

AGREEMENT

This Local Agreement made and entered into by and between **Ohio Power Company and AEP Service Corporation**, hereinafter referred to as the "Company" **and Unit No. 3A of Local Union No. 1466** of the International Brotherhood of Electrical Workers affiliated with the AFL-CIO, hereinafter called the "Union".

The Company and the Local Union recognize the terms and conditions of employment negotiated in the American Electric Power/ IBEW System Council U-9 Master Agreement (hereinafter generally referred to as the "IBEW Master Agreement") and have reserved certain issues to be negotiated and contained in this Local Agreement. However, the parties agree that the following listed provisions of the IBEW Master Agreement will not be effective for the DDC Dispatchers in this bargaining unit:

Article V, Section 3 (b) and (c). Overtime
Article V, Section 4. Shift, Sunday Premiums
Article V, Section 7. Major Service Restoration
Article VII, Section 7. Vacation Pay – Converting Unpaid Time Off
Article VIII, Section 1. Wage Agreements
Article IX, Section 1. Jury Duty (only last paragraph regarding overtime computation)
Article IX, Section 3. Retrogression of Employees
Article X, Section 3. Layoff Allowance.

ARTICLE I Union Representation

Section 1. Unit Defined

a) For the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and other conditions of employment, the Company recognizes Unit 3A of Local Union No. 1466 as the sole and exclusive representative (certified by the National Labor Relations Board on February 24, 1945 in Case No. 9-R-1643, on February 28, 1946 in Case No. 9-R-1997, and on April 30, 1959 in Case No. 9-RC-3508, as such certifications were amended and consolidated on March 24, 1961) of all employees in what was formerly known as "the electrical division of the Company's Columbus and Southern Districts" INCLUDING relay technicians, equipment operators and janitors, and, in what was formerly known as "the Columbus District" only, meter readers and divisional clerks, but EXCLUDING general office employees, guards, technical engineers, salesmen and professional employees and supervisors, as defined in the Labor Management Relations Act of 1947, as amended. Effective July 1, 1966, all party chiefs and instrument operators employed by the Company in what was formerly known as its "Columbus and Southern Districts" were made part of the bargaining unit covered by this Agreement (Case No. 9-RC-6101 dated January 28, 1965). Effective

November 8, 2006, all full-time and regular part-time meter readers, meter services and meter specialists employed by the Company in Meter Revenue Operations (MRO) at its Athens District headquarters were made part of the bargaining unit covered by this Agreement (Case No. 9-RC-18077, dated August 10, 2006). Effective March 1, 2007, all full-time and regular part-time meter readers, meter services and meter specialists employed by the Company in Meter Revenue Operations (MRO) at its Seaman and Wellston reporting locations were made part of the bargaining unit covered by this Agreement (Case No. 9-RC- 18118, dated January 26, 2007 and Case No. 9-RC-18120, dated February 15, 2007, respectively). Effective November 1, 2007, all full-time and regular part-time meter readers, meter services and meter specialists employed by the Company in Meter Revenue Operations (MRO) at its Chillicothe reporting location were made part of the bargaining unit covered by this Agreement (Case No. 9-RC-18169, dated October 26, 2007). Effective March 10, 2008, future full-time and regular part-time meter readers employed by the Company in Meter Revenue Operations (MRO) at its Gallipolis reporting location and those current meter readers who desired to be represented by the Union were made part of the bargaining unit covered by this Agreement. Effective July 15, 2008, future full-time and regular part-time meter readers and meter specialists employed by the Company in Meter Revenue Operations (MRO) at its Hillsboro reporting location and those current meter readers and meter specialists who desired to be represented by the Union were made part of the bargaining unit covered by this Agreement. Effective January 18, 2014 all full-time and regular part-time line mechanics at Ironton, Ohio facility as certified by the NLRB on December 26, 2013 in Case No. 09-RC-116616 and all full-time and regular part-time line mechanics at Chesapeake, Ohio facility as certified by the NLRB on December 26, 2013 in Case No. 09-RC-116605 were made part of the bargaining unit covered by this Agreement. Effective November 14, 2014, all full-time Distribution Dispatchers employed at the Distribution Dispatch Center in Groveport, Ohio were made part of the bargaining unit covered by this Agreement (FMCS Case No 9-RC18160).

b) In the event of a decertification petition filed for this Unit 3A, the parties recognize that the appropriate voting unit would encompass Units 3A and 3B of IBEW Local 1466.

Section 2. Classes of Employees

(a) Temporary employees are those employees hired for a specific job for not longer than six (6) consecutive months.

(b) Part-time employees are those employees whose jobs require less than the daily and/or weekly schedule defined in Article V, Section 2 of the IBEW Master Agreement and who are not hired for specific jobs of limited duration.

Section 3. Exclusive Representative

The Company agrees to meet and deal with the duly accredited officers, committees or representatives of the Union upon all matters relating to wages, rates of pay, hours of employment, and other conditions of employment of the employees of the Company covered by this Agreement.

Section 4. Union Dues, P.A.C Authorization

An employee's written authorization for Union dues deductions and P.A.C. deductions shall remain in effect in the event he moves from this bargaining unit to another bargaining unit represented by Local 1466.

ARTICLE II Duration of Agreement

Section 1. Duration

This Local Agreement, shall take effect at 12:01 a.m. on April 1, 2018 and remain in effect through March 31, 2021. This Local Agreement shall continue in full force for yearly periods thereafter unless either party shall notify the other party in writing not less than sixty (60) days before any termination date of such party's desire to commence negotiations for a new Local Agreement.

Section 2. Coverage of Contract

It is the intent of the parties that the provisions of the Agreement (meaning the IBEW Master Agreement and this Local Agreement) will supersede all prior agreements and understandings, oral or written, expressed or implied, between such parties and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted in arbitration hereunder or otherwise.

The parties for the life of the Agreement hereby waive any rights to request to negotiate or to negotiate or to bargain with respect to any matters contained in the Local Agreement.

ARTICLE III
Adjustment of Differences

- (a) The arbitrator shall have no authority to:
- (1) pass upon any question involving the American Electric Power Salary Plan for Nonexempt Salaried Administrative Associate & Technical Employees; or
 - (2) pass upon any question involving the AEP Exempt Salary Plan, or
 - (3) pass upon any question involving the AEP Exempt Overtime Plan.
- (b) All notices required in this Agreement to be served upon the Company shall be served upon the Labor Relations Manager at the address furnished by the Company. All notices required to be served upon Local Union No. 1466 shall be served upon the Business Manager of the Local Union at his last address furnished to the Company by the Local Union.

ARTICLE IV
Safety

Section 1. Safety Manual

A copy of the Company Safety Manual will be furnished to each employee. The parties agree that observance and compliance with such safety manual shall be the individual responsibility of each employee.

Section 2. New Equipment

When the Company purchases equipment of a design or type not previously used by the Company, the Company will notify the Union as to the classification or classifications of employees which will initially operate or use the equipment and will train the employees involved in the safe operation of such equipment before such equipment is placed in use and thereafter as may be necessary.

Section 3. Tools and Equipment

The Company agrees to furnish necessary safety tools and equipment. Required hand tools will be furnished by the Company. When tools and equipment are issued, the employees will be held responsible for their return, in good condition, reasonable wear

and loss excepted. Employees shall be required to clean and put away Company tools or equipment, or personal tools used on Company work, on Company time.

Section 4. Work Gloves and Coveralls

The Company will supply, at no cost to the employee, canvas work gloves and specialty gloves as required by the work being performed. The Company will supply, at no cost to the employees, lineman-type work gloves where required. In order to receive a new pair of gloves, an employee must turn in his worn-out pair. The Company will supply coveralls to employees who are required to paint substation structures. In order to receive a new set of coveralls, an employee must turn in his worn-out set.

ARTICLE V Wages

Section 1. Wage Agreement

(a) The parties hereto have agreed to a Wage Agreement with attached wage rate structures apart from this Agreement which are in writing.

(b) The parties hereto have agreed that employees covered by this Agreement in IT Support Technician, Protection & Controls Technician Specialists, Electrical Test Technician and Administrative Associate classifications shall be included in the American Electric Power Salary Plan for Nonexempt Salaried Administrative Associate & Technical Employees.

(c) The parties hereto have agreed that employees covered by this Agreement in Distribution Dispatcher classifications shall be included in the American Electric Power Exempt Salary Plan.

Section 2. Temporary Work Assignments

a) The Company agrees that any employee covered by this Agreement who is in a job classification which provides for time step increases and who is temporarily advanced to a higher classification within the bargaining unit shall receive the "start" rate of pay for the higher classification. The provisions of this Section 2(a) do not apply to employees in the Distribution Dispatcher classifications.

b) When an employee is temporarily required to perform work in a lower paid classification covered by this Agreement, he is to suffer no reduction in pay.

Section 3. Shift, Sunday Premiums

(a) Premiums shall be paid on scheduled shifts of classified jobs in accordance with the following schedule in addition to the regular straight-time hourly rates.

Premium	Definition of
Day Shift.	Where the majority of the scheduled hours worked are between 7 A.M. and 3 P.M
Afternoon Shift.	Where the majority of the scheduled hours worked are between 3 P.M. and 11 P.M.
Night Shift.	Where the majority of the scheduled hours worked are between 11 P.M. and 7 A.M.
Sunday.	Where the majority of the scheduled hours worked are between 12:01 A.M. and 12 midnight on Sunday.

(b) Where a shift overlaps from one day into another the shift shall be paid for at the rate pertaining to the day in which the majority of its hours fall.

(c) The Sunday premium is in addition to the employee's straight-time rate and any applicable shift premium, but this Sunday premium will not apply to any hours for which an employee is paid at a rate equal to or in excess of one and one-half (1½) times his regular straight-time rate.

(d) If during the course of a regularly scheduled work week, an employee is paid Afternoon or Night Shift premium in addition to his regular straight-time hourly rate and such employee also works overtime, the hourly rate for the overtime work shall include the following increments:

- Where the majority of the employee's shift premium hours during the work week were paid at the Afternoon Shift rate will apply.
- Where the majority of the employee's shift premium hours during the work week were paid at the Night Shift rate will apply.

(e) Shift differentials shall be added to employee's rate of pay prior to application of overtime rates.

Provided however, the hourly rate for overtime work performed by employees assigned to an eight (8) hour, 28-day rotating shift schedule shall include the following increments.

- Overtime work performed between 11:00 p.m. and 7:00 a.m. night shift premium will apply.
- Overtime work performed between 7:00 a.m. and 3:00 p.m. Day shift will apply.
- Overtime work performed between 3:00 p.m. and 11:00 p.m. Afternoon premium

(f) The provisions of this Section 3 do not apply to employees in the Distribution Dispatcher classifications.

ARTICLE VI Vacations

Section 1. Choice of Vacation Period

Employees will be granted their vacation at the time they desire as far as is practical; however, length of service, number of employees off duty at one time, shift assignment and work load will be taken into account in scheduling vacations and the Company shall make the final determination of vacation schedules. A senior employee (Line of Progression seniority) shall have senior choice of one vacation period and then go to the bottom of the service list until other employees affected have had one choice. Employees who request and are permitted to split their vacations shall repeat the above process for second and third choice, however, any employee submitting his preference on or before March 1st shall have preference over any submitted after March 1st. Any request received after March 1st shall be considered in order received. Employees who have not scheduled their vacation by June 1 may have their vacation periods assigned by the Company.

ARTICLE VII Seniority

Section 1. Types of Seniority

The parties recognize two (2) types of seniority, 1466 Bargaining Unit and Line of Progression seniority.

(a) 1466 Bargaining Unit seniority shall date from the start of continuous employment with the Company in 1466 Bargaining Unit.

(b) Line of Progression seniority shall date from an employee's latest employment in a specific line of progression except as otherwise provided in Section 10 of this Article VII.

Section 2. Seniority as a Factor

(a) Seniority shall be a factor in layoff and recall, transfer, demotion, promotion, vacation selection, returning to the bargaining unit from a job outside the bargaining unit, and returning to a job from which retrogressed as set forth in this Agreement; and for no other purpose.

(b) Promotions, demotions, transfers, layoffs and recalls for employees in the Distribution Dispatcher classifications shall be based on merit/ performance from among those employees qualified. If the merit/performance factors of two employees considered are equal, then Line of Progression seniority shall prevail.

Section 3. Divisions, Lines of Progression

For the purpose of this Agreement the Divisions and Lines of Progression shall be as follows:

(a) The "Columbus " Division has nine (9) lines of progression:

LINE

Line Servicer
Line Mechanic-A
Line Mechanic-B
Line Mechanic-C
Line Mechanic-D

DISTRIBUTION STATION SERVICE

Distribution Station Servicer

NETWORK

Network Mechanic A
Network Mechanic B
Network Mechanic C
Network Mechanic D

METER

Meter Electrician-A
Meter Electrician-B
Meter Electrician-C

LINE EQUIPMENT

Line Equipment Operator
Driver-Line Worker

DISTRIBUTION SUPPORT

Street Light Attendant

STORES

Storekeeper-Senior
Storekeeper
StoresTruck Driver
Stores Equipment Operator
Stores Attendant-A
Stores Attendant-B

REGIONAL DISTRIBUTION CENTER

Distribution Center Truck Driver
Material Receiver
Material Handler A
Material Handler B

SURVEYING

Survey Crew Chief
Instrument Operator
Instrument Operator Trainee

- (b) The “Athens and Chillicothe” Division has five (5) lines of progression:

LINE

Line Servicer
Line Mechanic-A
Line Mechanic-B
Line Mechanic-C
Line Mechanic-D

METER

Meter Electrician-A
Meter Electrician-B
Meter Electrician-C

STORES

Storekeeper-Senior
Storekeeper
Stores Attendant-A
Stores Attendant-B

LINE EQUIPMENT

Line Equipment Operator
Driver-Line Worker

DISTRIBUTION SUPPORT

Street Light Attendant

- (c) The "Transportation" Division has two (1) lines of progression:

FLEET

Fleet Technician A
Fleet Technician B

- (d) The "Central Repair Shop" Division has two (2) lines of progression:

EQUIPMENT REPAIR MECHANICS

Equipment Repair Mechanic-A
Equipment Repair Mechanic-B
Equipment Repair Mechanic-C

UTILITY SERVICERS

Utility Servicer A
Utility Servicer B

- (e) The "Building Maintenance" Division has one (1) line of progression:

BUILDING MAINTENANCE

Building Maintenance Technician A
Building Maintenance Technician B

- (f) The "Station" Division has five (5) lines of progression:

STATION

Station Electrician A
Station Electrician B
Station Electrician C

STATION SERVICER

Station Servicer
Station Servicer A
Station Servicer B
Station Servicer C

STATION EQUIPMENT

Station Equipment Operator

PROTECTION & CONTROL

Protection & Control Technician Specialist, Principal
Protection & Control Technician Specialist, Senior
Protection & Control Technician, Senior
Protection & Control Technician I
Protection & Control Technician II

- (g) The "IT Support" Division has two (2) lines of progression:

IT SUPPORT

IT Support Technician Lead
IT Support Technician Principal
IT Support Technician Sr.
IT Support Technician
IT Support Technician Associate

STORES

Storekeeper-Sr.
Storekeeper
Stores Attendant-A
Stores Attendant-B

- (h) The "Administrative Associate" Division has one (1) line of progression:

ADMINISTRATIVE ASSOCIATE

Administrative Associate
Administrative Associate I
Administrative Associate II
Administrative Associate III

- (i) The “Meter Revenue Operations” Division has one (1) line of progression:

METER REVENUE

Meter Specialist
Meter Servicer
Meter Reader

- (j) The “Distribution Dispatch” has one (1) line of progression:

DISTRIBUTION DISPATCH

Distribution Dispatcher Sr.
Distribution Dispatcher
Distribution Dispatcher Assoc.

(k) An employee holding a job classification in the Line, Network, Stores, Regional Distribution Center, Station, Station Servicer, Meter, Meter Revenue Operations, Central Repair Shop, Fleet, IT Support, Protection & Control or Distribution Dispatch lines of progression must acquire within such time frames as determined by the Company, the qualifications necessary to perform the duties of the next higher classification in his line of progression.

An employee's failure to qualify during such period shall result in his removal from the job classification.

For purposes of this Section 3, progression in the "Line" and "Network" lines of progression are from "D" to "A," progression in the "Station", "Central Repair Shop"- Equipment Repair Mechanic , and "Meter" lines of progression are from "C" to "A"; progression in Meter Revenue Operations is from "Meter Servicer" to "Meter Specialist"; progression in Station Servicer is from "C" to "Servicer"; progression in "Stores" and "Central Repair Shop" Utility Servicer lines of progression is from "B" to "A"; progression in the Regional Distribution Center line of progression is from Material Handler "B" to "A"; progression in the "Fleet" line of progression is from "B" to "A"; progression in the "Protection & Control" line of progression is from "Technician II" to "Technician-Senior"; and progression in the "IT Support" line of progression is from "IT Support Technician Assoc." to "IT Support Technician Sr.". Progression in the Distribution Dispatch line of progression is from "Distribution Dispatcher Assoc. to "Distribution Dispatcher ".

A Fleet Technician B will be promoted to the Fleet Technician A job classification upon his completion of all of the qualifications necessary for such promotion.

When such an employee is promoted by the Company to the next higher classification, the Company shall not be required to post a notice under Section 8(b) of this Article VII.

(l) When an employee holding a job classification in the Administrative Associate line of progression is promoted to a higher classification, the Company shall not be required to post a notice under Section 8(b) of this Article VII.

(m) A promotion or transfer to the Protection & Control Technician Specialist, Senior; Protection & Control Technician Specialist, Principal; IT Support Lead ; IT Support Principal or Distribution Dispatch job classifications will be on the basis of qualifications and ability as determined by the Company regardless of seniority.

Section 4. Seniority List

The Company shall maintain an up-to-date seniority list of all employees in each Division. Such list shall show 1466 Bargaining Unit seniority and Line of Progression seniority of each employee and shall be posted in a place or places accessible to employees. A copy of such list(s) will be provided to the Union.

Employees shall have forty-five (45) calendar days after posting of seniority lists to protest, in writing to the Company, any omission(s) or incorrect postings. If the matter is not resolved, a grievance may be filed over the alleged error(s) or omission(s) no later than seven (7) calendar days after the end of the above forty-five (45) day period.

Section 5. Probationary Employees

Probationary employees shall have no seniority. Upon becoming a regular employee, 1466 Bargaining Unit and Line of Progression seniority shall be calculated in accordance with Section 1 of this Article VII.

Section 6. Temporary Employees

In the event a temporary employee is transferred to the regular work force, he shall have his continuous service as a temporary employee applied to his probationary period.

Section 7. Definitions

(a) A promotion occurs whenever an employee is reclassified from one classification to a higher rated classification within the same line of progression.

(b) A demotion occurs whenever an employee is reclassified from one classification to a lower rated classification within the same line of progression.

(c) A transfer occurs whenever an employee changes lines of progression.

Section 8. Job Bidding

(For apprentices in the Columbus Division refer to the Memorandum of Understanding at the end of this contract.)

(a) When the Company desires to make promotions or transfers or to increase the work force in a Division as to jobs in the bargaining unit, seniority, ability and qualifications shall be taken into consideration. Ability and qualifications being sufficient, seniority shall prevail in accordance with the provisions of this Article VII. In order to determine an employee's ability and qualifications for a promotion or transfer, the Company may use such tests, job demonstrations or other determinative means as it deems necessary. When a vacancy is posted in the Station Servicer Line of Progression, only employees in the Station Electrician Line of Progression will have initial bidding rights, and if awarded a position, will be moved laterally within the Station Servicer Line of Progression at the same time progression step, unless qualified for the Station Servicer position. If no one from the Station Electrician Line of Progression bids, the Company may fill the job through a transfer of a qualified employee from another Line of Progression or a hire. The individual awarded the position will be subject to the up or out provision in Section 3. (k) above. There are no bidding "rights" into posted vacancies in the Distribution Dispatch line of progression. Likewise, employees in the Distribution Dispatch line of progression have no bidding "rights" to posted vacancies in other lines of progression in this Agreement.

(b) When the Company determines a vacancy exists in a job classification covered by this Agreement, except under Section 3 of this Article VII above and for Distribution Dispatch posted vacancies, a notice shall be posted by the Company on Jobs Online; and a copy of such notice shall be mailed to the Business Manager of the Union. This notice shall be posted on Jobs Online not less than ten (10) calendar days before such vacancy is filled. The employee will be expected to bid on the position by applying thru Jobs Online.

(1) When the Company posts a notice of a vacancy in a job classification in any Division other than the Athens and Chillicothe Division, seniority shall be applied as follows:

First: Line of Progression seniority in the line of progression within the Division where the vacancy exists.

Second: Line of Progression seniority in the line of progression in the Divisions other than the Division where the vacancy exists.

Third: 1466 Bargaining Unit seniority in other lines of progression within the Division where the vacancy exists.

Fourth: 1466 Bargaining Unit seniority in any line of progression in the Divisions other than the Division where the vacancy exists.

(2) When the Company posts a notice of vacancy in a job classification within the Athens and Chillicothe Division, seniority shall be applied as follows:

First: Line of Progression seniority in the line of progression at the reporting location within the Division where the vacancy exists.

Second: Line of Progression seniority in the line of progression within the Division where the vacancy exists.

Third: Line of Progression seniority in the line of progression in the Divisions other than the Division where the vacancy exists.

Fourth: 1466 Bargaining Unit seniority in other lines of progression within the Division where the vacancy exists.

Fifth: 1466 Bargaining Unit seniority in any line of progression in the Divisions other than the Division where the vacancy exists.

(c) Line of Progression seniority may be exercised for bidding laterally, upward or downward within the employee's line of progression. In promotions, it shall be exercised only to bid for the next higher job classification in the employee's line of progression; however, if the vacancy is not filled in this manner the employees in the next lower job classification shall have the opportunity to bid, then the next lower job classification, etc. A higher classified employee shall have preference on lower classified jobs within his line of progression.

(d) If two or more employees have the same Line of Progression seniority, then 1466 Bargaining Unit seniority shall govern.

(e) When the Company determines that it is necessary to redistribute employees within a job classification among the various reporting headquarters within a Division, on other than temporary basis, a notice shall be posted on appropriate bulletin boards in the Division for not less than one (1) week. Any employee in the affected job classification may exercise his Line of Progression seniority to bid for such change of reporting headquarters. If the Company is not able to accomplish its desired redistribution through the above process, then the Company will redistribute employees within the job classification by reverse Line of Progression seniority from the affected reporting headquarters.

(f) When an employee moves from one Division to another Division, he may bid on posted job vacancies in his former Division under the FIRST and THIRD steps of Section 8(b)(1) of this Article VII or the FIRST, SECOND and FOURTH steps of Section 8(b)2 of this Article VII, whichever is applicable, for a period of sixty (60) calendar days (30 calendar days for an employee who moves to another Division from the Meter Reader job classification).

(g) An employee whose ability and qualifications are deemed sufficient, as provided in Section 8(a) of this Article VII, and who is promoted (except a promotion under Section 3 of this Article VII) but proves unfit for the job at any time during his first sixty (60) calendar days (30 calendar days for an employee promoted from the Meter Reader job classification) shall be returned to his former position without prejudice or loss of seniority.

(h) An employee whose ability and qualifications are deemed sufficient as provided in Section 8(a) of this Article VII, and who is transferred but proves unfit for the job at any time during his first sixty (60) calendar days (30 calendar days for an employee transferred from the Meter Reader job classification) shall be returned to his former position without prejudice or loss of seniority.

(i) A temporary assignment to another classification within the bargaining unit may be made at the sole discretion of the Company with or without regard to seniority. Such temporary assignment shall not be filled by any one employee for a period exceeding six (6) consecutive months in duration except when the temporary assignment is to fill a vacancy resulting from the absence of an employee due to disability.

(j) When an employee declines a job on which he has bid, under the SECOND, THIRD and FOURTH steps of Section 8(b)(1) of this Article VII or the THIRD, FOURTH and FIFTH steps of Section 8(b)(2) of this Article VII, whichever is applicable, he may not again exercise this seniority for another bid until one (1) year from the date of the posting close-out letter from the Human Resources Department.

(k) The lines of progression with residency requirements are as follows:

Line, Distribution, Network, Meter, Line Equipment, Distribution Support, Stores, Regional Distribution Center, Station, Station Servicer, Station Equipment, Meter Revenue (with the exception of Meter Readers),.

Columbus (including Delaware Area) - 45 minute
Athens and Chillicothe - 30 minute

IT Support, Protection and Control and Distribution Dispatch

**Columbus (including Delaware Area) – 45 minute
Athens and Chillicothe – 45 minute**

An employee in any of the lines of progression listed above who desire to change reporting locations must live within the foregoing drive time of the reporting location where the vacancy exists.

(l) When the Company posts a notice of a vacancy in a job classification under Sections 8(b)(1) or (2) above and such vacancy is not filled in accordance with those provisions, a Conesville Plant (IBEW Local 1466 Unit 3B represented) employee shall have the opportunity to exercise his 1466 Bargaining Unit seniority to fill such vacancy.

(m) When the Company posts a notice of a vacancy in a job classification within Conesville Plant (IBEW Local 1466 Unit 3B) and such vacancy is not filled by a Conesville Plant employee, an Energy Delivery employee (IBEW Local 1466 Unit 3A) shall have the opportunity to exercise his 1466 Bargaining Unit seniority to fill such vacancy.

(n) When the Company posts a notice of a vacancy in a job classification within another Local 1466 bargaining unit (IBEW Local 1466 – Units 1 or 2) and such vacancy is not filled by an employee in that bargaining unit, an employee in the IBEW Local 1466 Units 3A or 3B bargaining units shall have the opportunity to exercise his 1466 Bargaining Unit seniority to fill such vacancy, provided:

(1) such employee agrees to move within the specified drive time of the reporting location where the vacancy exists within a reasonable period of time as determined by the Company, and

(2) such employee is deemed to have the ability and qualifications to fill the vacancy. In determining an employee's ability and qualifications, the Company may use such tests, job demonstrations or other determinative means as it deems necessary.

The parties recognize that existing work requirements at the former reporting location may require a delay in the effective start date at the new reporting location.

(o) When the Company posts a notice of a vacancy in a job classification within this bargaining unit as provided under this Section 8 and such vacancy is not filled in accordance with those provisions, an employee in another bargaining unit represented by Local 1466 (First by a Unit 3B employee; Second by a Unit 1 or 2 employee) shall have the opportunity to exercise his 1466 Bargaining Unit seniority to fill such vacancy subject to the provisions of Section 8(n)(1) and (2) above.

(p) The provisions of Section 10 of this Article VII shall not apply when an employee exercises his 1466 Bargaining Unit seniority to move to another Local 1466 bargaining unit.

(q) The Company will make a reasonable effort to fill posted positions within a five-month time period. If due to circumstances, the opening cannot be filled, the Company shall notify the Union of the current status of filling the position and shall discuss the possibility of reposting the position within the five-month time period.

Section 9. Loss of Seniority

The seniority of an employee shall terminate under any of the following conditions:

(a) When laid off for a period of two (2) years or more or for a period equal to his 1466 Bargaining Unit seniority when such layoff begins, whichever is less.

(b) When an employee is temporarily laid off and fails to return to work within two (2) weeks after written notice is sent by registered mail to the last address furnished to the Company requesting his return, or if such employee fails to notify the Company of his intention to return to work within forty-eight (48) hours after written notice has been delivered to him.

(c) When an employee resigns his employment with the Company.

(d) When an employee is discharged for just cause.

(e) Fails to report his absence from work within three (3) working days without reasonable excuse or justification.

(f) Engages in a gainful occupation while on leave of absence, except by specific approval of the Company, or otherwise violates the terms of his leave of absence.

Section 10. Employee Leaving Bargaining Unit

(a) An employee moved to a job within the Company but outside the bargaining unit shall continue to accumulate Line of Progression seniority for a period of one hundred-eighty (180) calendar days. After the above one hundred-eighty (180) calendar day period, he shall retain the Line of Progression seniority he had at the end of the period but shall no longer accumulate additional Line of Progression seniority. If such an employee is returned by the Company to a bargaining unit classification, he shall be restored to the seniority level within that classification which his seniority

entitles him. However, if the employee exceeds 30 months outside of the bargaining unit, he shall forfeit all bargaining unit seniority.

(b) An employee who moves from this bargaining unit to another bargaining unit represented by Local 1466 shall continue to accumulate seniority in this bargaining unit. Such accumulated seniority can be used by the employee to displace a less senior employee in this bargaining unit but only if the employee is subject to being laid off in the other Local 1466 bargaining unit.

Section 11. Layoff and Recall

(a) When a reduction in force in any Division is necessary, temporary and probationary employees in the affected job classifications shall be laid off before laying off regular employees.

(b) If it is necessary to reduce the number of regular employees or to lay off regular employees within a Division (except Distribution Dispatch), the following shall apply:

FIRST, starting with the job classification in the Division in which the reduction is to be made, the employee with the least Line of Progression seniority shall be removed there from. He shall have the right to: (1) displace the employee with the least Line of Progression seniority in the next lower job classification within his line of progression in the Division; or (2) be laid off.

A nonexempt salaried administrative associate employee who has been removed shall have the right to exercise his 1466 Bargaining Unit seniority to displace a less senior administrative associate employee in the Administrative Associate Division.

SECOND, if the employee in the job classification in which the reduction is to be made exercises his rights in accordance with the **FIRST** step above, employees displaced may then exercise their rights in a like manner or be laid off.

THIRD, following the changes resulting from the **FIRST** and **SECOND** steps above, the excess employees, if any, shall have the right to (1) exercise 1466 Bargaining Unit seniority in entry level jobs for which qualified in other lines of progression within the Company (IBEW Local 1466 – Units 3A or 3B); or (2) be laid off.

FOURTH, following the changes resulting from the **THIRD** step above, employees displaced may exercise their 1466 Bargaining Unit seniority in a like manner or be laid off.

Energy Delivery entry level jobs (IBEW Local 1466 – Unit 3A) for the purpose of this section are deemed to be:

- Fleet Technician B
- Instrument Operator Trainee
- Administrative Associate III
- Line Mechanic D
- Stores Attendant B
- Material Handler B
- Meter Electrician C
- Meter Reader
- Protection & Control Technician II
- Station Electrician C
- Station Servicer C
- Equipment Repair Mechanic-C
- Utility Servicer B
- Street Light Attendant
- IT Support Technician Associate
- Network Mechanic D

Plant entry level jobs (Unit 3B) for the purpose of this section are deemed to be:

- Equipment Operator -Junior
- Control Technician-Junior
- Performance and Industrial Hygiene Technician-Junior
- Stores Attendant-Junior
- Administrative Associate III
- Custodian

(c) The following shall apply to an employee who is displaced from his job to another job through the layoff procedures:

(1) If he is displaced to another job classification within his line of progression, his Line of Progression seniority in such shall prevail over the Line of Progression seniority of any other employee within such other job classification except an employee who is later displaced through the layoff procedures.

If he bids out of the job classification to which he was displaced, his Line of Progression seniority shall be determined in accordance with Section 1(b) of this Article VII.

(2) If he is displaced to any entry level job outside his line of progression, his Line of Progression seniority in such entry level job shall date from his latest employment in such job. Furthermore, he shall, for a period equal to his recall rights, accumulate Line of

Progression seniority within the line of progression from which he was displaced.

If, during a period equal to his recall rights, he is recalled to his former job classification from the job classification to which he was displaced, he shall give up all other Line of Progression seniority.

If, during a period equal to his recall rights, he is not recalled to his former job classification from the job classification to which he was displaced, he shall give up all other Line of Progression seniority.

If, during a period equal to his recall rights, he bids out of the job classification to which he was displaced, his Line of Progression seniority shall be determined in accordance with Section 1(b) of this Article VII.

(d) A laid off employee shall not have his seniority or recall rights affected by either declining or accepting temporary work with the Company.

(e) When recalled after such layoffs, the last employee laid off or reclassified from his former job classification shall be the first recalled and this process shall be continued until each laid off or reclassified employee within the Division has had the opportunity to return to his former job classification or resume employment.

A laid off employee may exercise his 1466 Bargaining Unit seniority for bidding on an entry level job vacancy under the THIRD step of Section 8(b)(1) or the FOURTH step of Section 8(b)(2) of this Article VII, whichever is applicable, even if such vacancy is not within the Division from which he was laid off.

(f) The Company shall give a two (2) weeks advance notice to the Union of any general reduction in forces.

(g) The provisions of Section 11(b) through (e) shall not apply to employees in the Distribution Dispatch line of progression. Layoffs and recalls for Distribution Dispatch employees shall be applied as follow:

(1) Layoffs in Distribution Dispatch shall be based on merit/performance and begin with those in the lowest occupied classification first. After all the necessary number of employees in the lowest occupied classification are laid off and the need for additional layoffs exists, layoffs will occur in the next higher job classification in the line of progression and shall be based on merit/performance. If the merit/performance factors of two employees considered for layoff are equal, then line of progression seniority shall prevail and the least senior employee shall be laid off.

- (2) When adding to the forces, those most recently released within a period of two (2) years, on account of the curtailment of work, shall be the first to be reemployed, if available and qualifications being sufficient.
- (3) The Company will rely on the employees last known address and phone number in attempting to recall employees. Failure of an employee to respond to a recall within ten (10) calendar days after a notice is sent will result in dismissal from the Company.

ARTICLE VIII

Hours - Overtime - Holidays

Section 1. Schedule and Shift Modifications

For the purpose of clarification, the following definitions apply:

- (a) "Schedule Change" shall mean a change in days of a workweek.
- (b) "Shift Change" shall mean a change in hours within a workday which results in the previously scheduled beginning and ending times being adjusted by more than two (2) hours (see Article V, Section 3 of this Agreement for shift definitions).
- (c) If an employee had his shift and/or schedule changed with less than twenty-four (24) hours notice before the beginning of the changed shift and/or schedule or with less than eight (8) hours intervening between shifts and/or schedules, he shall be paid one and one-half (1½) times his regular straight-time rate, including applicable shift premiums for the hours worked on the first day of such changed shift and/or schedule. If the employee continues to work on such changed shift and/or schedule on any succeeding days, he shall be paid regular straight-time rate plus applicable shift premium for the remainder of the hours worked on such changed shift and/or schedule.

If twenty-four (24) hours or more notice is given before the changed shift and/or schedule is to begin, an employee whose shift and/or schedule is so changed shall be paid his regular straight-time rate including applicable shift premium during the time he works on such changed shift and/or schedule.

Notwithstanding the above, should the Company designate a work week starting and ending at midnight on Friday in accordance with Article V, Section 1 of the IBEW Master CBA, forty-eight (48) hours' notice will be given before a second shift employee's Monday through Friday schedule is changed to include Saturday and/or Sunday at his regular straight-time rate of pay.

Assignments of overtime and the Company's decision to invoke the major service restoration provisions in Article V of the IBEW Master Agreement shall not constitute a schedule or shift change.

The provisions of this Section 1(c) immediately above do not apply to employees in the Distribution Dispatcher classifications.

(d) When an employee's shift is not changed, but his normal starting and/or quitting times are adjusted with less than eight (8) hours notice, he will be paid overtime for time worked outside of his previously scheduled hours.

Section 2. Overtime

(a) If Sunday is a scheduled day off within the workweek an employee shall be paid double the regular straight-time rate for hours worked on Sunday.

(b) If Sunday is not a scheduled day off within the workweek an employee shall be paid double the regular straight-time rate for hours worked on his second scheduled day off within the workweek.

(c) When an employee is required to work more than sixteen (16) consecutive hours, he will be paid double the regular straight-time rate for all time worked in excess of the first sixteen (16) hours. However, this double-time rate provision shall not apply when the Company deems it necessary to invoke the major service restoration provisions in Article V of the IBEW Master Agreement.

(d) In no case will an employee be requested to take time off during a regularly scheduled workweek because of overtime worked or to be worked.

(e) To the extent that it is reasonable and practicable to do so, the Company will endeavor to equitably distribute overtime assignments over reasonable periods of time among the employees in a classification within a Division, section or group. For purposes of this provision, "section" refers to a separate reporting headquarters within a Division, and "group" refers to a crew of employees who are assigned out-of-town overnight work. Nothing herein shall be construed to require that the Company assign overtime to an employee when to do so could make applicable the pay provisions of the rest pay clause, Section 3 of this Article VIII.

(f) Regular days off immediately preceding and following an employee's vacation period (vacation period defined as not less than one full shift) are typically considered as part of his vacation, and employees on such regular days off should not normally be contacted for overtime work unless they have indicated their availability to work and, should no other qualified employees be available, employees on regular days off may be contacted.

(g) If overtime is assigned to the wrong classification, the qualified employee in the proper classification who has the lowest accumulated overtime shall be provided makeup overtime equal to the number of hours of the misassignment. Such makeup overtime shall consist of work which would not otherwise have been performed on an overtime basis, and shall be scheduled at a time agreeable to the Company and the employee. Makeup overtime will not be provided under any circumstance other than overtime assigned to the wrong classification. It will not be provided when the employee lowest in accumulated overtime is not called.

(h) In no event shall the remedy for a violation of this Section 2 be pay for time not worked.

(i) An employee reporting for scheduled or prearranged off-schedule work who has not been notified not to report for work shall be given two (2) hours of work or shall be paid the equivalent of two (2) hours of work at the applicable rate.

(j) The provisions of Section 2 (a), (b), (c) and (g), immediately above do not apply to employees in the Distribution Dispatcher classifications. Employees in Distribution Dispatcher job classifications covered by this Agreement shall be included in the AEP Exempt Overtime Plan.

Section 3. Rest Period

(a) When an employee has worked sixteen (16) hours or more within any twenty-four hour period (a half-hour lunch period included) , the Company shall have the option of giving him a rest period at such time or of continuing him at work. A rest period shall be not less than eight (8) hours and shall begin at the earlier of the following: (1) when the employee is released from work, (2) at the beginning of the regularly scheduled shift, or (3) at the time during the regularly scheduled shift when the employee completes sixteen (16) hours of work in a twenty-four (24) hour period.

(b) If any part of the eight (8) hour rest period falls within the employee's regularly scheduled work hours, he shall be paid for such part at his regular straight-time hourly rate.

(c) Should an employee be required to work any part of this eight (8) hour rest period which falls within his regularly scheduled work hours, he shall receive his regular straight-time hourly rate for the hours worked in this period in addition to the straight-time pay which he receives by virtue of such hours being within this rest period entitlement. The provisions of this Section 3(c) do not apply to employees in the Distribution Dispatcher classifications.

(d) The Company shall have the right to require an employee to report for work at the conclusion of his rest period, or at any time prior to his next regularly scheduled workday. If an employee who has been given a rest period is not ordered to report back

to work prior to his next regularly scheduled workday, he shall report back at his regular starting time on his next regularly scheduled workday.

(e) Hours worked which have been considered in determining eligibility for a rest period granted shall not be considered again for any subsequent entitlement.

(f) The provisions of Section 3 above shall not apply when the Company deems it necessary to invoke the major service restoration provisions in Article V of the IBEW Master Agreement.

Section 4. Holidays

If any of these holidays occur on a Sunday, the following Monday shall be recognized as a holiday. When the workday before Christmas is on Wednesday, it will be observed on Friday, December 26.

For employees whose schedule regularly includes Saturdays and Sundays, a Saturday holiday will always be celebrated on Saturday, and when the scheduled workday before Christmas and Christmas Day are on Saturday and Sunday, or Sunday and Monday, Saturday and Monday shall be recognized as the holidays.

For employees whose schedule does not regularly include Saturdays and Sundays, the Company will have the option of giving the employees Friday off, or eight (8) hours pay in lieu thereof for a Saturday holiday.

When a holiday falls on Saturday and the preceding Friday is also a recognized holiday, the Company will have the option of giving the employees Thursday off, or eight (8) hours pay in lieu thereof for the Saturday holiday. The Company will give notice of its option not less than seven (7) days prior to the Saturday holiday.

(a) All employees who are normally scheduled to work on such days but who are not required to work because the day is celebrated as a holiday shall receive eight (8) hours of pay, at their regular straight-time rate, which pay shall be known as holiday gift pay. However, an employee temporarily assigned to a job classification having a higher maximum rate than his regular straight-time rate for the full day before and after a holiday will be paid such temporary rate as holiday gift pay.

(b) If an employee's scheduled day off falls on a Company observed holiday which occurs on any day Monday through Saturday, and he does not work, he shall be paid holiday gift pay.

(c) In no event, shall an employee receive holiday gift pay and a payment made pursuant to the Company's Sick Leave Plan for the same day.

(d) Any employee who is normally scheduled to work on a holiday and who is not excused from work on such holiday for the period comprising his otherwise normal work hours shall be paid at the rate of time and one-half for hours worked in addition to his holiday gift pay.

(e) If an employee normally scheduled to work on a holiday is required to work on such holiday during any hours outside of his otherwise normally scheduled hours he shall receive his holiday gift pay and also double time for all such time so worked outside of his normal working hours.

(f) Any employee who is not normally scheduled to work on a holiday because it falls on one of his days off which occurs Monday through Saturday, but who nevertheless is required to work on such holiday, shall receive time and one-half for all time so worked on such holiday plus holiday gift pay.

(g) Any employee who is scheduled to work on any of the above holidays or on days observed as such holidays, and fails or refuses such work or who has not worked the workday before or the workday after such holiday, shall not receive such holiday gift pay unless specifically excused only by Management.

(h) Excused absences for a period longer than the day preceding a holiday, the holiday and the day following a holiday shall preclude the payment of holiday gift pay.

(i) The provisions of this Section 4 (d) through (f) do not apply to employees in the Distribution Dispatcher classifications.

Section 5. Personal Days Off

(a) If more employees request a Personal Day Off on a specific day than can be accommodated within the work group, requests will be honored in the order in which they were received.

(b) An employee observing his Personal Day Off will be paid for eight (8) hours at his regular straight-time rate for such day, provided:

(1) If the employee has been notified to work on his Personal Day Off and does not work, unless excused by the Company, he shall receive no pay for that day.

(2) An employee who has an unexcused absence on his scheduled workday immediately preceding or immediately following his Personal Day Off, will receive no pay for such day.

(3) If, on the day observed as the Personal Day Off, the employee:

- (a) was unable to work because of illness or injury, or
- (b) was on leave of absence, or
- (c) was absent from work due to a labor dispute, he will receive no pay for such day.

(c) An employee required to work on a day scheduled to be observed as his Personal Day Off may reschedule his Personal Day Off. If he so elects, the previously scheduled Personal Day Off on which he works will be treated as a regular workday; and another day shall be scheduled in accordance with the provisions of Subsections (a), (b), (c) and (d) of this Section 5.

(d) An employee required to work on a day observed as his Personal Day Off shall be paid eight (8) hours at his regular straight-time rate of pay, and in addition, shall receive pay for work performed on that day on the following basis:

(1) Hours worked by the employee after his scheduled starting time and prior to his scheduled quitting time in accordance with his work schedule for that day shall be paid at one and one-half (1 ½) times his regular straight-time rate of pay.

(2) Hours worked by the employee shall, after his scheduled quitting time and/or prior to his scheduled starting time in accordance with his work schedule for that day, be paid at double his regular straight-time rate of pay.

The provisions of this Section 5(d) do not apply to employees in the Distribution Dispatcher classifications.

(e) In the event an employee terminates his employment with the Company and he has not observed his Personal Days Off prior to his date of termination, he shall be deemed to have forfeited such Personal Day or Days Off and no additional compensation will be paid in lieu thereof.

(f) In lieu of a day off with eight (8) hours pay at the regular straight-time rate [as provided in Section 5(b) of this Article VIII] an employee may elect to utilize a Personal Day Off by requesting that the entire paid portion thereof [i.e., up to eight (8) hours] or such smaller portion as the employee desires, be applied toward converting unpaid time off to paid time off. This Section 5 (f) shall be applicable only to employees regularly scheduled to work in excess of eight (8) hours per day, and does not apply to employees in the Distribution Dispatcher classifications.

Section 6. Overtime Meal Allowance

- (a) An employee will be entitled to a \$13.00 meal allowance when he:
- (1) is called out or is held over for two (2) hours or more immediately before or after his regular shift, or
 - (2) is called out to work overtime without advance notice and such overtime is worked six (6) hours or more, or
 - (3) is called out to work overtime without advance notice and such overtime is worked into a normal meal time (i.e., 6:00 a.m. to 8:00 a.m.; 11:30 a.m. to 1:00 p.m.; and 5:00 p.m. to 6:30 p.m.), or
 - (4) is scheduled to work overtime outside of, but not immediately before or after, his regular shift and such overtime is worked more than ten (10) hours, or
 - (5) is called out to work overtime and is prevented from providing his own regular mid-shift meal, or
 - (6) works overtime continuously for six (6) hours or more after becoming entitled to an initial meal under (1), (2), (3) or (4) above, and will be entitled to additional allowances for each subsequent six (6) hour interval of continuous overtime worked thereafter.
 - (7) When the employee is entitled to a meal and the Company provides no meal allowance will be paid to the employee.
- (b) When time to eat a meal is provided by the Company, such time shall not be deemed time worked.

Section 7. Call-Out

- (a) An employee called out to work outside his regular scheduled hours between the hours of 6:00 a.m. and midnight will be paid a minimum guarantee of two (2) hours at the applicable overtime rate for the work performed.
- (b) An employee called out to work outside his regular scheduled hours between midnight and 6:00 a.m. will be paid a minimum guarantee of three (3) hours at the applicable overtime rate for the work performed.

(c) When an employee is called out to work overtime, his paid time shall begin when he reports to the reporting headquarters and his paid time shall end when dismissed at the reporting headquarters.

(d) In the event that more than one call-out occurs within the minimum period, the employee will receive pay at the applicable rate for the applicable minimum period or actual hours worked, whichever is greater.

(e) Call-out pay shall not apply in cases where an employee has not left the Company property for the day

(f) Notwithstanding Section 7(a) and (b) above, when called out for emergencies immediately preceding regular work hours, employees shall receive time and one-half for all time actually worked up to their regular reporting time.

(g) In the event that an employee is called between Midnight and the start of the employee's regularly scheduled shift and asked to pack clothing for an MSR out-of-town assignment and the out-of-town assignment is subsequently cancelled, the employee shall receive the applicable minimum callout pay

(h) The provisions of this Section 7 (f) and (g) do not apply to employees in the Distribution Dispatcher classifications.

Section 8. Travel Time, Job Site Reporting

(a) An employee temporarily assigned to report to work at a job location other than his regular reporting location shall be provided with Company transportation. All travel time in Company equipment between regular reporting and job locations shall be considered as time worked.

(b) Notwithstanding Section 8(a), an employee may be required to provide his own transportation and travel on his own time when he is temporarily assigned to report to work at job locations other than his regular reporting location which are within thirty (30) miles of his regular reporting location. When an employee is assigned to work at job locations which are between thirty (30) and sixty (60) miles of his regular reporting location he may be required to travel on his own time and will be paid \$34.00 per day for furnishing his own transportation.

When the Company assigns an employee to work at job locations which are more than sixty (60) miles of his regular reporting location, the provisions of Section 9 below shall apply.

(c) The provisions of this Section 8 do not apply to employees in the Distribution Dispatchers classifications.

Section 9. Travel Expenses, Per Diems

Management will make every effort to give a forty-eight (48) hour notice to employees who are being assigned out-of-town overnight work, also to inform them as to the duration and location of such assignments if possible. When employees are assigned to work which requires them to remain away from home overnight, the Company shall either (1) furnish a \$125.00 "travel allotment" for lodging, meals and miscellaneous expenses, (2) furnish actual meals and lodging or (3) furnish lodging and \$36.00 per night for meals and miscellaneous expenses if all meals are to be provided; or, \$27.00 when the mid-shift and evening meals are to be provided (i.e., breakfast can be eaten at home); or, \$18.00 when the evening meal is to be provided; or \$18.00 when the breakfast and mid-shift meals are to be provided (i.e., the evening meal can be eaten at home). The Company shall deduct the applicable cost of any meals which it may provide. Travel time between lodging and job locations shall not be considered as time worked, except when the Company invokes the Major Service Restoration provisions in Article V of the IBEW Master Agreement and work is performed outside of the American Electric Power System. When the Company provides Company equipment and the employee is permitted by the Company to drive his own car he shall travel on his own time to his operating headquarters or the job site as directed. If the employee's job site or operating headquarters are changed by his supervisor during the course of a regular workday, the employee who has elected to drive his own car may be permitted to drive his car to such new job site or operating headquarters without loss of pay.

The provisions of this Section 9 do not apply to employees in the Distribution Dispatcher classifications.

ARTICLE IX Miscellaneous

Section 1. Licenses And Certifications

(a) No employee shall be required to obtain or possess any federal, state, county, or municipal license as a condition for continued employment in any job classification in which he is now employed where possession of such license would not be required by law. Provided further, that the renewal fee associated with the Radio Telephone Operator's license and Stationary Steam Engineer's license required of employees will be borne by the Company on a reimbursement basis.

(b) When a Fleet Technician registers to take a certification test or a re-certification test, such as those given by the Fluid Power Society or the Automotive Service Excellence (ASE) organizations, which is required by the Company, the initial

test registration fee and the initial periodic re-certification fees shall be paid by the Company. Subsequent fees for retests, if any, shall be paid by the employee.

Section 2. Inclement Weather

The Company will not require employees to do work outdoors on energized equipment during excessively rainy or excessively cold weather, unless such work is necessary to protect life, property or continuity of service. The factors to be considered shall be rain, temperature, snow, ice and wind velocity. No single factor, including temperature, shall be controlling. The parties agree, however, that electric meters must be read and recorded in accordance with definite schedules. Consequently, the foregoing provisions shall not apply to employees assigned to read meters and Field Revenue Specialists. Regular employees covered by this Agreement shall not be required to lose time due to such weather conditions. The Company may provide work of any kind, whether or not related to the employees' normal work duties, at their regular rate of pay.

The provisions of this Section 2. do not apply to employees in the Distribution Dispatcher classifications.

Section 3. Absence Reporting

Employees who are unable to report for work shall make every effort to notify their supervisor. In fairness to the other employees and management who are inconvenienced by such absence, a notice of two (2) or more hours should be given.

IN WITNESS WHEREOF, the parties hereto have affixed their signatures this _____ day of _____, 2018 .

FOR THE COMPANY:

FOR THE UNION:

**Ohio Power Company/
AEP Service Corporation**

**Unit No. 3A of Local Union No. 1466,
International Brotherhood of Electrical
Workers, AFL-CIO**

By: _____

By: _____