

The setting forth of jobs in the schedule of job classifications shall not be construed as a requirement on the part of the Company to fill such jobs, or to establish and maintain quotas of personnel in such jobs.

Section 121. Cross training wage adder

- a. Employees deemed to be cross-trained shall receive the cross training wage adder (Appendix "-") to their straight time hourly rate, for all hours worked during their shift, under the following conditions:
 1. While performing maintenance work, outside of their normal job duties and responsibilities, when assigned by Management.
 2. Someone cross trained in maintenance, working on shift, where there is no maintenance coverage.
 3. Employees that fail to successfully re-qualify for their cross training skill will be removed from the list and ineligible for the cross training adder until such time that they successfully re-qualify as determined by the Company.
- b. Employees not listed in Appendix C at the time of ratification may voluntarily elect to obtain the minimum qualifications of the Maintenance classification on their own time, and remain in their present classification.
- c. Cross-trained employees are eligible for overtime assignments in their cross-trained classification(s) after all qualified members of the classification in question have been extended the opportunity to work. The cross training adder is subject to all applicable overtime increases.

ARTICLE XII

Sickness and Injury Benefits

Benefits shall be available to all full-time regular employees in the bargaining unit who are absent from work because of illness or injury in accordance with the following terms and conditions.

Section 1. Non-industrial Illness or injury

An employee who is absent from work due to illness or injury (excluding any injury suffered by an employee while in the course of gainful employment for some employer other than the Company) shall be paid his normal straight time rate, less appropriate deductions for taxes, for all regularly scheduled hours during such period or periods of absence but not in excess of the regularly scheduled hours contained in the maximum number of hours for any one calendar year as provided by the following table:

Years of Credited Service	Hours at 100% pay / 50% pay
½ to 1	87/0
1 - 2	87/87
2 - 3	130/130
3 - 4	173/173

4 - 5	217/217
5 - 6	260/260
6 - 7	303/303
7 - 8	347/347
8 - 9	390/390
9 - 10	433/433
10 - 11	477/477
11 - 12	520/520
12 - 13	563/563
13 - 14	607/607
14 - 15	650/650
Over 15	693/693

Sick time is charged on a per hour basis against sick pay allowance. Application of sick pay is based on calendar year period.

Increases in sick allowance become effective at the beginning of the pay period in which the employment anniversary occurs, unless the employee is off work without pay. If off work without pay on the employment anniversary, employee is not entitled to increases in sick allowance until the employee returns to work for at least 8 consecutive hours

At no time will an employee be entitled to more sick days, for any calendar year period, than provided for in the table above.

Benefits payable to employees under this section will be reduced by the full amount of primary Social Security benefits that the individual is entitled to receive.

disability - added on 08-06-14 by A.B.W + B.L.

An employee who is confined as an in-patient in the hospital on the first day of absence will be paid benefits beginning the first day of such absence.

Beginning January 1, 2015 and during each calendar year period thereafter (January 1 to December 31) an employee shall be paid sick pay beginning with his/her first day off sick on no more than his/her first three specific illnesses or injuries, except when illness or injury is of an occupational nature and employee is entitled to receive Workers' Compensation. After the first three specific illnesses or injuries, an employee shall be paid sick pay beginning with the 25th consecutive hour off as determined by his/her normal working schedule. Beginning with the 25th consecutive hour, the employee will be paid in accordance with the schedule shown above.

Section 2. Industrial Illness or Injury

An eligible Employee's Sick Pay benefits may be reduced by any Workers' Compensation benefits received.

The wage allowance made by the Company to a regular full-time employee during such periods of disability due to an industrial illness or injury represents the difference between his sick time allowance and the amount he receives as workers' compensation benefits. The receipt of the sick pay supplement is voluntary and will be deducted from the employee's sick leave entitlement if the employee chooses to receive the supplement during the period of the Industrial Illness or Injury.

Section 3. Eligibility

Employees are eligible to participate in the plan based on the attainment of full time employment status.

Section 4. Accumulated Service Defined

"Accumulated service" shall include all time during which the employee was on the Company's payrolls, including time spent in the Military Service of the United States of America and authorized leaves of absence. In case of layoff the employee, upon recall, shall, if recalled within twenty-four (24) months from the date of his layoff, be deemed to have accumulated service during the layoff period. Except by reasons of Military Service or authorized leave of absence, any employee who terminates or has previously terminated his employment with the Company of his own volition or who is discharged for good and sufficient reasons or has previously been discharged for good and sufficient reasons, shall, for sickness or injury benefits, lose credit for all employment prior to such termination of employment or discharge.

Section 5. No Accumulation of Benefits

No benefits hereunder shall accumulate from one (1) service year to another.

Section 6. Effect on Wage Increase

An employee will not receive any general wage increase or upgrade rate of pay while absent because of sickness or injury.

Section 7. Reporting/Documentation Obligation*

An employee who becomes ill or injured is eligible for sick pay allowance provided that

- a. Satisfactory assurance of inability to work due to an illness or injury is presented as required.
- b. Cause of absence is reported before the end of the first scheduled workday absent. If possible, employee reports off prior to or within the first hour of the employee's scheduled workday.
- c. Remedial measures commensurate with disability are taken
- d. Examination by authorized medical examiners and inquiry by appropriate company representatives are conducted, as required, to ascertain employee's condition.

(*In accordance with existing practices at the Harrison facility)

Section 8. Willful Conduct

Benefits will not be paid for any sickness or injury attributable to the use of drugs, intoxication, willful conduct, or for any injury sustained by an employee in commission of a crime or violation of law.

Section 9. Abuse of Benefits

All privileges and benefits available under this Section may at any time be withdrawn by the Company in any case where they have been abused. The foregoing shall be in addition to any other discipline, including termination that may be imposed because of such abuse.

ARTICLE XIII

Pensions

Section 1. Pre 2015 Employees

Employees in the Allegheny Energy Retirement Plan ("AYE Pension") will continue to participate in that plan through December 31, 2014 at which time a participant's – "N", "J" and, if appropriate, "G" benefits will be frozen except as noted in Section 2. For any service and earnings beginning on or after January 1, 2015, these employees will accrue a retirement income benefit under the terms of the FirstEnergy Corp. Master Pension Plan, as restated on January 1, 2007 ("FE Pension"); and more specifically in accordance with the Plan's Final Average Total Pay (FATP) provisions. All eligible years of service with Allegheny Energy will be credited as years of eligible service under the FE Pension. The FE Pension is incorporated herein by reference.

Section 2. Allocation of Split Benefits

Upon retirement, eligible former Allegheny employees' retirement benefit will consist of two parts. The first part of the benefit will be, if accrued under the terms of the AYE Pension, an Allegheny benefit based on the larger of the frozen benefit amount or, if an employee continuously employed from February 28, 2011 through December 31, 2014, an amount determined using the Allegheny "N" and "J" formulas adjusted to reflect frozen benefit service as of December 31, 2014 and Allegheny pay earned after December 31, 2014 while a FirstEnergy employee. The second part of the benefit, if accrued under the terms of the FE Pension, will be the FATP benefit which will be based on the FATP formula using post December 31, 2014 FirstEnergy service and earnings.

The continuance of the FE Pension as so amended is contingent upon the continued allowability in full to the Company as deductions for Corporation Federal Income Taxes Purposes of the costs of the Plan and the continued tax-exempt status of the income of the Trust Fund and such Plan shall, within the limitations set forth above, be subject to any changes necessary or desirable to make such costs of the Plan eligible for tax deduction or to make the income of the Trust Fund exempt from taxation or to bring the Plan into conformity or compliance with applicable governmental regulations; nor shall the Plan as so amended be subject to demand for