

**MEMORANDUM OF UNDERSTANDING
BALANCING OF OVERTIME FOR AREA FIELD COORDINATOR**

Revised 8/23/01

It is agreed between the Detroit Edison Company and the Substation Division of Local 223 of the Utility Workers Union of America, AFL-CIO, that this Memorandum of Understanding outlines the rules for the distribution and the recording of overtime as called for in Article IX, Section 12 of the agreement between the Company and the Union.

The following will be observed relative to recording overtime and making assignments. All overtime pay for unscheduled hours on a holiday, as determined by the holiday schedule, will be recorded in the overtime record.

Premium pay for overtime resulting from short shift changes, shift in lieu of, meetings, travel time, or training pursuits will be included in the overtime record. However, assignments for short shift changes, shift in lieu of, meetings, travel time, and training will be made to the individual requiring such assignment without regard to his/her position on the overtime record.

Overtime assignments will be normally given to the personnel having the least amount of accumulated overtime at their Service Center/Headquarters, if additional personnel are needed or the personnel needs are not met by canvassing the Headquarters, additional requests will be made of the personnel in the Region. If the overtime is requested by the CSS, RSS, or the ROC, then the overtime canvass will be by the overtime list in the Region. If personnel needs are not met in the Region, canvassing will be done from within the AFC work group. These work groups consist of:

South Region:

Ann Arbor, New Hudson, Newport, Western Wayne, Caniff, Redford Service Centers, and Yost Maintenance Headquarters.

North Region:

Pontiac, Shelby, Lapeer, Marysville, Mt. Clemens Service Centers, Stephens Center, and North Area Energy Center.

When an occasion arises requiring canvassing outside of the Region that the overtime originated in the other Region will be canvassed accordingly. This canvassing will continue until the personnel needs are satisfied.