Company agrees to deposit, into the employees' health savings account, $500 for an individual with single health care coverage and $1,000 for an individual enrolled in any of FirstEnergy's other tiers of health care coverage in the above referenced plan years. For those employees who are not enrolled in a FirstEnergy High Deductible Health Care plan, the Company will contribute into the employees' 401K retirement account, $500 for an individual with single health care coverage and $1,000 for an individual enrolled in any of FirstEnergy's other tiers of health care coverage in the above referenced plan years. Employees are not required to make any contributions in order to receive these Company-provided 401K contributions and such 401K contributions are not eligible for any Company-matching contributions. The contributions will be made by the Company March 31 of each plan year into the applicable account, in accordance with applicable regulations.

Section 5. Savings Plan

Effective April 1, 2013, Employees who are members of Local 304, U.W.U.A. will be eligible to participate in the FirstEnergy Corp. Savings Plan in accordance with the terms of the Plan document, as may be amended from time to time by the Company.

Article XV
Long Term Disability Plan

All members of Local 304 who have been employed for a minimum of six months are eligible to participate in the First Energy Long-Term Disability Plan – Local 102 (former Allegheny Plan). The Company agrees to continue such benefits for the term of this Agreement. The Company may, however, modify the Plan after affording the Union an opportunity to meet and discuss such proposed modifications.

Article XVI
Safety Committees

Section 1. Site Safety Committee

a) The Company and Union agree to cooperate in the development and implementation of safety rules and practices.

b) The company shall have the right to implement safety rules as the Company determines to be necessary.

c) For the purposes of this section, the Company and the Union agree to maintain the Harrison Incident Prevention Team (IPT) for local, station specific safety initiatives. Each party agrees to make their best effort to fulfill the mission of the IPT and will provide sufficient resources and representatives to the IPT. Minutes of all meetings will be taken and provided to the Union and the company.

d) In order to ensure the effectiveness of the IPT, it is agreed that each crew in each department shall elect volunteers to serve as IPT members.

e) The Company will pay the committee members' hourly rates for time spent in attendance at the team meetings within the employees' regular working hours.

Section 2. FirstEnergy Generation Safety Committee

a) The parties agree to participate in the FirstEnergy Generation safety committee under the direction of the FirstEnergy Director, Safety, consisting of two (2) members designated by the Union and up to four (4) members designated by the Company.

The safety committee shall meet three (3) times each year at such time and place as determined by the committee. Additional meetings may be called with mutual agreement. The Company will pay up to two (2) employees from the Harrison plant as designated by the Union Officers and one (1) Union Officer employed at the Harrison plant, for all lost time from their scheduled work period while attending such meetings and the IRS rate per mile for actual miles driven by the employee to travel to an off-site safety meeting. If two (2) or more employees can conveniently utilize the same automobile for transportation, allowance for only one automobile shall be paid. When the Company requests an overnight stay by the employee, additional pre-approved expenses, including lodging, will be the responsibility of the Company. The requirement for the Company to pay representatives designated by the Union and Union Officers shall not apply to any additional meetings called by the Union.

b) It shall be the function of the Committee, in areas applicable to its group, to advise the Company concerning safety matters, formulate suggested changes in existing practices and rules, and recommend adoption or revision of new practices and rules by the Company. Mandatory subjects of bargaining, including compensation, benefits, working conditions, and disputes subject to the grievance procedure, are not matters to be considered by this committee.

c) The minutes of each meeting shall be furnished to each member of the committee.

d) The FirstEnergy Director, Safety shall provide a formal agenda of subjects to be discussed at each safety committee meeting. Such agenda shall be provided to each member of the committee ten (10) days prior to the date of that committee's next meeting. Subjects to be included in the agenda should be provided to the Director, Safety by members of the committee at least fifteen (15) days prior to the committee meeting.

ARTICLE XVII
Working Conditions

Section 1. Bulletin Boards

Reasonable space shall be afforded on Company provided bulletin boards in all departments covered by this Agreement, for the use of the Union in posting bulletins and notices for the attention of its members. Such posting will be confined to notices of Union meetings, results of elections and similar noncontroversial subjects.

Section 2. Safety Rules/Safety Allowance

a) The parties hereto agree to comply in all respects with the safety rules, regulations, and practices prescribed by the Company. At a minimum, the Company's safety practices will be in compliance with OSHA regulations. Failure to abide by such safety rules, regulations and practices shall be grounds for discipline both by the Company and the Union.

b) It is agreed that in the first bi-weekly paycheck following March 1, 2015 and March 1, 2016, the Company will provide an allowance of $155.00 to each employee for the purchase of personal protective equipment such as safety shoes and prescription safety glasses, license renewals and any government-mandated physical examinations. Effective March 1, 2017 the company will provide an allowance of $160.00.

The Company shall continue to provide, at its cost, hard hats, rubber gloves, non-prescription safety glasses, work gloves, and equipment for rainy weather, as well as any other personal protective equipment that an employer is required to provide, at its cost, to its employees under applicable OSHA regulations.

Section 3. Contractor Clause

The Company reserves the right to contract to perform work in an efficient, cost effective manner. The Company further reserves the right to contract specific jobs, that are required to be done within a specified time or the work cannot be done by regular employees on their regular schedule. Additionally, the Company reserves the right to contract to perform work where the Company's normal work force, skills, training or organization of its employees, its tools or equipment is inadequate. The Company will notify the Union of such outside contractor work on a timely basis, as conditions permit.

Section 4. Contact Information

All employees are required to provide the Company with a telephone number where they may be reached in order to fulfill the obligation to respond to calls when the need arises.

Section 5. Supervisors

No supervisor shall act in other than a supervisory capacity except in emergencies. This is not intended to prevent a supervisor from protecting life or property, giving occasional or emergency assistance or performing work for the purpose of instruction, assessing employee requalification, checking or inspecting work already done by an employee, or performing work necessary to inspect or access equipment in preparation for work. However, the primary function of a supervisor is supervision and he is not to perform work, which will eliminate an employee or interfere with supervision.

This section will also apply to an employee while he is assigned temporarily to the directive duties of a supervisor in his absence.

Section 6. Reporting Off

Employees who are unable to report for work shall notify supervision at least one (1) hour before starting time of their shift of such inability to report for work.

Section 7. Required Meetings
Where attendance is required by the Company, the Company will pay the affected employee(s) hourly rates, for time actually spent in attendance at safety meetings or other special meetings called by the Company for purposes of instruction or training outside of the employee's regular working hours. No meals, meal allowances, callout or other fringe benefits shall be applicable to such time so spent.

Section 8. Secondary Employment
No full-time regular employee shall (except as may be permitted when such employee is on authorized leave of absence) engage in work for any employer other than the Company to the extent that such additional work constitutes something more than casual employment and qualifies such employee for the benefits, if any, paid to employees generally by such other employer. If a violation of this clause becomes known to the Company, the employee will be given fifteen (15) calendar days to correct the situation and failing to do so, the employee may be discharged.

Section 9. Modified Duty

When an employee who has been off work who in the opinion of the Company's physician is capable of performing temporary modified duty work pursuant to the procedure specified in Article XII and the Company, in its sole discretion, has offered such employee temporary modified duty either within or outside of the employee's regular duties, the employee shall initially be carried at his regular rate for a two (2) week period. At the end of this initial period, he shall be reviewed, and this process shall be continued with a review at the expiration of each week, so long as the Company in its sole discretion continues such modified duty. The primary purpose of these periodic reviews is to assure that the employee is returned to his regular duties as soon as he is able to do so. The Company may terminate the availability of modified duty at any time and nothing in the foregoing shall require the Company to make modified duty available in any particular case.

Article XVIII
Conflicts With Laws or Regulations

If any provision of this Agreement conflicts with any valid governmental proclamation, directive or regulation or with any valid Federal or State law, order, or regulations now or hereafter enacted or issued, such provision hereof shall not remain binding, but the remaining portions of the Agreement shall remain binding. Any conflicting provision shall then be open for renegotiation between the parties hereto for the purpose of reconciling the conflict.

ARTICLE XIX
Random Drug and Alcohol Testing

The parties agree that random drug and alcohol testing is an important aspect of keeping our work environment safe and secure in maintaining a drug and alcohol free workplace.