

**MEMORANDUM OF UNDERSTANDING
UWUA LOCAL 223 WAGE PARITY
FACILITIES, MOTOR TRANSPORTATION AND STORES DIVISIONS**

This is a Memorandum of Understanding (MOU) between Detroit Edison/MichCon and UWUA Local 223, AFL-CIO to clarify the implementation details of the June 15, 2004 Wage Parity MOU within the Facilities, Motor Transportation and Stores Divisions.

This MOU is organized into the following sections:

- General:** Provisions that apply to all employees covered by this MOU.
- Facilities:** Provisions that apply only to Facilities employees.
- Motor Transportation:** Provisions that apply only to Motor Transportation employees.
- Stores:** Provisions that apply only to Stores employees.

Both parties have agreed to the following as a result of the meetings held in accordance with the signed June 15, 2004 Wage Parity MOU.

General:

Unless specified otherwise herein, the parties agree that the provisions set forth in the UWUA Local 223 Trade / OPT and Local 223 Gas Division agreements will continue to apply for all the respective classifications in Facilities, Motor Transportation and Stores, except as agreed in item three below. It is agreed that current Gas Stores, Facilities and Motor Transportation employees will continue to receive Pension, 401k, TPD, and sick call in process as per the Gas Agreement.

Effective January 10, 2005, employees hired or transferred into classifications in Facilities, Motor Transportation or Stores will be governed by the UWUA Local 223 Electric agreement.

1. Classification and Wage Rate changes are outlined in Appendix "F1" for Facilities, Appendix "MT1" for Motor Transportation and Appendix "S1" for Stores. These wage rates incorporate the .025% January 10, 2005 base wage increase, as agreed upon during the 2004 UWUA Local 223 contract negotiations.
2. Job Descriptions are outlined in Appendices F2 for Facilities and MT2 for Motor Transportation. Changes and additions to Stores job descriptions will be processed and implemented at a later date, and will be included in the Stores MOU presently under development by the Union and the Company. Appendix S2 describes changes to the existing Equipment Technician classification.
3. Both parties agree to adopt the Local 223 Electric practice in regard to the following provisions:

Shift Premium	Premium Time
Scheduled Weekend	Overtime Pay
Overtime Hours Log	Overtime Canvassing and By-Pass
Step Up Pay on Temporary Assignment	Odd Shift Meal Allowance
Probationary Employees	Overtime Meals
Vacation Scheduling	Transfers
Uniforms and Shoes	Travel Time
Reimbursement for Required License and Certifications	

4. Both parties agree that with the authorization and implementation of this MOU, all employees in the Facilities, Motor Transportation and Stores bargaining units will be available, trained and expected to do both gas and electric work where required.
 5. During meetings and negotiations, the parties expressed commitment to the DTE Energy Operating Principles as a cornerstone to creating integrated and flexible systems to provide faster, better and cheaper service to end users. The parties committed to the philosophy that they must continually look to improve processes in order to improve performance and the ability to compete.
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Facilities:

1. Classifications and Wage Rates are outlined in Appendix F1.
 2. Job Descriptions are listed in Appendix F2.
 3. On Call provisions
 - Adopt Local 223 Electric Holiday On-Call provisions
 4. Shift Windows and Scheduling provisions
 - Adopt Local 223 Electric practice
 5. Temporary Assignments inside the Bargaining Unit
 - Gas to Electric, Electric to Gas
 6. Job Bid / Selection Process
 - 1) Facilities Division, 2) Local 223, 3) Company, 4) External
 7. Emergency Call-In Policy
 - Adopt 223 Electric practice
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Motor Transportation:


1. Classifications and Wage Rates are outlined in Appendix MT1.
2. Job Descriptions are listed in Appendix MT2.
3. On Call Policy
 - Continue to utilize the MichCon Fleet Operations 24-hour On Call List for the MichCon Fleet only. - *Weekend Schedule*
4. Shift Windows and Scheduling provisions
 - Continue to maintain current shift scheduling practices which includes the ability to change or create new shifts under the terms and conditions set forth in the collective bargaining agreement. *Paid Lunch*
5. Temporary Assignment Inside the Bargaining Unit
 - Manager Fleet Administration and Operations to handle in future CURB meetings.
 - Expand Cluster Agreement to include Gas
 - Post temporary assignment inside entire bargaining unit after Cluster Agreement failure
 - Pending Cluster Agreement expansion, appropriate contract applies

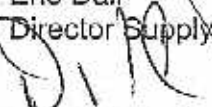
6. Call In Policy
 - The appropriate contract applies.
7. Job Bid / Selection Process ^{Stores}
 - 1) Motor Transportation Division, 2) Local 223, 3) Company, 4) External
8. Tools
 - Company owned tools currently utilized by Local 223 Gas Motor Transportation Division Mechanics will remain in place; see attached Tool Agreement dated January 5, 2005 as part of MT1.
9. It is also understood that pages 219 – 225 of the former Local 80 collective bargaining agreement will be null and void with exception to the Fleet Operations 24 Hour On-Call List on page 224.

Stores:

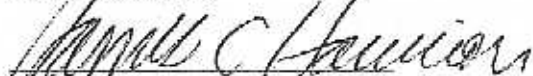
1. Stores Classifications and Wage Rates are outlined in Appendix S1.
2. Changes and additions to Stores job descriptions will be processed and implemented at a later date, and will be included in the Stores MOU presently under development by the Union and the Company. The Equipment Technician specifics are included in Appendix S2.
3. On Call Policy
 - Adopt Stores Weekend/Holiday On-Call agreement
4. Shift Windows and Scheduling provisions
 - Adopt Local 223 Electric practice except as modified in Stores MOU presently under development by the Union and the Company.
5. Temporary Assignment and Cluster Agreement
 - To be included in the Stores MOU presently under development by the Union and the Company.
6. Call In Policy
 - The appropriate contract applies.
7. Job Bid / Selection Process
 - Stores Group in which the opening is posted, e.g. Stores, Investment Recovery, etc., 2) Stores Division, 3) Power Plant Stores & Motor Transportation, 4) Company, 5) External

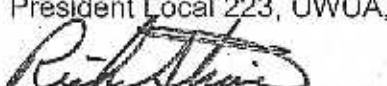
For the Company:

 2/3/05
 Erie Dai
 Director Supply Chain

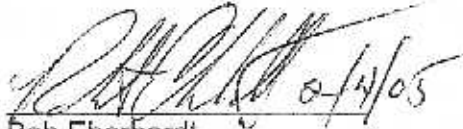
 2-3-05
 Dennis L. Dabney
 Director Human Relations

For the Union:

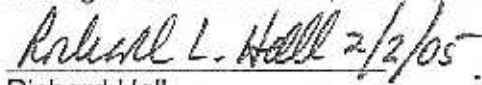

 Jim Harrison
 President Local 223, UWUA, AFL-CIO


 Rick Strain
 Chairperson, Motor Transportation Division,
 Local 223, UWUA, AFL-CIO

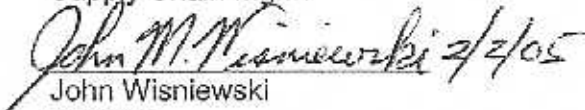
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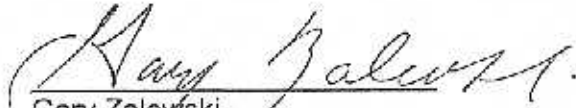
Bob Eberhardt
Manager Service Center, DO

 2/2/05

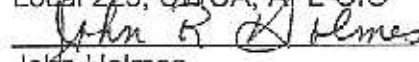
Richard Hall
Supply Chain Mgmt

 2/2/05

John Wisniewski
Director,
Administrative and Facilities Management



Gary Zalewski
Chairperson, Facilities Division
Local 223, UWUA, AFL-CIO



John Holmes
Chairperson, Stores Division
Local 223, UWUA, AFL-CIO

APPENDIX F1
FACILITIES CLASSIFICATIONS AND WAGE RATES

Facilities Maintenance Repairperson
(Formerly known as Building Repair)

- Existing Building Repair employees will be grandfathered into the Local 223 agreement with the understanding that any new or future hires will be brought in under the Facilities Maintenance Repairperson classification.
- Maintain one overtime list, per headquarter.
- The Building Repair classification will be phased out through natural attrition.
- Each classification will maintain their current wages, until such time the Building Repair classification is phased out.
- The Facilities Maintenance Repairperson classification is a T - 7 rate.

Carpenter (Locksmith)
(Formerly known as Carpenter)

- Roll Local 223 Gas Carpenter employees into the Local 223 Carpenter (Locksmith) classification.
- Incorporate the Local 223 Gas Division seniority list into the Local 223 list, and maintain one overtime list per headquarter.
- Deploy a mandatory basic locksmith class (not to exceed three days in length), to Local 223 Gas Division employees during normal working hours.
- Any new or future hires will be brought in under the Local 223 Carpenter (Locksmith) classification.
- All current Local 223 Gas Division Carpenters will be brought up to the Local 223 Carpenter (Locksmith) wage rate T - 11).

Electrician
(Formerly known as Electrician)

- Roll Local 223 Gas Division Electrician employees into the Local 223 Electrician classification.
- Incorporate the Local 223 Gas Division seniority list into the Local 223 list, and maintain one overtime list per headquarter.
- Follow the Local 223 Electrician job description with the included statement that this is a secondary trade (mechanical) classification.
- All current Local 223 Gas Division Electricians will be brought up to the Local 223 Electrician wage rate T - 17).

Operator
(Formerly known as General Building Repair / Building Operator)

- Adopt and implement the Local 223 Operator job description for Local 223 Gas Division General Building Repair/Building Operator employees.
- Maintain one overtime list, per headquarter.
- Incorporate Local 223 Gas Division General Building Repair employees into the Local 223 seniority list.
- All current Local 223 Gas Division General Building Repair/Building Operator employees will be brought up to the Local 223 Operator wage rate (T - 12).
- Rename classification.

Plumber - Pipe Fitter

- To be added to Local 223 per workforce planning.
- Maintain one overtime list, per headquarter.

NOTE: Both parties agree to delete the following former Local 80 classifications: Utility, Equipment Operator, Structure Maintenance and Equipment Maintenance.

Gary Zaleski

2/3/2005
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Paul D. Chapp 2-3-05

**APPENDIX MT1
MOTOR TRANSPORTATION CLASSIFICATIONS AND WAGE RATES**

Name	ID	New Classification	T- Grade	Pay Rate
Glenn Tornaine	E61244	Senior Mechanic A	T16	\$27.87
Leo Nadrowski	E61657	Auto Mechanic	T14 + .25	\$26.83
David Ross	E60685	Mechanic Assistant	T10	\$23.45
Joseph Borawski	E61201	Senior Mechanic A	T16	\$27.87
Norman Sutton	E61414	Auto Mechanic	T14 + .25	\$26.83
Julius Ban	E62485	Auto Mechanic	T14 + .25	\$26.83
Bruce Lamorand	E60082	Senior Mechanic B	T15	\$27.44
Charles Whitman	E61504	Auto Mechanic	T14 + .25	\$26.83
Mark Blaney	E61242	Senior Mechanic B	T15	\$27.44
Paul Dubuc	E61298	Senior Mechanic B	T15	\$27.44
Alex Poske	E60480	Senior Mechanic B	T15	\$27.44
Franklin Leach	E61461	Senior Mechanic B	T15	\$27.44
James Michalik	E61515	Auto Mechanic	T14 + .25	\$26.83
Matthew Wilks	E61493	Senior Mechanic B	T15	\$27.44
James Bedrosian	E62436	Auto Mechanic	T14 + .25	\$26.83
Steve Ban	E61520	Senior Mechanic B	T15	\$27.44
Larry Fabrey*	E58107	Auto Mechanic	T - 11	\$24.24
Robert Lepisto	E61818	Auto Mechanic	T14 + .25	\$26.83
Jeffrey Ewald	E61781	Senior Mechanic B	T15	\$27.44
David Goheen*	E58139	Auto Mechanic	T - 11	\$24.24
Timothy Dudek*	E58314	Auto Mechanic	T - 11	\$24.24
Keith Knepp	E61486	Senior Mechanic A	T16	\$27.87
Charles Lacolla	E61875	Auto Mechanic	T14 + .25	\$26.83
John Therrian	E61923	Auto Mechanic	T14 + .25	\$26.83
Gary Ashley	E50997	Mechanic Assistant	T - 10	\$23.45
Terry Kolton	E46996	Mechanic Assistant	T - 10	\$23.45
Peter Kuz	E55952	Mechanic Assistant	T - 10	\$23.45
Louis Pattison	E51210	Mechanic Assistant	T - 10	\$23.45

* New Hires in wage progression

Tool Agreement

Company owned tools currently utilized by Local 223 Gas Motor Transportation Division Mechanics will remain in place.

Employees transferring in to the Local 223 Gas Motor Transportation Division and all new hires will be required to provide hand tools as stated in the Local 223 Electric Motor Transportation Agreement. The company will provide bottom tool boxes as required per the agreement.

Supervision at each gas location will take a current inventory of company owned tools, track tools purchased/owned by mechanics and keep inventories up to date as required.

Location tools will remain at each location and will not move with transferring mechanics. Tool movement for temporary assignments and forced moves will be reviewed and determined on a case-by-case basis by appropriate management personnel.

Supervision will determine at any time by location should the need arise to move to tool crib provided tools for tools not considered hand tools per the Local 223 Motor Transportation Electric Agreement. Should surplus tools exist at any Gas Service Center at any time within mechanic tool boxes,

Supervision will move these tools to other tool boxes, tool stock or other locations as deemed necessary.

The following employees fall under the aforementioned agreement:

Glenn Tomaine
Norman Sutton
Mark Blaney
Matthew Wilkes
Larry Fabrey
John Therrian

Leo Nadrowski
Julias Ban
Paul DuBuc
Steven Ban
David Goheen

David Ross
Bruce Lamorand
Alex Poske
Robert Lepisto
Kieth Knepp

Joe Bowowski
Charles Whitman
Franklin Leach
Jeffrey Ewald
Charles Locolla

**APPENDIX S1
STORES CLASSIFICATIONS AND WAGE RATES**

The following Classifications will become T-13 effective 1/10/05 (\$25.82)

Supplyperson Leader IR	formerly known as	Investment Recovery Stockperson Leader
Supplyperson Leader Stations-Gas	formerly known as	General Storekeeper
Supplyperson Leader Central-Gas	formerly known as	General Storekeeper
Supplyperson Leader Lines-Electric	formerly known as	Senior Lines Supplyman
Supplyperson Leader Central-Electric	formerly known as	Central Stores Warehouse Leader
Supplyperson Leader Cable-Electric	formerly known as	Cable Supplyperson Leader

The Classification below is currently a T-13 and there will be no wage change, however the title will change as indicated.

Supplyperson Leader Pole Handling formerly known as Equipment Operator-Pole Handling and Reclamation Leader

The following Classifications will become T-11 effective 1/10/05 (\$24.24) except *NOTE:

Supplyperson IR	formerly known as	Investment Recovery Stockman
Supplyperson Stations-Gas	formerly known as	Storekeeper NOTE-SEE BELOW*
Supplyperson Stations-Gas	formerly known as	Utility (Stores) NOTE-SEE BELOW*
Supplyperson Central-Gas	formerly known as	Storekeeper NOTE-SEE BELOW*
Supplyperson Central-Gas	formerly known as	Utility (Stores) NOTE-SEE BELOW*
Supplyperson Lines-Electric	formerly known as	Lines Supplyman
Supplyperson Central-Electric	formerly known as	Central Stores Warehouseman
Supplyperson Cable-Electric	formerly known as	Cable Supplyperson

***NOTE: CURRENT STOREKEEPERS AND UTILITY EMPLOYEES IN THE GAS GROUP WILL BECOME SUPPLYPERSONS, HOWEVER THEY WILL BE MAINTAINED AT T-11 + \$0.29 SO THERE IS NO WAGE REDUCTION IN THIS POSITION. ALL NEW BIDS IN THE SUPPLYPERSON POSITIONS IN THE GAS GROUP WILL BECOME T-11 THROUGH PROGRESSION.**

The Classification below is currently a T-11 and there will be no wage change, however the title will change as indicated.

Supplyperson Pole Handling formerly known as Equipment Operator-Pole Handling and Reclamation.

APPENDIX F2 FACILITIES JOB DESCRIPTIONS

Facilities Maintenance Repairperson (Formerly known as Building Repair)

- Repairs leaks or stoppage in lavatories, sinks, faucets, floors, drains and drinking fountains.
- Paints wall, ceilings woodwork, furniture, floors, piping, machinery and other office and shop equipment.
- Patches minor cracks and crevices in floors, walls and ceilings with cement, plaster, putty and wood filling, using putty knives and other hand tools.
- Performs minor repairs on light fixture such as replacing panels, diffusers, ballast, electrical switches, fuses, etc.
- Uses hand and power tools, painting supplies and solvents.
- Operates front-end loader, forklift truck, hydraulic hoist, dump truck, pickup truck, electric scooter, astro bucket truck, etc.

Carpenter (Locksmith) (Formerly known as Carpenter)

- Inspects, investigates, recommends, obtains measurements and makes up detailed sketches for new installations, repairs, remodeling etc. as required.
- Installs, repairs, replaces, duplicates, dismantles, remodels, alters and builds from detailed blueprints
- Operates a variety of hand, power and heat tools.

Electrician (Formerly known as Electrician)

- Under the indirect and intermittent supervision of the Facilities Supervisor, maintains the facilities, equipment and systems
- Reads, interprets, complies with and/or works from detailed blueprints, drawings, diagrams, manuals, etc.
- Prepares written reports and documents for inspections and repairs made
- Uses hand tools and specialty equipment
- Assists other company organizational units or vendor representatives with repairs of equipment or systems both inside and outside the company
- Assists with training and gives direction to other Maintenance Journeymen, Journeymen-in-progression or Apprentices, Facility Maintenance Repairmen and entry level positions as required.

Operator (Formerly known as General Building Repair / Building Operator)

- Under direct and intermittent supervision of a Facilities supervisor, operates and maintains heating ventilation, air conditioning and refrigeration, in pneumatic and water systems to maintain comfortable building temperatures and building services
- Operates refrigeration equipment up to 850 tons of cooling capacity (aggregate of over 2000 tons) and air conditioning systems handling 200 to 200,000 CFM
- Perform routine lubrication, checking and maintenance of equipment and makes emergency repairs
- Analyzes instrumentation and is concerned with the such variables as outside temperatures, humidity, wind direction and velocity
- Concern with the anticipated weather trends, illumination loads and occupancy in order to maintain comfortable building temperatures and a proper environment in large computer rooms.

Plumber – Pipe Fitter

- Executing major plumbing jobs without direct supervision, coordinating and activities of then plumber group personnel, when such responsibilities are assigned may, secure permits where and when required, installing, altering or replacing any plumbing or drainage materials, fixtures, appliances, in connection or conjunction

APPENDIX MT2
MOTOR TRANSPORTATION JOB DESCRIPTIONS

Senior Mechanic A
(Formerly General Mechanic)

Assigns, directs, coordinates and checks work of 2 to 3 Auto Mechanics and one Utility Serviceman – averages 2-1/2 Automotive Mechanics, and one Utility Serviceman full time.

Under indirect and intermittent supervision of foreman, inspects, checks and/or repairs motorized equipment such as: trucks, trailers, automobiles, hydraulically and/or mechanically operated cranes, earth boring equipment, aerial towers and platforms, fork lifts. Writes up, recommends and/or follows up on needed repairs or adjustments to equipment. Works with company or vendor personnel to arrange for repairs.

Inspects and examines damaged or defective vehicles and equipment and makes periodic and preventative maintenance inspections both major and minor on: trucks, trailers, automobiles, diesel engines, hydraulically and/or mechanically operated cranes and booms, serial towers, platforms, diggers, earth boring equipment, bulldozers, forklifts, and loaders, etc. Checks component parts of vehicles and equipment such as: engines, brake assemblies, electrical systems, clutches, transmissions, steering assemblies, axles, bodies, diesel pumps and fuel injectors, hydraulic pressures, hydraulic valves, lines, cylinders, rams, seals and lines gear boxes, sprockets, chains. Writes up and recommends needed repairs. Must have working knowledge of equipment and understand capabilities and limitations of equipment.

Organizes daily work by examining drivers' complaint tickets, discussing vehicle operations with using department personnel, arranging for repairs or parts replacements with main company garage or vendor garages, reviewing major or time consuming repairs with foreman. Disposition on time consuming or major repair work confirmed by supervision.

Disassembles, assembles, repairs, adjusts, overhauls or replaces truck and automobile; engines, transmissions, clutches, front and rear axles, power take offs, power and standard steering assemblies, air, electric, vacuum, and hydraulic brake assemblies, ignition, fuel, electrical, lubricating and cooling systems, drive lines, universal joints, pumps, lines, pistons, rings, valves, shafts, wheels and hubs, mufflers, exhaust and tail pipes, bumpers, etc. Repairs or replaces trailer axles, braking assemblies, electrical circuits, lights, wheels, hangers, gates, springs, torsion bars, etc. Checks engines for proper distributors, carburetors, spark plugs, starters, generators, voltage regulators, wiring, condensers, carburetor brushes, springs, points, etc.

Tests and repairs air compressors, hydraulically and/or mechanically operated cranes and booms, aerial towers, platforms, diggers, earth boring equipment, bulldozers, fork lifts, end loaders, hoists, winches, capstans, jacks, etc. Replaces rods, rams, couplings, motor driven relief and control valves, hoses, piping, auxiliary control lines, seals, pistons, rings, cylinders, pumps, sprockets, chains, shafts, sughshafts, gears, bearings, etc. Welds, burns and paints metal surfaces.

Senior Mechanic B
(Formerly General Mechanic)

Assigns, directs, coordinates and checks work of one Auto Mechanic and one Utility Serviceman – averages one Automotive Mechanic ¼ of the time, and one Utility Serviceman full time.

Under indirect and intermittent supervision of foreman, inspects, checks and/or repairs motorized equipment such as: trucks, trailers, automobiles, hydraulically and/or mechanically operated cranes, earth boring equipment, aerial towers and platforms, fork lifts. Writes up, recommends and/or follows up on needed repairs or adjustments to equipment. Works with company or vendor personnel to arrange for repairs.

Inspects and examines damaged or defective vehicles and equipment and makes periodic and preventative maintenance inspections both major and minor on: trucks, trailers, automobiles, diesel engines, hydraulically and/or mechanically operated cranes and booms, serial towers, platforms, diggers, earth boring equipment, bulldozers, forklifts, and loaders, etc. Checks component parts of

vehicles and equipment such as: engines, brake assemblies, electrical systems, clutches, transmissions, steering assemblies, axles, bodies, diesel pumps and fuel injectors, hydraulic pressures, hydraulic valves, lines, cylinders, rams, seals and lines gear boxes, sprockets, chains. Writes up and recommends needed repairs. Must have working knowledge of equipment and understand capabilities and limitations of equipment.

Organizes daily work by examining drivers' complaint tickets, discussing vehicle operations with using department personnel, arranging for repairs or parts replacements with main company garage or vendor garages, reviewing major or time consuming repairs with foreman. Disposition on time consuming or major repair work confirmed by supervision.

Disassembles, assembles, repairs, adjusts, overhauls or replaces truck and automobile; engines, transmissions, clutches, front and rear axles, power take offs, power and standard steering assemblies, air, electric, vacuum, and hydraulic brake assemblies, ignition, fuel, electrical, lubricating and cooling systems, drive lines, universal joints, pumps, lines, pistons, rings, valves, shafts, wheels and hubs, mufflers, exhaust and tail pipes, bumpers, etc. Repairs or replaces trailer axles, braking assemblies, electrical circuits, lights, wheels, hangers, gales, springs, torsion bars, etc. Checks engines for proper distributors, carburetors, spark plugs, starters, generators, voltage regulators, wiring, condensers, carburetor brushes, springs, points, etc.

Tests and repairs air compressors, hydraulically and/or mechanically operated cranes and booms, aerial towers, platforms, diggers, earth boring equipment, bulldozers, fork lifts, end loaders, hoists, winches, capstans, jacks, etc. Replaces rods, rams, couplings, motor driven relief and control valves, hoses, piping, auxiliary control lines, seals, pistons, rings, cylinders, pumps, sprockets, chains, shafts, sugarshafts, gears, bearings, etc. Welds, burns and paints metal surfaces.

Auto Mechanic (Formerly Mechanic)

Under indirect and intermittent supervision of Area Leader, and when assigned, the work direction of Senior District Mechanic A & B, adjusts, repairs, replaces or overhauls auto, truck, and mobile equipment, engines of gas, diesel and alternative fuels (propane, electric etc.), transmissions, transfer cases, clutches, axles, suspension, steering, and brake assemblies, ignition, hydraulic, pneumatic, fuel, computerized and electrical systems, drive lines, etc. Operates, checks, repairs and road tests autos, trucks, trailers and hydraulically, mechanically and electrically operated mobile equipment. Makes road service calls and field repairs. Works from computers, schematics, manuals, parts catalogues, oral or written information. Uses test equipment, instruments, and hand tools. Designs, fabricates special body compartments, doors, window frames, etc. and uses various welding and cutting equipment. Trains, directs, and checks work of Assigned Mechanic Apprentices or Mechanics in progression. Furnishes own tools.

Inspects and examines damaged or defective vehicles and equipment and makes periodic and preventative maintenance inspections both major and minor on: trucks, trailers, automobiles, diesel engines, hydraulically and/or mechanically operated cranes and booms, serial towers, platforms, diggers, earth boring equipment, bulldozers, forklifts, and loaders, etc. Checks component parts of vehicles and equipment such as: engines, brake assemblies, electrical systems, clutches, transmissions, steering assemblies, axles, bodies, diesel pumps and fuel injectors, hydraulic pressures, hydraulic valves, lines, cylinders, rams, seals and lines gear boxes, sprockets, chains. Writes up and recommends needed repairs. Must have working knowledge of equipment and understand capabilities and limitations of equipment.

Organizes daily work by examining drivers' complaint tickets, discussing vehicle operations with using department personnel, arranging for repairs or parts replacements with main company garage or vendor garages, reviewing major or time consuming repairs with foreman. Disposition on time consuming or major repair work confirmed by supervision.

Disassembles, assembles, repairs, adjusts, overhauls or replaces truck and automobile; engines, transmissions, clutches, front and rear axles, power take offs, power and standard steering assemblies, air, electric, vacuum, and hydraulic brake assemblies, ignition, fuel, electrical, lubricating and cooling systems, drive lines, universal joints, pumps, lines, pistons, rings, valves, shafts, wheels

and hubs, mufflers, exhaust and tail pipes, bumpers, etc. Repairs or replaces trailer axles, braking assemblies, electrical circuits, lights, wheels, hangers, gates, springs, torsion bars, etc. Checks engines for proper distributors, carburetors, spark plugs, starters, generators, voltage regulators, wiring, condensers, carburetor brushes, springs, points, etc.

Tests and repairs air compressors, hydraulically and/or mechanically operated cranes and booms, aerial towers, platforms, diggers, earth boring equipment, bulldozers, fork lifts, end loaders, hoists, winches, capstans, jacks, etc. Replaces rods, rams, couplings, motor driven relief and control valves, hoses, piping, auxiliary control lines, seals, pistons, rings, cylinders, pumps, sprockets, chains, shafts, sugs shafts, gears, bearings, etc. Welds, burns and paints metal surfaces.

**Mechanic Assistant
(Formerly Clerk A and Clerk B)**

Under indirect and intermittent supervision of Area Leader and Senior District Mechanic performs minor service work and mechanical repairs on trucks, mobile equipment and passenger cars i.e., dispenses fuel, lubricates and keeps vehicles clean; inspects, repairs or replaces tires, inner tubes, wheels, rims and lock rings; tests, services and recharges or replaces batteries, anti-freeze, and motor oil, as needed. When assigned, performs other related mechanical duties such as light mechanical repairs and replaces defective parts to repair vehicles. Assist auto mechanic in performing vehicle brake system adjustments. Receives, verifies, sorts, stores, issues, and maintains proper inventory of parts and supplies for motorized equipment. Performs road service to Company vehicles when required. Drives Company cars and trucks to transport vehicles, pickup and deliver parts or to transport Company employees or guests. Must maintain a valid Commercial Drivers License (CDL).

Lubricates and changes oil on Company passenger cars, trucks and mobile equipment in accord with regular schedule and vehicle manufacturers specifications, and records same as logs. Services PCV systems; remove, clean, replace all filter elements including transmission filters, as needed. Removes grease plugs, taps hole, and replaces with conventional grease fittings.

Changes tires, as directed. Mounts tires in shop or field as needed. Inspects tires and inner tubes and makes needed repairs or replacements. Inspects all dismantled wheels, rims and lock rings for bends, defects and size to assure they match properly and repairs or replaces defective parts. Brands all new tires using electric branding iron.

Performs minor mechanical repairs to Company vehicles i.e., assist auto mechanic to adjust vehicle brake system replace water pumps, radiators, cooling system hoses, thermostats and gaskets, alternators, fan belts, fuel pumps, universal joints, shock absorbers, exhaust systems, and light fixtures and perform minor wiring repairs, replace rotating lights, mirrors, braces and brackets, and other minor mechanical repair and parts replacement, as assigned.

Inspects, tests, services and recharges batteries. Checks for loose terminals, broken or loose cells and defective cases and determines whether battery should be repaired, recharges or scrapped.

Receives, verifies, sorts, stores and/or issues and maintains proper inventory of parts and supplies such as generators, carburetors, starters, clutches, hydraulic valves, piston, brake assemblies, etc.; wheel hubs, tires, etc.; wire, cable, hoses, etc.; seals, gears, sprockets, chains, lamps, switches, etc.; and miscellaneous tools, equipment and parts utilized by auto mechanics. Checks requisitions for accuracy and completeness.

Prepares forms for supervisor's signature such as R.O.S. requisitions, R.O.S. stock transfers, C.A.S.P. requisitions, CD-109's material requisitions, receivers (PST-58) stock master maintenance, non-stock tracking forms, etc., in order to fill request for parts and supplies, to replenish stock, to request or return tools or to authorize payments. Delivers parts to shop work areas and tags parts, completes delivery order and receipt form and places in proper area for delivery to field. Maintains file of duplicate ordering and shipping forms for reference and follow up. Uses standards catalogues, T & E books, catalogues and parts book. (Requisitions for complex assemblies, difficult parts, etc. are filled out by requester.)

Maintains, dispenses and verifies return of keys from the master key file for the entire Edison fleet (approximately 2000 sets). Operates key machine to make replacement keys.

Makes road service calls, changing tires or batteries, providing boosters and occasionally tows in disabled vehicles. Uses road maps as needed to locate disabled vehicles or pick up passengers throughout service area. Disengages power take off and other controls when moving trucks and other dual-purpose vehicles to avoid damage to transmission or other moving parts. Backs up to connect and hauls two and four wheel trailers, lowboys, etc. Loads or moves mobile equipment to and from lowboy trailers.

Maintains valid commercial drivers license (CDL). Drives company vehicles to transport employees and guests to and from company and other locations throughout service area. Drives cars, trucks, and mobile equipment between company locations and WSC garage or to pick up or deliver parts. Drives vehicles needing repairs to and from authorized service agents. Operates booms, buckets, and other truck-mounted equipment to position as needed so that repairs can be made and/or vehicle can be safely transported.

Uses various hand and power tools such as electric drill, pliers, screwdriver, socket, crescent and impact wrenches, power tire changer, hydraulic jacks, tire tongs, sledge hammer, hydraulic tire spreader, grease gun, etc. Uses propane torch for heat application to frozen lugs, spring shackles, bushings, etc.

Keeps work area clean and orderly.

**APPENDIX S2
EQUIPMENT TECHNICIAN POSITION**

The Equipment Technician position will be placed in the Material Transport group as a fifth classification.

The Equipment Technician wage rate will be determined using the Gas Agreement for the Equipment Technician position.

January 10, 2005	\$25.37
June 6, 2005	\$26.00
June 5, 2006	\$26.78

Equipment Technicians will report to Allen Road, but will be dispatched from Material transport headquarters, currently Warren Service Center, G-19.

The Equipment Technician position is under review by the Union and Management. Some of the Equipment Technician responsibilities may be, at a later date, transitioned into the responsibilities of the Supplyperson and/or Supplyperson Leader duties.