

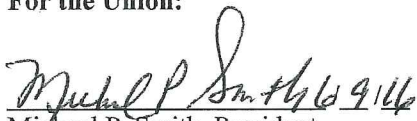
**ADDENDUM FOR MEMORANDUM OF UNDERSTANDING (MOU)**  
**Between the**  
**DTE ENERGY COMPANY and UWUA LOCAL 223 – STORES DIVISION**  
**RE: UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE –**  
**DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING**  
**June 10, 2016**


DTE Energy, hereinafter referred to as “the Company” or “Management”, has met with Local 223 Utility Workers Union of America (UWUA), hereinafter referred to as “the Union”, regarding the following MOUs: **UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE – DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING** ADDENEDUM which shall apply to all three (3) of the above listed positions, the parties hereby agree as follows:

1. If duties outside of the job description are assigned by Management, step-up pay will be determined in accordance with Article 8 Section 10 of the Collective Bargaining Agreement (CBA) unless specifically modified by this MOU. This step up pay rate will be T-1. The number of times that this employee is stepped up to shall be kept below 1040 hours. (See job description for details.)
  - a. If Management deems it necessary to step up a Utility Employee to a Leader classification the step-up pay will be determined in accordance with Article 8 Section 10 of the Collective Bargaining Agreement unless specifically modified by this MOU. This step up pay rate will be T-13 as there is no rate of progression for leader classifications. The number of times that this employee is stepped up to Leader classification shall be kept below 1040 hours. (See job description for details.)
2. At the end of the one (1) year period, the qualified employee(s) in the **UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE – DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING** classifications shall be placed in and shall perform the duties of Tool & Warehouseperson - Relief classification or Supply Person – Relief Classification at the T-1 thru T-11 wage rate as established by the Collective Bargaining Agreement based upon step up to the Lines Supply person classification while in the capacity of a **UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE – DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING**.
  - a. Upon becoming a **Tool & Warehouseperson - Relief**, the employee may be utilized in the capacity of relief in the **North, or South areas** as assigned by Management.
  - b. Upon becoming a **Tool & Warehouseperson - Relief**, the headquarters of this employee will be determined through a canvass by seniority of the Utility Employees becoming Tool & Warehouse - Relief. If there are no other Utility Employees to be headquartered management will headquarter the **Tool & Warehouseperson - Relief** where they have the greatest need.
  - c. Upon becoming a **Supply Person – Relief** the employee may be utilized in the capacity of relief in Electric Distribution or Gas locations. **Supply Person – Relief in Electric Distribution** will be headquartered at one of the four Regional Locations of **Pontiac, Western Wayne, Redford and Mt Clemens** and may be utilized to relieve at the warehouse locations associated with the Regional Service Centers. **Supply Person – Relief in Gas** will be headquartered at the Allen Road Service Center and may be utilized to relieve at all Gas Satellite locations.


3. A separate overtime list will be established for the **UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE – DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING** at each separate work group location.
4. **UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE – DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING** will be eligible for overtime on another overtime list at the same location only after all individuals on the original overtime list have been canvassed first.
5. For vacation purposes, the Utility Employee shall be considered a part of the workgroup at the Service Center in which they are headquartered.
6. There will be a twelve (12) month bidding restriction on any Stores Bargaining Unit positions for any new employee in this classification unless otherwise agreed to between the Company and the Union.
7. This MOU will be in effect for the duration of the current Local 223 Collective Bargaining Agreement (March 25, 2013 – June 7, 2017) unless written notice is given by either party thirty (30) days prior to the current CBA.
8. Any items not covered in this MOU or the above named related MOUs (**UTILITY EMPLOYEE – POWER PLANT – STORES, UTILITY EMPLOYEE – DISTRIBUTION OPERATIONS, & UTILITY EMPLOYEE – ENERGY GAS- WAREHOUSING**) shall be covered by the current CBA.

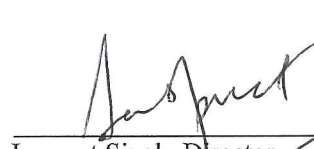
**For the Union:**

  
 Michael P. Smith, President  
 Local 223 UWUA  
 AFL-CIO

  
 John R. Holmes, Chairman  
 Stores Division  
 Local 223 UWUA AFL-CIO

**For the Company:**

  
 Renee J. Moran, Director  
 Human Relations  
 DTE Energy

  
 Jaspreet Singh, Director  
 Supply Chain Management  
 DTE Energy

*Renee Moran 6/29/16*  
~~06/16/16~~

*06/16/16*