

## Weekend & Holiday On-Call Agreement and Procedure May 13, 2016

Canvassing for an On-Call assignment will be conducted in accordance with the Stores & Transportation Overtime Rules, with one exception; no one will be forced to fill an On-Call assignment. The canvass will start at the location for which the On-Call assignment is deemed necessary, using the then current overtime list. If canvassing for a holiday, the canvass may be done the week prior to the holiday. If someone accepts an On-Call assignment and is called into work, Management normally will not send someone outside the work area or to another location unless they were canvassed specifically for another location. Thus, if there are no volunteers, Management may elect to fill the assignment by canvassing at a nearby location per the Stores & Transportation Overtime Rules Section I, Paragraph E (Canvass Sequence). Management is not restricted from canvassing additional locations, absent getting sufficient volunteers at the needed location.

On-Call allowance is paid at "A" rate, and as such, it will not be charged as overtime. (See Article 8, Section 40, Paragraph B of the Contract for complete details). However, if called in and overtime rates come into effect, the employee On-Call will be charged accordingly, as will all who refused the assignment. (See Stores & Trans Overtime Rules Section II, Paragraph D, Charging for Unworked Overtime).


The Holiday On-Call Agreement and Procedure is to be used for the purpose of providing On-Call coverage on weekends and during Holidays and will not be used for the purpose of eliminating overtime during normal, storm and/or emergency conditions.

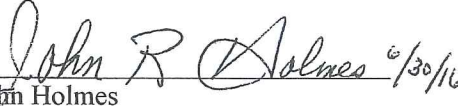
Canvassing for an On-Call assignment for someone scheduled for vacation will be done according to Part II, Paragraph D, Sub Paragraph B, and Sub Paragraph B, Part 1 of the Stores & Transportation Overtime Rules. Someone scheduled for vacation will not normally be canvassed for the On-Call assignment unless all others have been asked and refused.

If there are not enough volunteers through the on-call procedure, the standard call-out process will be conducted as covered in the Stores & Transportation Overtime Rules.

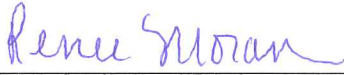
Either party may withdraw from this agreement with thirty (30) days' notice in writing. Otherwise, this Agreement will expire with the current Collective Bargaining Agreement (March 23, 2013 – June 7, 2017).


For the Union:

  
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Michael Smith  
President,  
Local 223 UWUA, AFL-CIO

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

For the Company:

  
\_\_\_\_\_  
Renee Moran  
Director, Human Relations  
DTE Energy

  
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Jaspreet Singh  
Director, Supply Chain Management  
DTE Energy