

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
THE HARRISON POWER STATION AND UWUA LOCAL 304**

THIS AGREEMENT is made and entered into by the Utility Workers Union of America affiliated with the AFL-CIO and it's Local Union 304 (the "Union"), representing certain employees of the Company, hereinafter referred to as "employee" or "employees", and Monongahela Power Company and FirstEnergy Generation LLC, wholly owned subsidiaries of FirstEnergy Corp., on behalf of Harrison Power Station, its successors or assigns (hereinafter referred to as the "Company")

The company and the Union agree that the following examples will pertain to Article X, Section 2 (c):

Example: an employee normally scheduled for day shift works Monday 0600 to 1430. He is notified at 1300 that his schedule is being changed to night shift (2200 to 0600) starting that evening. The employee reports to work for the night shift from 2200 to 0600 and is paid change of schedule premium (1.5 times regular rate) for those hours. Upon completion of the night shift, s/he shall have an eight (8) hour paid rest period from 0600 to 1430. Another example, using the same circumstances, except the employee is needed to work from 0600 to 0800. In this instance, the employee shall be paid two (2) times his/her straight time rate for two (2) hours from 0600 to 0800 and six (6) hours at his/her straight time rate for the remainder of the rest period that fell within his basic workday from his previous schedule.

It is agreed that this agreement will take effect March 1, 2018


IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 13 day of September 2017.

FOR THE COMPANY:

FOR THE UNION:



Gary Dinzeo
Director, Harrison Power Station


Tom Cunningham
UWUA Local 304

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The company and the Union agree that when a senior employee bids in to the Master Mechanics position and does not have the necessary minimum qualifications the following shall apply.

- The bidder will be given up to 3 months, excluding unforeseen circumstances, to acquire the qualifications.
- During the 3 month period the bidder will not receive a pay increase until all of the qualifications are met. At that time he meets all of the qualifications he will be paid the applicable Master Mechanic rate from the point he was awarded the position. will be placed in the Master Mechanic pay grade at the appropriate rate.
- The 3-month period will be extended for the time the employee is off work due to sickness or injury.
- The 3-month period will not be extended if the employee volunteers to be a FE Rep or accepts any other voluntary assignment outside a mechanic classification.
- If an employee is not able to acquire the qualifications within the 3-month period he will be placed back into the job from which he came.

It is agreed that this agreement will take effect upon the date of ratification of the Collective Bargaining Agreement.

IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 13 day of SEPTEMBER 2017.

FOR THE COMPANY:



Gary Dinzeo
Director, Harrison Power Station

FOR THE UNION:



Tom Cunningham
UWUA Local 304

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The Company agrees that employees, who are members of UWUA Local 304, working in the FE Rep capacity during an outage will be required to observe the minimum working days & hour's requirement as the associated department. For example, a FE Rep overseeing mechanical work must work at least 6X10's if the mechanical maintenance department is scheduled for mandatory 6X10's. This does not apply during times of voluntary overtime. Time away from work must be in accordance with the Collective Bargaining Agreement and practices within the station (e.g., 72 hours' notice for PAD request, 10 day limit on single day VPADS).

FE Reps are not permitted to perform repair work other than occasional or emergency assistance. FE Reps may use tools as necessary to perform inspection activities or conduct LOTO and confined space activities. Opening of vessel for the purpose of inspection is permitted by FE Reps. FE Reps are permitted to operate fork trucks on a limited basis and deliver supplies and parts associated with their assigned job.

If a UWUA Local 304 member working in the FE Rep role violates the working restrictions, the company will offer like hours to an employee of the affected department to be worked within 1 week of the incident

The company reserves the right to remove a FE Rep from the role for repeat disregard to these work restrictions.

It is agreed that this agreement will take effect upon the date of ratification of the Collective Bargaining Agreement.

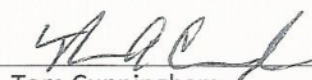
IN WITNESSETH WHEREOF, the parties have affixed their signatures on this 13th day of September 2017.

FOR THE COMPANY:

FOR THE UNION:


Gary Dinzeo

Director, Harrison Power Station


Tom Cunningham

UWUA Local 304