

MEMORANDUM OF UNDERSTANDING
Between:
CORPORATE SERVICES and the
LOCAL 223 MOTOR TRANSPORTATION BARGAINING UNITS
For the: STORM SUPPORT AGREEMENT

DTE Energy Company, hereinafter referred to as "the Company" or "Management", has met with and Local 223 UWUA Motor Transportation Bargaining Unit, hereinafter referred to as "the Union", and discussed the desire of both parties to put in place procedures that would enable members of the Motor Transportation Bargaining unit to be released to support the Company, specifically Distribution Operations, when in "STORM MODE" while maintaining a proper complement within the Fleet organization. To this end the parties commit to the Continuous Improvement philosophy in order to improve performance and our ability to support storm recovery efforts and maintain Fleet availability.

QUALIFICATIONS:

Qualifications to be considered for employees to be participating in this program will be as follows:

1. Any employee volunteering to participate in "STORM ASSIGNMENTS", and approved to do so by a member of Management, must take the initial training and maintain the annual Computer Based Training (CBT) requalification.
2. All previously qualified Quick Response Reserve (QRR) employees will be reviewed by Fleet Management to determine potential reinstatement under the following conditions:
 - a. Employee must notify Management that they desire to be reinstated as QRR member.
 - b. Each location is reviewed for ability to release and augment for lost man hours when activated at Management's discretion
 - c. Management maintains the right to identify certain positions as "critical" and restrict storm support to weekends and holidays, or to not reinstate into program.
3. New QRR participants may be approved who meet the qualifications as outlined by the QRR Program and that, after review, can be augmented for as outlined in section 2b and 2c. New participant's selection will be based on shift seniority at their assigned location.
4. QRR participants who bid on other job openings will have their QRR status reviewed at the time of transfer. At the discretion of Management, locations could be restricted from participation as QRR's, and would only be available for weekend storm support if released by a member of Management.

ACTIVATION:

In the event an employee is activated for QRR duty the selected QRR participants are responsible for the following actions:

1. For Weekends and Holiday activity it is the employee's responsibility to contact the on call supervisor when activated.
2. During the normal work week of QRR participants, your supervisor will be contacted to gain approval at time of notification to ensure that adequate coverage exists before employee can respond to QRR. If the direct supervisor can't be reached, the employee must contact on call supervisor for approval.
3. For each QRR assignment it is the employee's responsibility to contact their direct supervisor a minimum of once within a 24 hour period (or more depending on the requirements of the direct supervisor) to relay their QRR status.
4. When QRR assignment is completed it is the employee's responsibility to contact their direct supervisor for further assignment/direction.

DISQUALIFICATION:

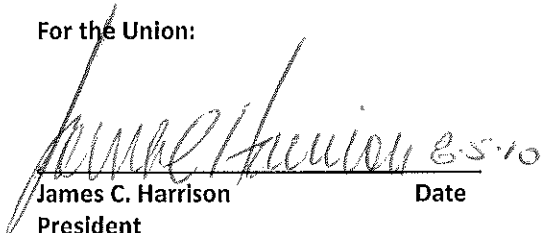
It is understood that any employee who does not follow the above notification and approval processes may be disqualified from future participation in storm assignments, outside of Fleet Organization, at the discretion of Management and could be subject to the Positive Discipline procedure.

GENERAL:

It is understood that with the implementation of this MOU, grievance Settlement MT-648 will be utilized with the understanding that employees will be released for storm duty only with prior approval from Management on an individual basis.

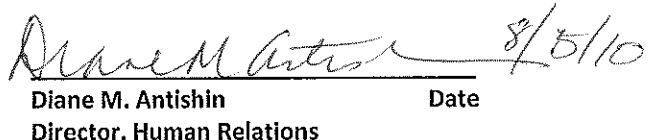
Additionally, it is understood that this MOU may be reviewed annually by the close of the calendar year (December 31) and does not establish a practice or precedent for any future MOU. At the discretion of Management, this MOU may be extended, modified or canceled after that date.

For the Union:

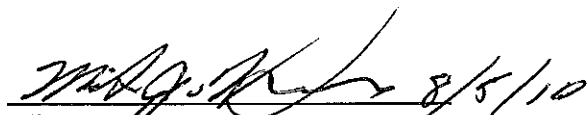


James C. Harrison 8/5/10
Date
James C. Harrison
President
Local 223, UWUA, AFL-CIO

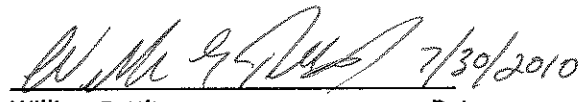
For the Company:



Diane M. Antishin 8/5/10
Date
Diane M. Antishin
Director, Human Relations
DTE Energy Company



Mike J. Watkins, Jr. 8/5/10
Date
Mike J. Watkins, Jr.
Chairperson, Motor Trans
Local 223, UWUA, AFL-CIO



William Pettit 7/30/2010
Date
William Pettit
Director, Fleet and Facilities
DTE Energy Company