

## 2007 Meter Reading Negotiations

### **Clothing:**

#### **1. Rain Gear**

Maintain same rain gear that was negotiated in the last contract.

- Midgrade- for probationary employees
- Premium- for employees with over 1 year of service.

Rain gear supplied by the Stock Dept. will be available for order when necessary.

The Company will maintain a small supply of raingear in various sizes when possible.

Raingear will be replaced once throughout the term of the contract, if their current raingear is worn or damaged beyond repair. Lost or stolen Raingear will not be replaced.

#### **2. Gloves**

Readers will be allowed up to a \$20.00 reimbursement for the annual purchase of winter gloves during the term of the contract.

Gloves are to be purchased between September 1 and March 31 to be eligible for reimbursement.

Jersey gloves will be available from the Stock Department.

#### **3. Shoe Reimbursement**

New Hires will be reimbursed for boots after completing 90 days in Meter Reading.

Per the CBA, Meter Readers can purchase two pair of shoes/boots per year.

The two pair of shoes/boots can be purchased at the same time or at different times during the year; a receipt must be provided and the supervisor may ask to see the shoes.

**The clothing committee agreed that new hires will be provided with:**

5 shirts, 3 pants, 1 jacket with a liner,

Uniforms will be provided for all other Readers as needed.

Hats with the DTE Energy logo available in stock will be provided.

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### **Personal Vehicle Use on Car Driving Routes:**

Readers qualified and forced to read car driving routes will be required to use their personal vehicle when no company vehicle (car or van) is available. When an employee is forced to use a personal vehicle, the following applies:

- \$75.00 per day reimbursement fee paid to cover wear & tear and all mileage for that day. (Payout bi-weekly with payroll.)
- If the vehicle gets a flat while being used on a driving route. The Company will provide service (either Transportation or external provider) to change the flat tire, providing the employee has a usable spare.
- If the employees vehicle needs to be towed while on a driving route, the company will provide a tow back to the employees home station only.
- It is the employee's responsibility to have a vehicle in good working condition and gasoline to get through the route.

Either the company or union has the right to cancel this agreement upon providing 30 days written notice and discussing alternatives. The Personal Vehicle Agreement will be revisited at the time of AMI implementation.

### **Theft Incentive Policy:**

For the purpose of the Meter Reading Department, Probationary employees must complete 20 days in the field without a mentor to qualify for the theft incentive.

### **Grievance:**

All grievances have been resolved in the Meter Reading Department.

Company \_\_\_\_\_  
Date

Union \_\_\_\_\_  
Date

# **2007 Pilot DTE Energy Credit & Collection Energy Theft Reward Program (Represented Employees)**

## **I. Introduction**

Detroit Edison and MichCon employees recognize how dangerous energy theft is, and the financial impact it can have upon our customers, shareholders, the Company and themselves. To promote a continuing aggressive and proactive effort, employees are encouraged to be alert and responsive by looking for and reporting suspected un-metered energy theft. The Energy Theft Reward Program is designed to recognize employees who exceed their normal job expectations and contribute significantly to the success of DTE Energy and its subsidiaries.

## **II. Business Objective**

Recognizing and rewarding exceptional employee performance creates a "win-win" situation for both the Company and its employees. The objective of the Energy Theft Reward Program is to encourage employee engagement and provide a reward to employees who exceed their normal job expectations by referring a suspected un-metered energy theft condition to Credit and Collection, Energy Theft Department.

## **III. Eligibility Requirements and Qualifying Criteria**

### **1. Employee Eligibility**

Initially, eligibility for a reward under this plan is limited to Detroit Edison or MichCon employees represented by Local 223 OPT & Gas in the Credit & Collection Department in the following classifications: Field Collector I (Job Codes R950 & 5243) and Field Collector II (Job Codes R951 & 5244) excluding employees assigned to the Energy Theft department. In addition, it includes the Meter Reading Department employees represented by the Local 223 Gas Division in the following classifications: Service Consumption Technician (Job Code 5216) General Service Consumption Technician (Job Code 5504) and Meter Reading Clerk (Job Code 5501) when performing the Service Consumption Technician duties.

The Director Credit & Collection has the discretion to recommend additional Local 223 classifications within the Customer Service Organization depending upon program success with the Field Collector classifications. The recommendation to include additional Local 223 classifications is subject to the approval of the Sr VP Customer Service and the VP Human Resources. In order to expand eligibility to additional classifications, the Director Credit & Collection must provide written notice to the President Local 223, the Director Human Relations and the Director Compensation & Benefits. The written notice must include the specific Local 223 jobs that will become eligible or otherwise indicate in specific terms the additional Local 223 employees that will become eligible for a reward. The written notice must be provided at least 30 days before the new classifications are to become eligible.

- Participant must be an active full-time or part-time employee on the date of the reward payout.
- **The Theft Reward Program is not based on employee performance; however, false reporting of an energy theft condition could result in discipline up to and including discharge.**

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**(Represented Employees)**

- Probationary employee eligibility will be determined by the Department agreement with the Union.

**2. Qualifying Criteria**

- Theft referrals must be reported via a Customer Service Billing System (CSB) event R726 or through the entry of the Theft Referral trouble code and accompanying text into the Meter Reader hand held. The reported theft must be confirmed as an un-metered energy theft condition and the theft condition is resolved (e.g., appropriate remedial action taken).
- Payment is limited to one reward payout per confirmed un-metered theft condition. If multiple reports are submitted for the same un-metered theft condition, the reward will be paid to the submitter with the earliest submission date.
- The theft of service condition must not have been the result of any service order worked within the last 60 days.
- The following un-metered theft conditions may qualify; however, this list is not all inclusive:
  - Theft conditions apply to both gas and electric service
  - A missing or tampered assembly or other alteration to the meter for the purpose of reducing billed usage
  - A hidden or visible connection ahead of or in place of the meter
  - The use of an illegally obtained meter
  - Manipulation of company installed meter or equipment
  - Any other tampering or alteration that would cause inaccurate measurement of energy service for billing purposes

**IV. Targets, Reward Payment, Reward Schedule**

**1. Targets**

The goal of the program is to reduce the theft of gas and electric service by identifying potential un-metered theft of service conditions.

**2. Reward Payment**

The reward payout is \$15.00 for each confirmed un-metered theft condition that is resolved. Off-cycle checks will be issued as taxable income and all tax consequences are the responsibility of each participant. Paycheck questions and issues will be handled through DTE Energy normal payroll policy.

**3. Payment Schedule**

Rewards will be submitted for payment on a quarterly basis and paid as soon as practicable according to the DTE Energy Payroll Off-Cycle Schedule. The payment process may change as a result of SAP Wave 2 implementation.

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**V. Plan Duration**

The plan begins one week subsequent to the receipt of all approving signatures (See Page 4) and terminates on December 31, 2007. The continuation of this plan subsequent to December 31, 2007 is subject to the approval of the Director Credit & Collection, the Sr VP Customer Service and the VP Human Resources. This plan may be extended, revised or terminated with 30 day written notice if approved by the Director Credit & Collection, the Sr VP Customer Service and the VP Human Resources.

**VI. Provisions and Limitations**

- Changes, amendments, suspension, or termination of the Program, or any of the procedures pertaining to it, or of the payment, and/or amount of the Program will be at the sole discretion of management.
  
- This document is not intended to be a promise or guarantee of future or continued benefits or employment or as stating provisions or terms of employment, nor is it a promise or guarantee that employees can expect a regular Plan payout.

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**Operations Approvals:**

**Jeffrey Moran /s/** **1/22/07**  
Jeffery Moran, Director, Credit & Collection Date

**Joyce Hayes-Giles /s/** **1/23/07**  
Joyce Hayes-Giles, Sr. VP, Customer Service Date

**Human Resources Approvals:**

**Richard Lueders /s/** **2/13/07**  
Richard Lueders, Director, Compensation & Benefits Date

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Larry Steward, Vice President-Human Resources Date

**Labor Relations and Union Representation Approvals:**

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Tyrome Turner, Treasurer Local 223- Gas Division Date

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James Harrison, President Local 223 Date

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Dennis Dabney, Director Human Relations Date