

**LOCAL 223 GAS DIVISION  
DISTRIBUTION  
Memorandum of Understanding  
Boot and Shoe Allowance**

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The Gas Division Bargaining Unit of Local 223, UWUA, AFL-CIO ("Union") and Michigan Consolidated Gas Company ("Company") agree that in the first year of the successor collective bargaining agreement to the 2004-2007 collective bargaining agreement between the Company and Local 223 (hereinafter "successor cba"), the Company will increase the current safety and work shoe allowances as currently established in Section 8.20 of the cba by \$15.00 to \$175.00 and \$145.00 respectively. If an agreement on a comprehensive Gas Operations uniform policy is reached by October 7, 2007, the new allowances will remain in effect until the expiration of the successor cba. If such agreement is not reached by the October 7 deadline, the allowances will revert to the current amounts of \$160.00 and \$130.00. The October 7th deadline may be extended by mutual agreement of both parties.

For purposes of this Boot and Shoe Allowance agreement only, a contract year is defined as running from July 1 through the subsequent June 30. In this regard, the first year of the successor cba begins on July 1, 2007.

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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**LOCAL 223 GAS DIVISION  
DISTRIBUTION  
Memorandum of Understanding  
Uniform Committee Guidelines**

The Gas Division Bargaining Unit of Local 223, UWUA, AFL-CIO ("Union") and Michigan Consolidated Gas Company ("Company") agree that they will work together to review the existing clothing practices, and to explore developing a more cost effective process that serves the needs of the Union and the Company. The Company and the Union agree to the following principles:

- A) The uniform needs of Distribution will be independently assessed by representatives of the workforce, and by management. The union will be provided releases for (1) one-half (1/2) day meeting for the purpose of assessing the uniform requirements of the group. Up to 4 represented employees designated by the Union, 1 from each station (Lynch Rd, Allen Rd, Michigan Ave, & Coolidge) may attend their respective group's meeting.
- B) The cumulative needs of all the Operations groups will be reviewed by a committee consisting of 2 Management representatives, 2 Union Officers, and up to 4 represented employees to be selected by the Union. This committee will meet as often as needed. If the Company and Union are unable to reach a resolution, the company will honor the work clothing provisions as outlined under article 8.20, and any other applicable provisions of the cba.
- C) It is understood that Management and the Union reserve the right to substitute meeting attendees as needed, based on the issues.

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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**LOCAL 223 GAS DIVISION  
DISTRIBUTION**

**Memorandum of Understanding  
Prescription Safety Sunglasses**

The Gas Division Bargaining Unit of Local 223, UWUA, AFL-CIO ("Union") and Michigan Consolidated Gas Company ("Company") agree that upon ratification of the 2007 Collective Bargaining Agreement by Local 223, the Company will provide a one time re-imbursement of \$60.00 to each field employee in Gas Distribution, toward the purchase of prescription safety sunglasses. This re-imbursement is in addition to the provisions of the Corporate Prescription Safety Glass Program, and all the provisions of the Corporate Safety Glass Program remain in effect.

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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**LOCAL 223 GAS DIVISION  
DISTRIBUTION**

**Memorandum of Understanding  
Contractor Inspector Training Agreement**

1. The Gas Division Bargaining Unit of Local 223, UWUA, AFL-CIO ("Union") and Michigan Consolidated Gas Company ("Company") agree to maintain and provide the same training it provides to Contractor Inspectors for at least one additional General Fitter at each Southeast Distribution station (Lynch, Michigan Ave, Allen Rd.).
2. Candidates will be canvassed from the Distribution seniority lists (from Lynch Rd., Allen Rd., and Michigan Ave) for General Maintenance Fitters/General Field Operators (Dist. Based), and selected based on highest seniority.
3. Candidates will continue to perform their normal work assignments, but will be available to fill in for the existing Contractor Inspectors during periods of extended illness (2 or more days) or scheduled vacation (3 or more days), or if required based on project / workload.
4. This Memorandum will remain in effect as long as there are General Maintenance Fitters/General Field Operators assigned as Contract Inspectors, under the terms of the 8/14/06 Local 223 Gas Division Contract Inspector Attachment "D".

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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**LOCAL 223 GAS DIVISION  
DISTRIBUTION**

**Memorandum of Understanding  
Prospecting Work and Tracking Measures**

The Gas Division Bargaining Unit of Local 223, UWUA, AFL-CIO ("Union") and Michigan Consolidated Gas Company ("Company") agree to explore opportunities to bring back the prospecting work in regards to survey and creating tracking measures in regards to jobs previously being done by contractors. The Union Officers along with the Director of MS&I and Construction will meet and establish their own parameters, timeframes and ground rules. These groups will meet within 1 month of ratification of the 2007 Collective Bargaining Agreement by Local 223.

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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**LOCAL 223 GAS DIVISION  
DISTRIBUTION  
Memorandum of Understanding  
Tool Room Position**

The Gas Division Bargaining Unit of Local 223, UWUA, AFL-CIO ("Union") and Michigan Consolidated Gas Company ("Company") acknowledge there is currently a need to have someone assigned to the Tool Room Position. It is understood that any future assignments to this position will be filled by canvassing General Maintenance Fitters & Distribution based GFO'S currently assigned to that station based on Departmental seniority. These individuals will be required to meet defined performance and skill standards, which will be established by the Company and the Union. The employees currently assigned to the tool room as of June 14, 2007 will be grand fathered into this assignment. When no tool room work is available, these employees shall be required to perform the duties listed in the Distribution classification that they are in and have been trained and qualified in.

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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## **By-Laws**

### **Michigan Consolidated Gas Company & Local 223 Gas Division Construction & Vehicle Committee.**

#### **Article 1**

The name of this organization shall be the MichCon & Local 223 Gas Division Construction & Vehicle Committee.

#### **Article 2**

The purpose of this Committee is to jointly investigate, evaluate, and make recommendations in regards to the future purchases of construction equipment and vehicles.

#### **Article 3**

This group is to be co-chaired by one Company designated representative and by one Union Officer and their duties shall be as follows:

- Call and preside over Committee meetings.
- Coordinate activities of the Committee and sub-committees with support of Committee members.
- Act as Liaisons between MichCon and the Union.
- Provide reports detailing the recommendations of the Committee prior to any purchases being made.
- Serves on each sub-committee (as required).

#### **Article 4**

The Committee will include (2) represented employees who will be chosen by the Union.

#### **Article 5**

The Committee will meet as needed, and as agreed by the respective Co-chairs.. These meetings will be held on the 1<sup>st</sup> Tuesday of said months unless otherwise agreed upon by the Co-chairs.

#### **Article 6**

Sub-Committees will be established as the business needs dictate to enhance the effectiveness of the Committee or to further the success of the group. Each Committee member may be called upon to serve on a sub-committee if needed.

**Article 7**

The Committee members will have an equal voice in all recommendations brought fourth for future purchases, however it will be clearly understood that management reserves the right to make all final purchase decisions. The Company and Union will stay focused and committed to maintaining a high standard of equipment purchases.

The Company and the Union preserves all of its rights under the terms and conditions of the CBA

This agreement is pending ratification of the 2007 CBA, and signed effective August 10th, 2007.

Agreed on behalf of the Company

Agreed on behalf of the Union

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