

MEMORANDUM OF UNDERSTANDING

BETWEEN

DTE ENERGY – SUPPLY CHAIN MANAGEMENT

AND

UTILITY WORKERS UNION OF AMERICA (“UWUA”) LOCAL 223 - STORES DIVISION

SUBJECT: MERGING OF SENORITY LISTS

DTE Energy (“the Company”), has met with Local 223 UWUA, (“the Union”), regarding merging the Material Transport Seniority List into the Operations Seniority List.

WHEREAS, the parties have an existing Material Transport Seniority List established July 15, 2021.

WHEREAS, the parties have an existing Operations Seniority List established July 15, 2021.

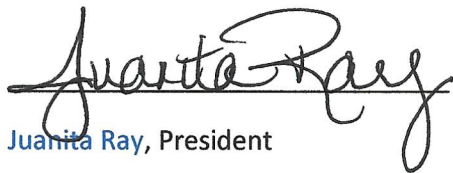
The parties hereby agree that the seniority lists will be merged under the following terms:

- A. Per Section 7.3 (Acquiring Seniority) of the Collective Bargaining Agreement (CBA), the Union and the Company will mutually specify the integration of those employees identified to be added to the Operations Seniority List.
- B. Employees on the Material Transport Seniority List will be merged into the Operations Seniority List and will be placed in order according to seniority. Placement shall first be by bargaining unit, then by hire date. In the case of a tie, the CBA will be followed (See Section 7.4c Seniority Lists).
- C. The parties agree that these employees shall retain their current seniority when moving into the Operations Seniority List.
- D. Per Section 7.6 (Transfers by Management) of the CBA, employees in the following classification will be added to the Operations Seniority List:
 - a. Stockman Driver – Hydraulic Specialist
- E. As a result of the above listed classification, the Operations Seniority List will exist as follows:
 - a. Supplyperson Leader Lines Electric
 - b. Supplyperson Lines Electric
 - c. Supplyperson Leader Cable Electric
 - d. Supplyperson Cable Electric
 - e. Supplyperson Leader Stations Gas
 - f. Supplyperson Stations Gas
 - g. Supplyperson Leader Central
 - h. Supplyperson Central
 - i. Supplyperson Leader Investment Recovery (IR)
 - j. Supplyperson Investment Recovery (IR)
 - k. Tool & Warehouse Person Leader
 - l. Tool & Warehouse Person

- m. Utility Employee – Plants
- n. Stockman Driver – Hydraulic Specialist
- F. This Agreement constitutes the complete agreement between the parties concerning the establishment of this Operations Seniority List and unless otherwise agreed to in the Agreement, all other provisions in the CBA apply.
- G. With this agreement the Stores Bargaining Unit now has only one Seniority List.
 - a. Operations Seniority List

This Agreement shall take effect on November 15, 2021. At the full discretion of Management, this MOU may be canceled with 30 days' notice to the Union. Prior to cancellation, Management will discuss with the Union during the 30-day notification period. Otherwise it will be in effect through the end of the current Collective Bargaining Agreement (June 5, 2027). All other terms and conditions of the Local 223 CBA will remain in full force and effect.

For the Union:



Juanita Ray, President

Local 223, UWUA, AFL-CIO

For the Company:

Mark E Hinebaugh 10/04/2021

Mark E Hinebaugh, Manager

DTE, Supply Chain



John Holmes, Chairman

Local 223, UWUA, AFL-CIO

Renee G. Moran

Renee Moran, Director

Human Relations