

**MEMORANDUM OF UNDERSTANDING**  
**Between Supply Chain, Distribution Operations, and the**  
**Stores Division of Local 223 UWUA**  
**Regarding: Out of Service Area Callout**  
**July 18, 2014**


DTE Energy Supply Chain Management, Distribution Operations Management and the Stores Bargaining Unit of Local 223, UWUA have reached agreement regarding the process for selecting and compensating Stores Bargaining Unit members who accept "Out of Service Area" (Mutual Assistance) assignments involving other utilities both in state and out of state.

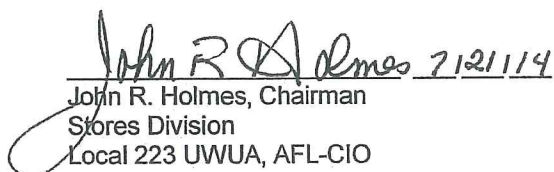
1. The Company will attempt to contact the chairperson or his/her designated representative for any out of service assignments involving employees represented by the Stores Bargaining Unit.
2. The initial numbered canvass sequence will be established for out of area work assignments by using qualified volunteers in the classifications of Supplyperson and Supplyperson Leader from the established Distribution Operations and Supply Chain warehouses. An employee to be added to the list will be added to the bottom position on the "Out of Service Area" callout list.
3. Canvassing will start at the top of the list and descend the list until the identified number of qualified employees accepts the assignment.
4. Any subsequent assignment relating to the same storm event will continue at which the canvass stopped. It will be the employee's responsibility to inform the canvasser calling if they are ineligible for the current assignment. Ineligible employees that are currently performing an "Out of Service Area" assignment will be sent home and removed from the list. Employees will deemed ineligible for any future "Out of Service Area" assignments for the following reasons:
  - Failure to maintain a CDL license
  - Not completing an "Out of Service Area" assignment
  - Performing poorly on an "Out of Service Area" assignment
5. Whenever employees are provided overnight lodging while rendering assistance to other electric utility companies, they will be given a \$40.00 allowance each day they remain from home overnight. In addition to the above, employees from the Stores Bargaining Unit who are sent out of town to provide mutual assistance to non-DTE Energy companies will be paid at the double time rate in lieu of the time and one half premium provided in Article 9, Section 9 (c) and 9 (d) of the Local 223 UWUA Trades agreement for the duration of the accepted assignment.
6. An employee will not be canvassed for an Out of Service Area assignment, nor will they be charged for the assignment provided they are considered ineligible based on the following immediately prior to the canvas.
  - Military training
  - On vacation
  - Death in the family
  - While on Company or Union business
  - Jury Duty
  - On an assignment that would normally make them ineligible for canvas. I.e. Employee is on a temporary bid or assignment in another work group.

- No answer. (Note: Employee is responsible to notify the canvasser of these conditions when called. Answer to a telephone call or message left within a specified time frame or immediately no answering of the phone when no message is left.)
7. At each time the list is updated (Usually at the completion of an Out of Service Area assignment) a qualified employee not previously on the Out of Area callout list will be added at their request by completing the Out of Area Callout Form (see Appendix A) and submitting it to the Stores Union Office or to any Stores Division Officer. A home number, work contact number, work location, and employee shift must be provided on the form. Employees will not be added or removed from the list during canvassing or while the storm is ongoing.
  8. At each time the list is updated (Usually at the completion of an Out of Service Area assignment) an employee requesting to be removed from the Out of Area callout list will be removed by submitting an Out of Area Callout form and submitting it to the Stores Union Office or to any Stores Division Officer.
  9. The Stores Division Chairman and the Distribution Operations Stores Manager or their delegates will be responsible for the maintenance and accuracy of the Out of Area callout list.
  10. All qualified employees must have a current CDL & Medical card to be eligible for callout on the out of state list.

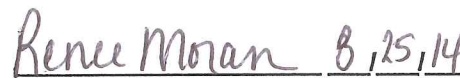
Either party may give the other party 30-days written notice of its intention to terminate this MOU. All other Local 223 UWUA provisions and Stores Division Overtime Rules continue to apply unless specifically modified by this agreement.


**Agreed for the Union:**


  
 Mike Smith, President  
 Local 223 UWUA  
 AFL-CIO

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

**Agreed for the Management:**

  
 Renee Moran, Director  
 Human Relations  
 DTE Energy

  
 Anthony Tomczak, Director  
 Supply Chain Management  
 DTE Energy

  
 Ryan Stowe, Director  
 Service Center Operations  
 DTE Energy

## **APPENDIX A**

### **STORES DIVISION OUT OF AREA CALLOUT FORM**

**Date:** \_\_\_\_\_

**Name:** \_\_\_\_\_

**Home Number:** \_\_\_\_\_

**Work Number:** \_\_\_\_\_

**Work Location:** \_\_\_\_\_

**Shift:** \_\_\_\_\_

I, \_\_\_\_\_ request to be added to the  
Stores Division Out of Area Callout list.

(Please mark an "X" for In State, Out State, or Both)

\_\_\_\_ In State Assignments:

\_\_\_\_ Out State Assignments:

I, \_\_\_\_\_ request to be removed from the  
Stores Division Out of Area Callout list.