such six (6) month periods set forth above shall constitute a probationary period of employment.

Should two or more employees begin working on the same fiscal day, such employees' seniority shall be determined by the drawing of lots and they shall be credited with seniority according to the number drawn.

The foregoing shall not alter or affect seniority rights such as vacations, sick leave, annuities, or other benefits and privileges to which such regular employee may be entitled for service with the Cooperative prior to being employed or reemployed hereunder.

SECTION 4.03 When making a reduction in the number of employees due to lack of work and when rehiring, the following procedure shall govern:

- (a) Employees who have not established seniority with the Cooperative shall be laid off first.
- (b) Thereafter, employees shall be laid off in the inverse order of their established seniority. An employee to be laid off shall be entitled to exercise seniority in the department set forth in Appendix A of this Agreement without interrupting his continuity of employment as follows, provided in all cases he has the qualifications required to perform the duties of the employee displaced:
 - 1. He may exercise seniority in the department in which he is employed over the employee of like employee classification who possesses the least seniority in the department, or, at his option, over the employee of the lesser employee classification within the department who possesses the least seniority in the classification under consideration.

2. If he does not possess seniority within his department to displace an employee of like classification, he may exercise seniority in other departments, displacing only the employee who possesses the least seniority in any employee classification.
 3. No apprentice who has been employed for less than two years as such shall have preference in case of layoff over a journeyman in the same classification who has established seniority under this Agreement.
 4. An employee, who receives notice of layoff and desires to exercise seniority, shall notify the Cooperative within five (5) days after such notice. The Cooperative shall not be required to consider employees who failed to give notice as prescribed herein; but consideration shall be given the employees who at the time are absent on account of sick leave, vacation or other valid reasons.
- (c) The foregoing provisions of (a) and (b) would not apply when the application thereof would result in the Cooperatives being required to lay off employees possessed of skills essential to properly perform the work available at time of the layoff not possessed by employees having greater seniority.
- (d) When adding employees, those having established seniority most recently laid off on account of curtailment of work, shall be the first among those holding seniority to be reemployed if available and physically able to return to work, provided they have the qualifications required.

SECTION 4.04 Seniority shall be deemed to have been broken for the following

reasons:

- (a) If the employee resigns.
- (b) If the employee is discharged and not reinstated.
- (c) If the employee is absent from work without authorized leave except when satisfactory reasons for his absence are given.
- (d) If an employee who has been laid off fails to return to work within three (3) days after being properly notified to report for work and does not give a satisfactory reason for failing to report.
- (e) If an employee is laid off for twenty-four (24) consecutive months, he shall, however, not lose his seniority if it exceeds the twenty-four (24) months unless he is laid off for a continuous period equal to the seniority he had acquired under Section 4.02 of this Article at the time of layoff. In the event that an employee with five (5) or more years of service is laid off in excess of five (5) continuous years, then the seniority of such employee shall terminate.
- (f) Movement from the Apprentice System Operator constitutes passing the certification test for a System Operator. Job openings for a Journeyman System Operator or Apprentice System Operator may be bid when it becomes vacant either as a (i) Journeyman System Operator or (ii) Journeyman System Operator or Apprentice.

To bid the job as a Journeyman System Operator the employee must have certification. If no one is qualified after the position has been posted for bid then the Employer is free to hire from the outside.

SECTION 4.05 In filling vacancies or newly created positions, promotion shall be by departments as set forth in Appendix A of this Agreement; ability and qualifications being sufficient seniority shall prevail.

- (a) If there are no qualified employees in the department under consideration who will accept the promotion, then promotions shall apply to employees in the remaining departments.
- (b) When it is necessary to add employees and employees who have been laid off are called back when they have not lost their seniority over those of lesser seniority in the vacancy to be filled or the new positions.

Should an employee deny a promotion, it shall have no effect on his future promotions.
- (c) An employee promoted to a new position will be given a reasonable opportunity to demonstrate his qualifications and ability. If he does not qualify in a reasonable time, he shall be returned to the position he formerly had.
- (d) When vacancies occur or when new positions are created within the department of Appendix A of this Agreement, the Cooperative will post a notice on bulletin boards for a period of five (5) days (Sundays and holidays excluded) announcing the position open. Employees desiring to be considered shall make written application to the Manager. When necessary, temporary assignments will be made for the period the position is considered open.
- (e) When an employee is awarded a job as Foreman or Utility Serviceman, he shall move to the Service Area in which the Headquarters is located within six (6) months or at the end of the school year whichever occurs later.

SECTION 4.06 An employee who has established seniority, if he can be separated from duty, may be granted a leave of absence upon approval from the Cooperative and while on such leave, he shall not forfeit any such seniority he may heretofore have established provided he does not overstay his leave or accept employment elsewhere while on such leave without the approval of the Cooperative.

- (a) Notwithstanding any of the other terms hereof, an employee who has been laid off shall deem to have lost all accumulated seniority and all rights to be reemployed unless he registers with the Cooperative either in person or by registered mail, at least once each year and within thirty (30) days prior to the following January 1, of the year under consideration.
- (b) Any written notice to be given under this Agreement shall be deemed properly given when deposited in the United States Post Office under registered mail addressed to the last known address.

SECTION 4.07 An employee who is injured while in the employ of the Cooperative shall continue to accumulate seniority and upon recovery shall be reinstated to his former position with full seniority providing he makes application to return to work within thirty (30) days after he is pronounced recovered by the Cooperative's physician, if he is physically qualified to resume the work.

SECTION 4.08 The Cooperative and the Union may by mutual agreement suspend or alter the provisions of this Article in case of mutual desire to provide employment for an employee who has been partially disabled while in the employ of the Cooperative on or off duty or while on authorized leave serving in the United States Military Service.

SECTION 4.09 Bidding a Line Foreman position shall require 18 calendar months or more work experience with the employing Cooperative as a Journeyman Lineman and shall be filled as provided in Section 4.05.

SECTION 4.10 At Egyptian Electric Cooperative Association, in addition to the current work duties of the Meter Tester and Assistant Meter Tester job classifications if occupied by qualified Journeyman Lineman, then the work duties will also include callout like other Journeyman Lineman and assistance in daily Journeyman Lineman work duties as needed.

In the event of a safety concern regarding a Journeyman Lineman's (with less than 18 calendar months of experience as a Journeyman Lineman) eligibility for a temporary Line Foreman position, the Cooperative in consultation with the Union's Assistant Business Manager and the Joint Apprentice Lineman Training Committee may disqualify the employee and fill the temporary Line Foreman position with a Journeyman Lineman with greater than 18 months experience as a Journeyman Lineman at the employing Cooperative.

ARTICLE V

GENERAL RULES AND WORKING CONDITIONS

SECTION 5.01 Five consecutive days, Monday through Friday, shall constitute a workweek on all jobs except as otherwise provided under sub-sections of this Article. Eight (8) hours shall constitute a workday. Employees shall report at 8:00 A.M. at their respective headquarters and be returned to their respective headquarters at 4:00 P.M. quitting time. Employees shall be entitled to thirty (30) minutes time out for lunch.

SECTION 5.02 The regular working hours per day and working days per calendar week for Utility Servicemen shall be 8:00 A.M. to 4:00 P.M., except at Southern Illinois Electric Cooperative as follows.

The regular working hours per day and working days per calendar week for Southern Illinois Electric Cooperative Utility Servicemen headquartered at Dongola and Utility Servicemen, Line Foreman and Journeyman Lineman assigned to the Massac Headquarters shall be 8:00 AM to 4:00 PM, Monday through Friday, and/or Tuesday through Saturday. Each Utility Servicemen headquartered at Dongola may be required to alternate working Tuesday through Saturday, unless it is mutually agreed that one Utility Serviceman prefers to work Tuesday through Saturday all the time. The Utility Servicemen, Line Foreman and Journeyman Lineman assigned to the Massac headquarters may be required to alternate working Tuesday through Saturday. When a holiday falls on a Saturday, all such employees' workweeks shall be Monday through Friday for that week. When a holiday falls on a Sunday or Monday, all such employees' workweeks shall be Monday through Friday for that week. Their established alternate workweek sequence shall not be affected by the above changes.

The Union agrees that present classifications at Southern Illinois Electric Cooperative and at Egyptian Electric Cooperative Association and line crews may locate throughout the 8:00 A.M. to 4:00 P.M. workday. Linemen filling in for Utility Servicemen or working in one-man trucks for locating shall receive Utility Serviceman's rate of pay. This agreement shall not change the practice of call-outs for locates.

SECTION 5.03 Employees in the Southern Illinois Power Cooperative, whose duties require them to maintain a continual service over a process, machine, switchboard or whose duties require them to have relief in case of absence, will be classified as Shift Employees. The hours of Shift Employees are 6:00 A.M. to 2:00 P.M.; 2:00 P.M. to 10:00 P.M. and 10:00 P.M. to 6:00 A.M.

Whenever service requirements impose the necessity for continuous shifts, such shifts shall be rotated between employees concerned, to the end that each employee shall serve his fair share of each shift. The length of intervals between regular periodic changes in shifts shall be arranged by mutual agreement. So far as practical to do so, there shall be equal division of Saturdays and Sundays off duty, and there shall be fair rotation in any job of the desirable and undesirable duties attached to that job. Such shift schedules shall be worked out in advance and a copy given to each employee involved.

In case of absence of an employee, the Cooperative may assign employees of the same classification as a temporary replacement. When unable to make temporary replacement substitution from the same classification, an employee of a higher classification will be used when possible and in that event such employee's compensation will be based upon his regular classification rate.

SECTION 5.04 When conditions require that an employee shall work at a distance from his permanent headquarters and remain away from his permanent headquarters overnight, the Cooperative shall provide meals and lodging or reimburse to a reasonable amount for expenses actually incurred for meals and lodging.

SECTION 5.05 When an employee is required to work one and one-half (1 1/2) hours after his regular quitting time, he shall be provided with a meal, and shall be provided with a meal every five (5) hours thereafter.

SECTION 5.06 All employees covered by this Agreement shall receive full time employment, provided they are ready and in condition to perform their work. Employees laid off because a job is completed or shut down for reasons beyond Cooperative's control shall be paid in full to the date of layoff. Regular employees shall be given two (2) weeks notice prior to date of layoff.

SECTION 5.07 All time worked in excess of regular hours shall be paid for at the rate of time and one-half except as hereinafter provided. Overtime shall be divided as equally and impartially as possible among the employees of each department. Employees' names and overtime hours paid shall be posted bi-weekly on departmental bulletin boards.

SECTION 5.08 When an employee is called to work outside of his regular working hours on a regularly scheduled work day, he shall receive not less than two (2) hours time at the rate of time and one-half except that if he works longer than two (2) hours, he shall receive time and one-half for the entire time worked before his regular starting time after which time the regular rate of pay will become effective.

SECTION 5.09 When an employee is called for work on a day other than his regular scheduled work days, he shall receive not less than two (2) hours time at the applicable overtime rate and in case he works longer than two (2) hours, he shall receive the applicable overtime rate for all time worked.

SECTION 5.10 Employees required to work on electrical or communication towers or stacks which are 150 feet high or more, shall be paid, in addition to their regular pay, a premium of one and one-half times up to a minimum of three hours.

SECTION 5.11 The following will be recognized as holidays and all employees will be excused from work with straight time pay: New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving and Christmas Day or the days celebrated therefore. Should any holiday fall on a Saturday, the preceding Friday shall be recognized as a non-working holiday. Any work actually performed on any such recognized Friday holiday will be compensated for at time and one-half. Time worked for holidays or days celebrated as holidays falling within the workweek shall be compensated for at double time which shall be in addition to the regular time. Shift employees will receive such premium pay for work performed on the day on which the holiday is celebrated under this Agreement.

Southern Illinois Electric Cooperative employees scheduled to work on a Saturday after a holiday celebrated on Friday will take the Saturday off and work the following Monday.

When a company recognized holiday falls on a shift employee's day off at the Southern Illinois Power Cooperative, the employee will be allowed to take an "in lieu of day" within twelve (12) months of the company recognized holiday.

SECTION 5.12 When employees are called for work on Sundays or holidays, they shall receive double time for the entire time worked, and in no case shall they receive less than two (2) hours time at the rate of double time.

SECTION 5.13 Shift employees who are regularly scheduled to work on a calendar Sunday shall be paid time and one-quarter (1 1/4) of the basic hourly rate for their scheduled eight (8) hours tour of duty on that day.

SECTION 5.14 The work schedule for shift employees shall provide for two consecutive days off; the first off day being considered the employee's sixth day and the second off day his seventh day. All work performed by a shift employee on this sixth day shall be paid for at the rate of time and one-half. All work performed by a shift employee on his seventh day shall be paid for at the double time rate.

SECTION 5.15 All straight time work performed by shift employees during the 2:00 P.M. to 10:00 P.M. shift shall be forty-one cents (\$.41) per hour differential and all straight time work performed by shift employees during the 10:00 P.M. to 6:00 A.M. shift shall carry a fifty-seven cents (\$.57) per hour differential.

SECTION 5.16

- (a) Line Foremen in charge of four or more men besides himself shall not climb poles or do other Journeyman Linemen's work except in cases of emergency, as it would interfere with his properly looking after his work as Line Foreman and the safety of the men in his charge.
- (b) In case of a Line Foreman being absent from the job for four (4) hours or more, a Journeyman Lineman shall be designated as Line Foreman; his duties shall be the same as those of a Line Foreman and he shall receive Line Foreman's pay for the entire day.

- (c) In each crew of three (3) men, one shall be designated as Line Foreman and shall receive Line Foreman's pay, and in addition to his duties as Line Foreman, he shall perform work.

SECTION 5.17 Cooperative shall furnish employees with all the proper safety appliances for the protection of life and property in the performance of their duties, and employees shall at all times use every effort for the preservation of such safety appliances and shall use them at all times when necessary. Employees shall not be compelled to work outside in the severe weather conditions unless an emergency exists, except for employees of the Southern Illinois Power Cooperative whose regular assignment requires routine work outdoors for normal operation of the generating station such as coal handling.

SECTION 5.18 Employees covered by this Agreement shall be entitled to the necessary time, not to exceed two hours, off with pay for the purpose of voting at all State, City and National elections provided they are eligible to vote and do vote.

SECTION 5.19 The Union agrees that any employee of the Cooperatives covered by this contract may be discharged upon giving a minimum of five (5) days notice to the Union for frequent accidents caused by indifference or carelessness where personal injury or property damage is involved, or inaptitude for the work for which he is employed. Employees may be discharged without notice for drunkenness, for possession, use or sales of alcohol or illegal drugs while on duty. The Union has the right to demand proof of any of the above-mentioned reasons.

SECTION 5.20 Employees shall not be required to use their personal car for Cooperatives' business, but in case they do, will be reimbursed to a reasonable amount for the use of same.

SECTION 5.21 No employee covered by this Agreement shall absent himself from duty without securing permission from the manager or his representative and in case of illness shall use every effort to notify the manager or his representative in ample time before working hours.

SECTION 5.22 All line and forestry trucks, other than service or trouble trucks which operate primarily as one-man trucks, shall be operated by groundmen truck drivers whose additional duties are caring for and driving the truck.

SECTION 5.23 In filling a vacancy for truck driver, the position shall be bid as "truck driver or apprentice". If an employee accepts the job as an apprentice, Section 5.22 does not apply to this particular truck.

SECTION 5.24 It is agreed that the painting of all steel towers, poles and other structures supporting any wires or busses shall be done by linemen or substation electricians or apprentices of those classifications.

SECTION 5.25 Employees who have worked for sixteen (16) consecutive hours shall be allowed a rest period of eight (8) hours before returning to work. Pay shall be allowed for the hours of regular working schedules not worked when this rest period extends into the employee's next regular working schedule. If an employee works sixteen (16) consecutive hours, he shall be paid double time for work performed in excess of such sixteen (16) hours. If an employee is recalled to work after his regular workday with less than six (6) hours rest, the actual time worked prior to his recall shall be computed for the purpose of determining such sixteen (16) hours. In the administration of Section 5.25, the Cooperatives have the right to send home employee(s) who qualify for a rest period, a Cooperative may elect to replace employee(s) on a rest period

with the next employee(s) on the call-out list. An employee on a rest period can only accept an assignment from an exempt Cooperative Supervisor.

SECTION 5.26 When adding crews, headquarters shall be designated by the Cooperative at the time such crews are added and such designation shall remain for the duration of this Agreement or any extension thereof. Headquarters for Class "B" groundmen shall be designated by the Cooperative from time to time as the work progresses.

SECTION 5.27 A Utility Serviceman or a Journeyman Lineman in the Utility Serviceman's capacity shall respond to the initial outage, emergencies or after-hour calls. If a second employee or employee(s) are needed, the Utility Serviceman or Journeyman Lineman in the Utility Serviceman's capacity shall call for assistance.

SECTION 5.28 Each employee will be required to furnish the first set of tools required by his classification. The Cooperative will make all replacements of a standard accepted make of tool, belts, safety straps, climbers, etc., that are not safe and not willfully damaged. The Cooperative may require an employee to sign a receipt acknowledging receiving a replacement.

SECTION 5.29 All first-aid equipment is to be furnished by the Cooperative. Employees are responsible to see that replacements are made when arriving at headquarters after using any first aid supplies.

A Line Foreman or individual in charge of each truck or crew is to be responsible to see that the item above is carried out.

When an employee is required to work in inclement weather, special equipment such as raincoats, boots, etc., is to be furnished by the Cooperative at no cost to the employee. The employee being responsible in case of loss or willful damage or destruction while in his possession.

SECTION 5.30 An employee performing jury service during his regularly scheduled hours shall do so without loss of pay and shall remit all fees for such service to the Cooperative, provided the employee presents the jury summons to his/her exempt Supervisor at the Cooperative the first scheduled work day following its receipt.

SECTION 5.31 All fringe benefits and benefit plans now in effect and not specifically referred to herein shall remain in full force and effect for the term of this contract or any extension thereof; however, any such plans may be amended at any time by mutual agreement. The Union and Employer agree that on January 1, 2011 the group medical plan for active employees covered by this Collective Bargaining Agreement is the LINE CONSTRUCTION BENEFIT FUND [Lineco] and the Employer shall pay seventy-five percent [75%] and employees with spouse and/or dependants will pay twenty-five percent [25%] of the monthly Lineco premium; employees without spouse and/or dependants will pay twenty percent [20%] of the monthly Lineco monthly premium. Any changes to the existing group medical plan of benefits that are imposed upon the Employer without its consent by the Lineco group plan administrator and which represents a change in or elimination of current benefits, shall be passed along to the employees during the term of this Agreement. Any changes in the premium cost as a result of the changes imposed by the group plan (whether increases or decreases) shall be passed along to the Employer and employee on the basis of their then applicable percent of the Lineco monthly premium.

Provided that dependents of a deceased employee are eligible for continued medical coverage, the Employer will pay the entire premium for such coverage for a period of two (2) years following the employee's death; and, at the end of the two [2] year period, the Employer shall pay seventy-five percent [75%] of the monthly health care premium and the then insured[s] shall pay twenty-five percent [25%] of the monthly insurance premium.

This provision also applies to retired employees. For any health plan, including the Lineco health plan, providing health care coverage under this paragraph, the financial obligations of the Employer in this paragraph will cease: [1] if provisions in the June 1, 2009 Lineco Summary Plan Description addressing Surviving Dependent Eligibility [currently on pages 22 and 23] and or Termination of Dependents benefits [currently pages 24 and 25 apply to surviving insured[s]; [2] if any similar SPD provisions of other health plans apply to the surviving insured[s]; and/or [3] if in conflict with any SPD provision or prohibited by any SPD of any health plan.

Effective January 1, 2011 the Union and Employer agree that the Lineco group medical plan will only provide for Utility Employee coverage as defined in the June 1, 2009 Summary Plan Description [currently on page 25].

All applicable Medicare eligible retirees and/or spouses who retired prior to 1/1/11 and who are eligible for retiree medical contribution under the CBA from their previous employment may select a Medicare Supplement Plan and a Medicare Prescription Part D Plan of their choice. The Employer agrees to pay 75% of the total premium for said coverage. [For all employers except SIEC: The Employer will not be responsible for any portion of premium reimbursement that is paid by another party (such as another employer's contribution to said plans).] [For SIEC only: SIEC will not be responsible for any premium reimbursement if a retiree is on a spouse's employers plan or if the retiree and/or spouse is on another employer's plan.] All applicable

Medicare eligible retirees and/or spouses are required to provide a copy of all invoices for said coverage to the Employer on the intervals received by the applicable healthcare provider. The payments made by the Employer will be made thru a direct deposit transaction to the applicable retiree's and/or spouse's account. The direct deposit payment will be made within the first five [5] business days of each month. In the event an applicable Medicare eligible retiree and/or spouse who retired prior to 1/1/11 does not obtain healthcare coverage plans under this paragraph or does not provide a copy of the invoices for said healthcare plans, the Employer will not make any contribution nor payment toward the retiree's and/or spouse's healthcare coverage.

[For all Employers except SIEC] All applicable Medicare eligible retirees and/or spouses who retired prior to 1/1/11 and who are eligible for retiree medical contribution under the CBA from their previous employment, may obtain alternative medical coverage (such as coverage under a spouse's active group medical plan) which has a lower premium than a Medicare Supplemental Plan and Medicare Prescription Part D Plan, and the Employer will reimburse for 75% of the portion of the premium paid by the retiree and/or spouse. The Employer will not be responsible for any portion of premium reimbursement that is paid by another party (such as another employer's contribution to said plans). All applicable Medicare eligible retirees and/or spouses are required to provide a copy of all invoices for said coverage to the Employer on the intervals received by the applicable healthcare provider. The payments made by the Employer will be made thru a direct deposit transaction to the applicable retiree's and/or spouse's account. The direct deposit payment will be made within the first five [5] business days of each month.

[For all Employers except SIEC] A Medicare eligible retiree who was hired before July 1, 2010 and retired on or after 1/1/11, spouse, or dependent may obtain alternative medical coverage (such as coverage under a spouse's active group medical plan or a Medicare

Supplemental Plan and Medicare Prescription Part D) which has a lower premium than Lineco, and the Employer will reimburse for 75% of the portion of the premium paid by the retiree and/or spouse. The Employer will not be responsible for any portion of premium reimbursement that is paid by another party (such as another employer's contribution to said plans). The total dollar amount of the Employer's obligation for reimbursement in this paragraph shall not exceed the total dollar amount that would be reimbursed for applicable Lineco plan(s).

If in the future Lineco no longer offers coverage to retirees and/or their spouses age 65 and over, then in that event those Medicare eligible retirees and/or spouses previously covered under Lineco who would otherwise be eligible for post-retirement healthcare insurance contributions from the Employer under the CBA may select a Medicare Supplement Plan and a Medicare Prescription Part D Plan of their choice. Under those circumstances, the Employer agrees to pay 75% of the total premium for said coverage and all applicable Medicare eligible retirees and/or spouses are required to provide a copy of all invoices for said coverage to the Employer on the intervals received by the applicable healthcare provider. The payments made by the Employer will be made thru a direct deposit transaction to the applicable retiree's and/or spouse's account. The direct deposit payment will be made within the first five [5] business days of each month.

The parties agree that retiree medical benefits under the CBA also covers an eligible retiree's spouse regardless of the date of marriage, and an eligible retiree's non-spousal dependents as defined by the active plan's definition of dependent at the time of retirement.

Current retirees can change coverage [for example single to family or vice versa] and will receive from the applicable Cooperative its 75% monthly contribution to the different premium based on the documentation from the current health insurance carrier.

If a health insurance provider under this Agreement requests an employee Wellness Summary or similar request the employee insured will provide a completed Wellness Summary to the Employer.

For those employees hired before July 1, 2010, who retire after January 1, 2011 from Employer's Cooperative, Employer will agree to continue paying the same portion of the retiree's health care premiums as they were paying prior to retirement provided that the employee must be age fifty-eight (58) in order to be eligible for the benefit. The foregoing provisions for retired employees shall not be available to an employee who may otherwise be eligible, but who leaves the Cooperative prior to the age of sixty (60) to work for another employer. In that event, the Cooperative will no longer be required to pay for the health insurance of that employee, or dependents. For those employees hired after July 1, 1995, the employee must retire from the Cooperative, be age fifty-eight (58) and have twenty (20) years of continuous service with the Employer's Cooperative in order to be eligible for the benefit. Time off for disability shall not be deemed a break in continuous service. There will be no post retirement health insurance provided by or paid for by the Employer for any employee whether part time, temporary or full-time employee hired on or after July 1, 2010.

The Employer shall pay two percent [2%] of the gross wages only for full time employees hired on or after July 1, 2010 and those funds will be sent to the SOUTHERN ILLINOIS ELECTRICAL RETIREE WELFARE FUND, a trust administered by a Board of Trustees with the day-to-day administration of the business of the fund provided by the IBEW-NECA Service Center, Inc., which provides services as contract administrator on behalf of the Trustees of the Plan.

The Employer agrees to contribute to an employee's 401k Plan, an amount equal to \$750.00 annually, or three percent {3%} of an employee's annual gross wage, whichever is greater. Additionally, the Employer will match an employee's contribution up to four percent [4%] of gross wages. Contributions will be made on a pay period basis.

The Summary Plan Description of the Retirement Security Plan contains the multiplier.

The Long Term Disability (LTD) benefit in effect during the July 1, 2004-June 30, 2007 Collective Bargaining Agreement contract term is amended effective September 1, 2007, to change the benefit level from fifty percent {50%} of an employee's base monthly earnings to sixty-six and two third {66 2/3%} of an employee's base monthly earnings. This benefit will coordinate with Social Security. NRECA will assist, where appropriate, members approved for disability under the NRECA plan with social security disability cases, appeals preparation and presentations at no fee to employees. The Union recognizes the disability definition change, the IBEW pension income as an offset, and the other changes in the LTD program as explained at negotiations in the May 23, 2007 presentation. Effective January 1, 2008, the Cooperatives and the Union agree that the current age 65 plan will be amended to an age 60 plan that coincides with the normal retirement age of the R & S Plan.

The life insurance benefit in effect during the July 1, 2004-June 30, 2007 Collective Bargaining Agreement contract term is amended effective September 1, 2007 that the Cooperatives will provide life insurance at three (3) times an employee's base salary with the premium paid one hundred percent {100%} by the Cooperative.

The Cooperative will pay fifty percent {50%} of the premium for \$10,000 Dependent Life Insurance coverage for an employee's spouse and dependent children effective January 1, 2008. The Union accepts the changes in the Life Insurance program offered to its members by the Cooperatives as explained at negotiations in the May 23, 2007 presentation. Employee spouse life coverage is no longer granted an exception and is subject to a reduction schedule when an eligible employee reaches age 70.

SECTION 5.32 Wages shall be paid by direct deposit every two weeks on Friday except when Friday is a holiday then payday shall be on Thursday.

SECTION 5.33 In the event that any of the provisions of this Agreement shall conflict with any State or Federal law or presidential regulations, such provisions shall be deemed to be modified sufficiently in respect to either or both parties to the extent necessary to comply with such laws or regulations and the remaining portion of this Agreement shall remain in full force and effect.

SECTION 5.34 There shall be no discrimination regarding hire or tenure of employment because of race, creed, color, national origin, sex or religion.

SECTION 5.35 In applying and interpreting the terms of this Agreement, the use of the masculine pronoun (he or him) is all-inclusive of employees covered by this Agreement and refers to the feminine gender (she or her) as well as to the masculine.

SECTION 5.36 It is recognized by both parties that due to seasonal work required by the Cooperatives, it is mutually agreed by both parties that no such work shall be contracted that shall result in a layoff of regular employees.

SECTION 5.37 An employee who tests positive on a random or other drug test administered by or ordered to be administered by a Cooperative and who then tests positive on any following random or other drug test administered by or ordered to be administered by a Cooperative will be discharged from employment and seniority will terminate.

ARTICLE VI
VACATIONS

SECTION 6.01 Employees who have been in the service of the Cooperative less than six (6) consecutive months prior to January 1st shall accrue one (1) day's vacation per month beginning with the second month of employment. Employees who have been in the service of the Cooperative more than six (6) consecutive months but less than one (1) year prior to preceding January 1 and who continue in the employ of the Cooperative not less than sixty (60) days during the current year, shall receive five (5) working days vacation in the current year with pay. Employees who have been in the service of the Cooperative one (1) year or more prior to January 1, shall receive ten (10) working days vacation with pay. Vacations may accumulate to not more than thirty (30) working days at rate earned.

SECTION 6.02 Employees with six (6) years of service shall receive three (3) weeks' vacation, fifteen (15) working days of vacation in the current year.

<u>Vacation Service Credit</u>	<u>Vacation</u>
10 Years	16 Days
13 Years	17 Days
15 Years	20 Days
23 Years	25 Days

SECTION 6.03 An employee with thirty (30) years of service or more shall receive on his anniversary date of employment forty (40) hours pay as an extra week of vacation pay.

SECTION 6.04 Terminal leave pay shall be allowed to each employee when his service with the Cooperative is terminated. Terminal leave pay shall be computed on the same basis as vacation pay as provided in Section 6.01 and 6.02. In the event terminal leave pay as above computed results in fractional day of terminal leave pay, fractions of one-half day or more shall be considered as a full day and fractions of less than one-half day shall not be considered.

SECTION 6.05 An employee must have performed work in the calendar year preceding January 1 to be eligible for vacation benefits.

ARTICLE VII
SICKNESS, DISABILITY, PHYSICAL INJURY
AND DEATH IN FAMILY

SECTION 7.01 After six (6) months of continuous employment, the Cooperative will allow sick leave to regular employees without payroll deductions not to exceed fifteen (15) working days in any calendar year except the unused sick leave time shall be allowed to accumulate to a maximum not to exceed sixty-five (65) working days in any calendar year, providing, an employee shall not be entitled to the fifteen (15) sick leave days in a calendar year when he had not performed work in the preceding calendar year. Should an employee require hospitalization during his (her) vacation period, those days spent in the hospital shall be converted from vacation days to sick days.

SECTION 7.02 After six (6) months of continuous employment, the Cooperative will allow loss of time without payroll deduction not to exceed three (3) working days in a calendar year for doctor visits or hospitalization for any sickness in his immediate family, namely, wife, son or daughter (living in employee's home or in case of separation or divorce, son or daughter living with the other parent within the jurisdictional area of the four (4) Cooperatives), step-child living in the home, mother, father, mother-in-law, or father-in-law, or court ordered custody dependents (this does not include foster children).

SECTION 7.03 If an employee has abused the sick benefit clause, said employee will be subject to discharge or discipline for just cause and Article III of this working Agreement shall be applied to such case.

SECTION 7.04 The Cooperatives will allow loss of time without payroll deduction not to exceed three (3) working days when a death occurs in the immediate family; namely, spouse, son, daughter, mother, father, grandchild, mother-in-law, or father-in-law.

The Cooperatives will allow loss of time without payroll deduction not to exceed three (3) working days when a death occurs to an employee's brother or sister while residing in the employee's household and two (2) working days will be allowed without payroll deduction when a brother or sister lives elsewhere, for the purposes of attending the funeral or making arrangements therefore.

SECTION 7.05 After six (6) months of continuous employment, a regular employee who is disabled in the course of his employment and who is unable to return to his regular duties shall receive, beginning with the first full day of absence, the difference between the Illinois Worker's Compensation Act payments to which he is entitled under said Act and one hundred percent (100%) of his regular pay at his regular straight time hourly rate, for the first sixty-five (65) working days of his disability.

SECTION 7.06 Employees, who on December 31, 1997, have sixty-five (65) or more days of personal sick leave on the books, will be eligible to participate in a bonus program that will provide for up to three (3) personal days per year to be taken, starting in 1999. Employees, who have sixty-eight (68) days on the books as of December 31, 1998, will be entitled to one (1) personal day. Employees with seventy-one (71) days will be entitled to two (2) personal days, and employees with seventy-four (74) days, will be entitled to three (3) personal days. The personal days are non-cumulative from year to year, and if not used, are lost. Each employee must, at the end of the calendar year prior to the eligibility year, have at least sixty-five (65) of personal sick leave days before he is eligible for this bonus. In no event, may an employee carry more than sixty-five (65) days over to January 1st of the following year.

ARTICLE VIII
APPRENTICE SYSTEM AND RATIO

SECTION 8.01 Cooperative may employ not more than two Apprentices to each five Journeymen Lineman and Line Foreman and not more than one Apprentice to each Forestry Journeyman and Forestry Foreman. The Cooperative may rotate Apprentice Linemen when applicable between headquarters or crews at headquarters for up to six (6) months at a time for the purpose of expanding their skills in all phases of the apprenticeship and working under the direct supervision of other Line Foremen. This rotation shall not cause any Journeyman or Foremen to rotate. Apprentices shall report to the headquarters of the crew to which he is assigned at 8:00 A.M. but continue to be available for call-outs at their original headquarters. This new agreement shall not change the practice of calling Apprentices for overtime.

SECTION 8.02 All Apprentice Linemen will advance based upon 1,500 hours of paid time for each apprentice step until they reach the classification of Journeyman Lineman. Paid time shall be all time worked, vacation, holidays and absences due to sickness or injury of three (3) days or less. When two (2) men are regularly employed on maintenance trucks, one man shall be Line Foreman or Utility Serviceman and shall be paid as such.

SECTION 8.03 First Step Apprentice 1 - 1,500 hours - Apprentices with no previous experience shall perform groundmen's work and may use tools on the ground under supervision of Journeyman Lineman and/or Line Foreman. In addition to the above duties an Apprentice who has successfully completed a "climbing school" selected by the employing Cooperative can perform work on lines that are not energized and shall receive the Second Step Apprentice rate of pay until completing a total of 3,000 hours combined.

Second Step Apprentice 1,501 to 3,000 hours – Apprentice may assist a Journeyman Lineman on energized secondary circuits of not more than 240 volts.

Third Step Apprentice 3,001 to 4,500 hours – Apprentice may perform work assisting a Journeyman Lineman on energized primary and energized secondary circuits.

Fourth Step Apprentice 4,501 to 6,000 hours – Apprentice may perform work assisting a Journeyman Lineman on all classes of work.

SECTION 8.04 Apprentice Lineman shall execute the Apprentice Agreement for Apprenticeship Lineman.

ARTICLE IX
SPECIAL RULES APPLYING TO TEMPORARY EMPLOYEES

SECTION 9.01 All Groundmen Class "B" shall be known as temporary employees. The provisions of Articles IV, VI, VII and Sections 5.04, 5.06, 5.11 of Article V shall not apply to temporary employees.

SECTION 9.02 Five consecutive days, Monday through Friday, shall constitute a workweek on all jobs, except as otherwise provided under sub-sections of this Section. Eight (8) hours shall constitute a workday. Employees shall be entitled to thirty (30) minutes for eating their lunch, which at their option, can be eaten between the hours of 12:00 Noon and 1:00 P.M. Crews are to report at 8:00 A.M. at their respective headquarters and be returned to their respective headquarters at 4:00 P.M. quitting time. Established practice shall govern in all other cases.

SECTION 9.03 Temporary employees who report for work in the absence of notice not to report and in the event they are called to work and report but are not then assigned, shall in either case be paid two (2) hours at their straight time rate of pay for so reporting.

When making a reduction in number of temporary employees, those most recently hired shall be laid off first.

SECTION 9.04 A temporary employee shall not have seniority until he has completed six (6) consecutive months of continuous service after which he shall become a permanent employee within the meaning of this Agreement and classified as Groundman Class "A" and his seniority shall begin as of the first date of his employment.

LOCAL UNION NO. 702
INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS AFL-CIO

Date: 2/2/18

BY: Steve Highhart
Business Manager

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

3/29/2018

Lonnie R. Stephenson, Int'l President
This approval does not make the
International party to this agreement

EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION

Date: 1/30/18

BY: Kenneth Jewett
President

SOUTHEASTERN ILLINOIS ELECTRIC
COOPERATIVE, INC.

Date: 1/30/18

BY: Pamela D Bramlet
President

SOUTHERN ILLINOIS ELECTRIC
COOPERATIVE, INC.

Date: 04/26/2018

BY: Scott Miller
President

SOUTHERN ILLINOIS POWER COOPERATIVE

Date: 2/2/18

BY: Frank Herman
Chairman

APPENDIX A

SOUTHERN ILLINOIS POWER COOPERATIVE

Classification	Rate Per Hour				
	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
Shift Foreman	\$45.12	46.25	47.41	48.60	49.82
Control Operator	\$42.91	43.98	45.08	46.21	47.37
Op-Scrubber & Ash	\$42.06	43.11	44.19	45.29	46.42
Assistant Operator	\$41.34	42.37	43.43	44.52	45.63
Auxiliary Operator	\$39.37	40.35	41.36	42.39	43.45
Utility Operator Trainee	\$38.06	39.01	39.99	40.99	42.01

Transmission Systems Department

System Operator	\$45.12	46.25	47.41	48.60	49.82
Apprentice System Op.	\$36.15	37.05	37.98	38.93	39.90

Electric Maintenance Department

Electricians (Lead)	\$45.12	46.25	47.41	48.60	49.82
Electricians	\$42.73	43.80	44.90	46.02	47.17
Electricians App. 4 th Yr.	\$40.17	41.17	42.20	43.26	44.34
Electricians App. 3 rd Yr.	\$37.58	38.52	39.48	40.47	41.48
Electricians App. 2 nd Yr.	\$35.01	35.89	36.79	37.71	38.65
Electricians App. 1 st Yr.	\$32.13	32.93	33.75	34.59	35.45

Mechanic Maintenance Department

Mechanic (Lead)	\$44.31	45.42	46.56	47.72	48.91
Mechanic Oiler Greaser	\$44.11	45.22	46.36	47.52	48.71
Mechanic	\$41.89	42.94	44.01	45.11	46.24
Mechanic App. 4 th Yr.	\$39.57	40.56	41.57	42.61	43.68
Mechanic App. 3 rd Yr.	\$37.05	37.98	38.93	39.90	40.90
Mechanic App. 2 nd Yr.	\$34.74	35.61	36.50	37.41	38.35
Mechanic App. 1 st Yr.	\$31.99	32.79	33.61	34.45	35.31

Coal Handling Department

Coal Equip. Op (Lead)	\$41.09	42.12	43.17	44.25	45.36
Coal Equip. Operator	\$38.77	39.74	40.73	41.75	42.79
Apprentice 1 st 6 mos.	\$34.44	35.30	36.18	37.08	38.01

Store Department

Storekeeper	\$37.22	38.15	39.10	40.08	41.08
*Lead Storekeeper Rate	\$37.67	38.61	39.58	40.57	41.58
*Effective only when Storekeeper leads at least two (2) other employees					

General Department

Laborer	\$31.34	32.12	32.92	33.74	34.58
Bobcat Operator	\$41.82	42.87	43.94	45.04	46.17

Laboratory Department

Laboratory Tech. (Sen)	\$39.43	40.42	41.43	42.47	43.53
Laboratory Technician	\$38.52	39.48	40.47	41.48	42.52
Lab App. 3 rd Yr.	\$36.50	37.41	38.35	39.31	40.29
Lab App. 2 nd Yr.	\$32.38	33.19	34.02	34.87	35.74
Lab App. 1 st Yr.	\$31.34	32.12	32.92	33.74	34.58

Painting Department

Painter (Lead)	\$40.20	41.21	42.24	43.30	44.38
Painter	\$37.82	38.77	39.74	40.73	41.75
Painter App. 4 th 6 mos.	\$36.31	37.22	38.15	39.10	40.08
Painter App. 3 rd 6 mos.	\$34.74	35.61	36.50	37.41	38.35
Painter App. 2 nd 6 mos.	\$33.26	34.09	34.94	35.81	36.71
Painter App. 1 st 6 mos.	\$31.71	32.50	33.31	34.14	34.99

SOUTHERN ILLINOIS ELECTRIC COOPERATIVE

Classification	Rate Per Hour				
	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
Line Department					
Line Foreman	\$45.26	46.39	47.55	48.74	49.96
Utility Serviceman	\$43.41	44.50	45.61	46.75	47.92
Journeyman Lineman	\$42.39	43.45	44.54	45.65	46.79
Floating Jnyman Lineman	\$42.39	43.45	44.54	45.65	46.79
Meter Tester Lineman	\$43.41	44.50	45.61	46.75	47.92
Oil Equipment Lineman	\$43.41	44.50	45.61	46.75	47.92
App. Lineman 4 th Step	\$37.27	38.20	39.16	40.14	41.14
App. Lineman 3 rd Step	\$34.92	35.79	36.68	37.60	38.54
App. Lineman 2 nd Step	\$33.62	34.46	35.32	36.20	37.11
App. Lineman 1 st Step	\$32.73	33.55	34.39	35.25	36.13
Hired before July 1, 1998					
Forestry Foreman	\$42.20	43.26	44.34	45.45	46.59
Forestry Journeyman	\$37.70	38.64	39.61	40.60	41.62
Forestry App. 2 nd 6 mos.	\$35.79	36.68	37.60	38.54	39.50
Forestry App. 1 st 6 mos.	\$34.49	35.35	36.23	37.14	38.07
Hired after July 1, 1998					
Forestry Foreman	\$32.04	32.84	33.66	34.50	35.36
Forestry Journeyman	\$28.74	29.46	30.20	30.96	31.73
Forestry App. 2 nd 6 mos.	\$27.34	28.02	28.72	29.44	30.18
Forestry App. 1 st 6 mos.	\$26.29	26.95	27.62	28.31	29.02
Groundman Truck Driver	\$32.73	33.55	34.39	35.25	36.13
Warehouseman	\$35.68	36.57	37.48	38.42	39.38
Warehouseman 2 nd 6 mos.	\$33.91	34.76	35.63	36.52	37.43
Warehouseman 1 st 6 mos.	\$32.11	32.91	33.73	34.57	35.43
Groundman	\$31.19	31.97	32.77	33.59	34.43
Gr'dman Class "B" 1 st 6m	\$28.99	29.71	30.45	31.21	31.99
Garage Department					
Mechanic 1 st Class	\$37.70	38.64	39.61	40.60	41.62
Mechanic 2 nd Class	\$34.44	35.30	36.18	37.08	38.01
App. Mech. 3 rd 6 mos.	\$33.39	34.22	35.08	35.96	36.86
App. Mech. 2 nd 6 mos.	\$32.63	33.45	34.29	35.15	36.03
App. Mech. 1 st 6 mos.	\$31.54	32.33	33.14	33.97	34.82

SOUTHEASTERN ILLINOIS ELECTRIC COOPERATIVE

Classification	Rate Per Hour				
	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
Line Department					
Line Foreman	\$45.26	46.39	47.55	48.74	49.96
Utility Serviceman	\$43.94	45.04	46.17	47.32	48.50
Journeyman Lineman	\$42.39	43.45	44.54	45.65	46.79
App. Lineman 4 th Step	\$37.27	38.20	39.16	40.14	41.14
App. Lineman 3 rd Step	\$34.92	35.79	36.68	37.60	38.54
App. Lineman 2 nd Step	\$33.62	34.46	35.32	36.20	37.11
App. Lineman 1 st Step	\$32.73	33.55	34.39	35.25	36.13
Groundman	\$31.19	31.97	32.77	33.59	34.43
Groundman Truck Drive	\$32.73	33.55	34.39	35.25	36.13
Hired before July 1, 1998					
Right of Way Foreman	\$42.94	44.01	45.11	46.24	47.40
Forestry Foreman	\$42.20	43.26	44.34	45.45	46.59
Forestry Journeyman	\$37.70	38.64	39.61	40.60	41.62
Forestry App. 2 nd 6 mos.	\$35.79	36.68	37.60	38.54	39.50
Forestry App. 1 st 6 mos.	\$34.49	35.35	36.23	37.14	38.07
Hired after July 1, 1998					
Right of Way Foreman	\$42.94	44.01	45.11	46.24	47.40
Forestry Foreman	\$32.04	32.84	33.66	34.50	35.36
Forestry Journeyman	\$28.74	29.46	30.20	30.96	31.73
Forestry App. 2 nd 6 mos.	\$27.34	28.02	28.72	29.44	30.18
Forestry App. 1 st 6 mos.	\$26.29	26.95	27.62	28.31	29.02
Groundman, Class B	\$28.99	29.71	30.45	31.21	31.99

SOUTHEASTERN ILLINOIS ELECTRIC COOPERATIVE

Meter Department

Power Meter Foreman	\$45.72	46.86	48.03	49.23	50.46
P and P Meterman	\$39.25	40.23	41.24	42.27	43.33
Meterman and Tester	\$36.29	37.20	38.13	39.08	40.06

Electric Line Maintenance Department

Maintenance Repairman	\$43.36	44.44	45.55	46.69	47.86
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Garage Department

Mechanic, 1 st Class	\$37.70	38.64	39.61	40.60	41.62
Mechanic, 2 nd Class	\$34.42	35.28	36.16	37.06	37.99
App. 3 rd 6 mos.	\$33.39	34.22	35.08	35.96	36.86
App. 2 nd 6 mos.	\$32.63	33.45	34.29	35.15	36.03
App. 1 st 6 mos.	\$31.54	32.33	33.14	33.97	34.82
Bld. & Shop Repairman	\$35.15	36.03	36.93	37.85	38.80

Stores Department

Storekeeper	\$36.41	37.32	38.25	39.21	40.19
Storekeeper 2 nd 6 mo	\$33.97	34.82	35.69	36.58	37.49
Storekeeper 1 st 6 mo	\$32.93	33.75	34.59	35.45	36.34
Warehouse	\$34.44	35.30	36.18	37.08	38.01
Warehouse 2 nd 6 mo.	\$32.65	33.47	34.31	35.17	36.05
Warehouse 1 st 6 mo.	\$30.83	31.60	32.39	33.20	34.03

EGYPTIAN ELECTRIC COOPERATIVE ASSOCIATION

Classification	Rate Per Hour				
	<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
Line Foreman	\$45.26	46.40	47.56	48.74	49.96
Maintenance Lineman	\$43.41	44.49	45.61	46.75	47.92
Journeyman Lineman	\$42.39	43.45	44.54	45.65	46.80
Meter Tester	\$41.54	42.58	43.65	44.74	45.86
Assistant Meter Tester	\$39.00	39.98	40.98	42.00	43.05
App. Lineman 4 th Step	\$37.27	38.20	39.16	40.13	41.14
App. Lineman 3 rd Step	\$34.92	35.79	36.69	37.61	38.55
App. Lineman 2 nd Step	\$33.62	34.46	35.32	36.21	37.11
App. Lineman 1 st Step	\$32.73	33.55	34.39	35.24	36.13
Hired before July 1, 1998					
Line Clearance Foreman	\$42.20	43.25	44.34	45.44	46.58
Forestry Journeyman	\$37.70	38.64	39.61	40.60	41.61
Forestry App. 2 nd 6 mos.	\$35.79	36.69	37.61	38.55	39.51
Forestry App. 1 st 6 mos.	\$34.49	35.35	36.24	37.14	38.07
Hired after July 1, 1998					
Line Clearance Foreman	\$32.04	32.84	33.66	34.51	35.37
Forestry Journeyman	\$28.74	29.46	30.20	30.95	31.72
Forestry App. 2 nd 6 mos.	\$27.34	28.02	28.72	29.44	30.17
Forestry App. 1 st 6 mos.	\$26.29	26.95	27.62	28.31	29.02
Groundman Truck Driver	\$32.73	33.55	34.39	35.24	36.13
Groundman Class A	\$31.19	31.97	32.77	33.59	34.43
Gr'dman Class B 1 st 6 mo.	\$28.99	29.71	30.45	31.22	32.00
Mechanic 1 st Class	\$37.70	38.64	39.61	40.60	41.61
Mechanic 2 nd Class	\$34.44	35.30	36.18	37.09	38.02
App. Mech. 3 rd 6 mos.	\$33.39	34.23	35.09	35.96	36.86
App. Mech. 2 nd 6 mos.	\$32.63	33.44	34.28	35.13	36.01
App. Mech. 1 st 6 mos.	\$31.54	32.33	33.14	33.96	34.81

APPENDIX B

GLOVING PROGRAM FOR DISTRIBUTION COOPERATIVES

Section 1:

All Crew Foreman, Utility Servicemen, Floating and Journeyman Lineman, Meter Tester Lineman, Oil Equipment Lineman, Line Foreman, Maintenance Repairman, Maintenance Lineman, and apprentices in the fourth step. [In this document all of these listed job classifications are included in and referred to as "Journeyman Lineman".] at the distribution Cooperatives ("Cooperatives") shall be trained in the procedures for gloving voltages 15KV or less. This initial training shall consist of a minimum of five days or equivalent.

Section 2: Safety Equipment

All protective equipment, including gloves, sleeves and bucket liners, shall be equal to or exceed the requirements set out by OSHA, ANSI and ASTM standards. Class 2 rubber gloves and rubber sleeves shall be worn while gloving. Gloving voltages over 600 volts up to 15 KV shall only be done from approved bucket trucks with upper and lower controls and insulated booms certified as having passed the necessary testing requirements, with approved and tested bucket liners.

The two levels of protection shall always be present and in excess of any cover-up protective equipment. If the two levels of safety protection as described above cannot be maintained, alternate procedures for completing the job assignment shall be utilized and the employees shall not be required to glove primary voltages up to 15KV. Wherever applicable the current practice of gloving 5 KV remains unchanged.

Each worker shall individually be assigned personal rubber gloves and sleeves, cleaned and tested both electrically and mechanically, and certified for work on energized conductors and/or equipment at the appropriate voltage. Rubber gloves and sleeves shall be tested at the request of the worker but in any event, no less than once every 90 days.

In addition to laboratory tests, each worker shall make a daily inspection of his personal protective equipment at the beginning of each work period. This personal inspection shall include a visual and feel test of leather protectors, and a visual and air test of rubber gloves. Additional tests to personal protective equipment shall be made throughout the day for additional assignments.

All rubber protective equipment shall always be stored and/or carried in such a way that it shall not be damaged through contact with tools and other equipment. The Cooperative shall modify, where necessary, trucks/equipment to comply with the provisions of this paragraph.

Gloves with 16" gauntlets shall be provided upon request. Existing gloves with 14" gauntlets shall be replaced through attrition. Rubber sleeves shall be worn in either case.

Section 3: Certified Aerial Bucket Truck and Certified Digger Derrick Tests

Only approved and certified aerial bucket trucks and certified digger derricks with upper and lower controls equipped with insulated booms, that have satisfactorily passed the testing requirements set out in Items 1 through 5 below, and displaying the dated certification decal, shall be considered appropriate for use by workers gloving voltages up to 15 KV.

1. Each certified aerial bucket truck and certified digger derricks shall be equipped with a daily checklist of procedures to be followed by the crew members.
2. Daily checks shall include visual inspection of certified aerial bucket trucks and certified digger derricks by the crew members assigned to the equipment prior to the equipment being used.
3. The visual and mechanical tests made by crew members to ensure the truck's operating integrity for the day's work shall include visual tests to determine:
 - a. Oil leaks.
 - b. Cleanliness of the fiberglass booms. If the insulated section of the boom is not clean, it shall be wiped with a dry cloth or washed with a mild detergent or appropriate cleaning solution in accordance with the manufacturer's recommendations, but the crew assigned to the truck.
 - c. Cuts, breaks and abrasions to the boom.
 - d. Cleanliness of the bucket liner, including cut breaks, and abrasions.
4. All certified aerial bucket trucks and certified digger derricks that are to be used in the rubber gloving procedures will be inspected and tested semi-annually. Only appropriate qualified personnel, including outside vendors as necessary, shall conduct these inspections. All such maintenance personnel shall be informed of the gloving practices and of the vital importance of good maintenance work on equipment so as to ensure the safety of individuals using the equipment. Any complaint or question regarding inspection shall be investigated and corrected properly.

5. Certified aerial bucket trucks and certified digger derricks shall be inspected semi-annually. The annual and semi-annual testing shall be performed by a qualified outside vendor, who will place a sticker on each bucket liner which clearly states the next due date. Semi-annual tests on aerial bucket trucks shall meet or exceed OSHA and ANSI Standards. Booms shall be tested more often upon request. This semi-annual testing may be performed "in-house" in the future, should the necessary capabilities that meet or exceed OSHA and ANSI Standards be developed.

The inspections and tests described in the above paragraph, including the daily checks by crew members shall be mandatory. Any malfunction or defects of the equipment discovered as a result of these inspections or tests, and malfunctions or defects found during normal or routine repair work, shall be reported in written form to the appropriate supervisor and crew assigned to that truck prior to the equipment being utilized for use as a certified aerial bucket truck or certified digger derrick truck.

Section 4: Training

All Journeyman Lineman shall be trained in the procedures for working voltages 15 KV or less. Initial training shall consist of a minimum of five days or equivalent including one day of classroom instruction, up to two days of mock-energized training, and up to two days of "hands-on" experience. Classroom instruction shall consist of:

1. Theory of isolation and insulation.
2. Display and explanation of the use of cover-up equipment and tools.
3. Review of typical job methods.
4. Question and answer session.

Field training (mock and "hands on") shall include but not be limited to such activities as:

1. Demonstrations of cover-up methods from bucket trucks.
2. Demonstrations of specific job tasks, such as single phase pole top or pin insulator change out, crossarm replacement (2 or 3 phase), replacing damaged dead-end insulators, installing dead-ends (1 or 3 phase), and transferring conductors.

The “hands-on” portion of the training shall include work on actual energized circuits and shall be conducted by an instructor designated by the Cooperatives who has experience as a Journeyman Lineman working primary voltages with rubber gloves. “Hands-on” training groups shall be limited to not more than six trainees for each instructor. Apprentices below the third step may participate in all training except for the hands-on live circuit. Apprentices in the third or fourth step will be allowed to participate in hands-on live circuit training only in assisting Journeyman Lineman.

Training shall include working on energized conductors and equipment using procedures for covering so as to provide the maximum isolation and insulation from any grounded equipment or potential grounds, understanding that wood poles, crossarms and structural material shall be considered ground potential.

Apprentices shall begin on-the-job training of gloving procedures for 15 KV or below, at the same step as they currently begin training all classes of work. The Apprentice Training Program shall be revised to incorporate aspects of the Journeyman Lineman training or gloving not already included.

In addition to the initial training, one day of training will be provided on an annual basis. Implementation may be delayed due to availability of new necessary equipment.

Section5: General

1. Crews gloving voltages up to 15 KV shall consist of a Foreman, a Journeyman Lineman and a Journeyman Lineman or an Apprentice at the third step [three-man crew]. Additional help may be requested to perform the work safely.
2. Bucket trucks shall have at least 36 inches of the insulated boom extended without the winch during any gloving process.
3. Conductors and equipment shall be considered energized unless they have been visually de-energized and effectively grounded.
4. Employees shall not work on any energized conductor until all conductors within reach, or which may become within reach, are first covered with protective equipment. This includes all grounded conductors, grounded surfaces and any conductors below, such as neutrals, secondary’s, services, downguys, telephone wires or other cables, and pole surfaces or crossarms, which the aerial bucket, boom or worker may contact. All covering and uncovering shall be performed from a point below or at the same level of the conductors. Conductors shall be covered as the worker moves into the work area and uncovered as the worker moves away from the work area when the work is completed. When utilizing a bucket truck, the worker shall not position himself over an unprotected energized conductor.

5. Aerial basket truck equipment with pole grabbers that cannot be disengaged from the insulated section of the boom shall not be considered as an insulated bucket truck for the purpose of gloving voltages above 5KV but less than 15 KV. If a pin-on basket is used, any winch line shall be removed from the insulated portion of the boom.
6. On all jobs the circuit protections equipment shall be placed on "one shot" where available, otherwise, a bypass fuse will be used during the period when work is being performed to avoid the circuit becoming re-energized in the event of a fault to the circuit.
7. Employees shall not be permitted to break or pick up load with rubber gloves. The employee shall use appropriate hot line tools unless using a device designed to pick up load. Load taps shall include, but are not limited to, lightning arresters, transformer taps, cut-outs, and any other load make/break switching.
8. Eye protection shall be worn at all times while performing gloving work.
9. Before a crew begins an assignment involving gloving voltages, whether conditions for the day shall be given prime consideration. Gloving voltages above 5 KV but less than 15 KV shall not be permitted on days when the weather is inclement or foggy conditions exist. If any of these or other adverse conditions develops after work has begun, the job shall be made safe and work performed by alternate means until conditions improve. Gloving assignments in other than daylight hours shall be limited to when, in the option of the crew performing the work, sufficient lighting is available and the crew determines the job can be performed safely.
10. While gloving voltages up to 15 KV, only properly insulated strap hoists, blocks, handlines, and ropes made of synthetic materials with good dielectric properties, shall be used.
11. Jewelry, including watches, earrings, necklaces and neck chains, shall not be worn while performing gloving work. Wedding rings, if worn, shall be taped.
12. Only proper tools having approved insulated hoses operating from truck tool systems (if available) or other approved power source shall be used in any aerial bucket while gloving voltages up to 15 KV. All electrically operated hand tools shall be removed from the bucket prior to any gloving work commencing on voltages above 600 V, including the installation and removal of protective equipment.
13. The Cooperatives shall maintain or improve the current level of live line tools in each area.

14. When an energized primary conductor is placed on the crossarm or against the pole, it shall first be covered with a line hose and, in addition, the crossarm or pole shall be covered with the approved protective device.
15. 20,000-volt protective devices shall be used on all work in the 15 KV range. All 10KV line hose and hoods shall be replaced.

Section 6: Flame Retardant Clothing

The Cooperatives agree to provide a clothing allowance for uniform clothing for all outside Local Union employees who will be gloving under this agreement. The format for the clothing allowance will be a clothing bank administered by the employing Cooperative. Employees will provide their own uniform clothing by selecting and ordering uniform clothing appropriate to their job classification from the provider's catalog, previously approved by the employing Cooperative. Starting after this collective bargaining agreement is approved by the Local Union employees and the Cooperatives' Boards of Directors; each new employee will have available one (1) time to purchase the initial uniform clothing wardrobe the amount of \$1,000.00 together with current active employees, have available \$550.00 on January 1, 2011, \$600.00 on January 1, 2012 and \$660.00 on January 1, 2013 for the same purpose. Sums not used by an employee may be carried over and used to purchase uniform clothing in the following year. All employees on duty are required to wear the uniform clothing as instructed by the employing cooperative.

Section 7: Program Dispute Resolution

Questions or disagreements as to the interpretation of the Gloving Program, which are not resolved by the Joint Apprentice Lineman Training Committee, shall be resolved through the normal grievance procedure.