

**ATTACHMENT 5**  
**EXHIBIT "B"**

**TRAINING AND OTHER PROCEDURES APPLICABLE FOR**  
**THE POWER PLANT MECHANIC "JOB FAMILY"**

**A. Selection and Training of Power Plant Mechanic, and Senior Power Plant Mechanic**

When the Company determines that additional employees are required in the Power Plant Mechanic "job family", jobs will be posted for Power Plant Mechanic. Regular employees represented by the Union within Wisconsin Electric, who wish to enter the Power Plant Mechanic "job family", shall be eligible to bid for such jobs. An employee selected in this posting process (or a new employee hired after the posting process has been completed), upon first entering the occupation will be classified in the applicable wage schedule and wages will thereafter be administered in accordance with applicable provisions of Exhibit "C" of the Labor Agreement. Should a need arise for a special posting, the Company and Union will discuss the need on an individual basis. It is anticipated that employees newly entering the "job family" will normally be accepted in groups, rather than on an individual basis, and will initially be assigned to one plant to facilitate training. An employee classified at other than wage step 1 of the Power Plant Mechanic, however, will not necessarily train as part of a group, but will be scheduled for such training as the Company determines is required to enable such employee to competently perform all the duties of the Power Plant Mechanic occupation. Such employee may at the discretion of the Company be assigned a sub-occupation designation, which reflects the training and experience the individual possessed prior to entering the occupation. Applicants will be completely screened to enable the Company to determine that they have appropriate basic aptitudes and skills so there will be reasonable assurance of each applicant becoming a fully competent Power Plant Mechanic. During training, such employee will be assigned to assist more experienced Power Plant Mechanics and/or Senior Power Plant Mechanics and/or to work alone consistent with his/her increasing skills and experience.

The target occupation mix in the Maintenance organization is: 60% Senior Power Plant Mechanics and 40% Power Plant Mechanics. The target occupation mix in the Steam Services Division is: 50% Steam System Mechanic I and 50% Steam System Mechanic II. Notwithstanding that target occupational mix, employees classified as Steam System Mechanic II as of April 1, 2008 shall be allowed to bump to the Senior Power Plant Mechanic occupation rather than to bump to the Power Plant Mechanic occupation should they be displaced from the Steam Services organization as the result of application of Exhibit "J" of the Labor Agreement and choose to bump into a Maintenance occupation. In the same way, employees classified as Senior Power Plant Mechanics as of April 1, 2008, shall be allowed to bump to the Steam System Mechanic II occupation rather than bump to the Steam System Mechanic I occupation should they be displaced from the Plant Maintenance organization as the result of application of Exhibit "J" of the Labor Agreement and choose to bump into a Steam Services occupation. The above described process shall also apply in the case of employees bidding between Senior Power Plant Mechanic and Steam System Mechanic II occupations.

**Training Areas:**

Training will be provided by a combination of internal and external resources. In addition to technical training, several additional skills are desirable in our present and future workforce. These skills include but are not necessarily limited to leadership, interpersonal skills, estimating and business acumen and will be incorporated into an individual's training plan.

An employee's progression in the wage schedules will be directly related to completion of units of training as outlined in the individual's qualification book, by completion of other training as may be established in the future, by time in grade and by demonstrated application of training received.

Units of training will be provided for each employee during normal step intervals. As appropriate, employees will be tested to verify satisfactory completion and assimilation of training. Such tests may be

written, oral or applied skill in nature. The training provided will continue to be that which the Company determines is required for an otherwise qualified and diligent employee to become a fully competent Power Plant Mechanic with specific skills in a specific sub-occupation. Qualified individuals within the "job family" will be expected to provide training to others as part of their job assignment.

## **Power Plant Mechanic**

All qualified applicants who bid and are selected to fill a vacancy in the Power Plant Mechanic occupation will be transferred to the headquarters where the sub-occupational vacancy exists.

The Power Plant Mechanic occupation is the foundation of the Mechanical organization. Each Power Plant Mechanic will possess a specific proficiency in a particular craft or group of related crafts and for this reason the Power Plant Mechanic occupation is divided into the five (5) sub-occupations as set forth below. Notwithstanding, the Power Plant Mechanic will be required to participate in all facets of Maintenance work.

An employee's wage progression will continue to depend in part on his/her successful completion and application of training provided by the Company during the applicable Normal Time Interval.

Duties common to all Mechanics will include, but not be limited to: routine dismantling, repairing or parts replacement, assembly, and restoration to operating condition of any piece of plant equipment, including pressure vessels and related accessories or auxiliaries; routine parts or equipment layout and fabrication, including all non-certified pipe welding and non-critical structural welding, use of gaseous fuel torches of any kind, basic machine tool operation and all other metal working operations; routine painting, insulation, masonry, or other similar work; operation of any backup machinery or equipment necessary for maintenance work; work necessary to rig for routine handling and moving of material or equipment in or about the plant; work required for fabrication of work platforms, scaffolds or other structures of wood or metal, or any other duties as directed by his/her Supervisor to the best of his/her abilities. A Mechanic will assist other Mechanics of any sub-occupation in the performance of their assigned duties, and, if assigned, will provide work direction to one or more Mechanics of any other sub-occupation or laborers.

## **Sub-occupations**

### **1. Boiler and Steamfitter**

The Boiler and Steamfitter Mechanic will specialize in the performance of any type of repair or installation work (excluding certified code welding) requiring in-depth analysis, original thinking, or unusual expertise on any plant pressure vessel of any kind, such as boilers, plant auxiliary system equipment, piping systems and their related accessories; and any required insulation, masonry repairs, steel or sheet metal work, or similar work, as directed by his/her Supervisor to the best of his/her ability.

### **2. Plant Mechanic**

The Plant Mechanic will specialize in the performance of any repair or installation work requiring in-depth analysis, problem identification, and original thinking of any piece of plant equipment which is mechanical in nature, such as pumps, compressors, turbines, generators, diesel and gasoline engines, other plant auxiliary system equipment and material handling equipment; and set-up of new equipment and balancing rotating equipment, as directed by his/her Supervisor to the best of his/her ability.

### **3. Shop Mechanic**

The Shop Mechanic will specialize in the performance of machine tool operations of any kind requiring in-depth analysis, original thinking, or unusual expertise in field machine tool operation, as directed by his/her Supervisor to the best of his/her ability.

**4. Rigger Mechanic**

The Rigger Mechanic will specialize in the performance of any unusual material or equipment lifting or moving operation requiring in-depth analysis, original thinking, or unusual expertise in the rigging field, as directed by his/her Supervisor to the best of his/her ability. He/she will operate cranes and mobile hoisting equipment and will perform required inspection of all types of material handling equipment and gear.

**5. Welder Mechanic**

The Welder Mechanic will specialize in the performance of certified code welding and critical structure welding work of any kind, as directed by his/her Supervisor to the best of his/her ability.

**Senior Power Plant Mechanic**

When, within the current Mechanical work group population (includes all Senior Power Plant Mechanics and Power Plant Mechanics), the number of Senior Power Plant Mechanics falls below 60% of the total Mechanical work group, the Company will post for Senior Power Plant Mechanics using the standard posting process. Upon posting, applications will be accepted from Power Plant Mechanics who have achieved and remained at the max wage step of this occupation for a minimum of nine months, for training and advancement to Senior Power Plant Mechanic. Selection assessments (e.g. board review(s), performance feedback, leadership rating) will be administered to enable the Company to determine the candidate's likelihood of success. Notification will be given by job posting with specific dates for processing applications and administering the tests. A successful applicant will be reclassified as Senior Power Plant Mechanic, and training will then be administered and tests and review applied in the manner described above.

An employee, when selected for the Senior Power Plant Mechanic occupation, will similarly be expected to train in accordance with established procedures. Such employee will be exposed to and gain experience with all sub-occupation specialties and be tested as described above to assure he/she will develop full competence in all facets of maintenance work except that of Power Plant Mechanic sub-occupation Welder. (It would be impractical for such employee to maintain full qualification in certified welding skills.) An employee being promoted to Senior Power Plant Mechanic from Power Plant Mechanic sub-occupation Welder Mechanic must maintain their certified welding skills.

In addition to the duties common to all Mechanics as identified above, Senior Power Plant Mechanics are the Trainer/System Matter Experts within the mechanical department for any job within the plant and take direction from technical representatives for appropriate technical support. Senior Power Plant Mechanics will coordinate all facets of any job that requires multiple work groups (e.g. chemical technicians, I&C technicians, electricians, operations, contractors, etc.). Coordination of the job does not include the supervision of contractors.

An employee classified at the Max wage step of the Power Plant Mechanic or Senior Power Plant Mechanic occupation will, as the need occurs, be provided training and be tested on new equipment, procedures and techniques and periodically will be given refresher training and be tested with respect to his/her work activities. Employees will be expected to apply themselves with respect to such training. If a present max wage step Power Plant Mechanic or Senior Power Plant Mechanic is unable to assimilate required training, the circumstances will be discussed with the Union and a consensual remedy will be achieved.

**B. Selection of Sub-Occupation and Location**

Each Power Plant Mechanic employee will be given an opportunity to express a sub-occupation and location preference while in wage step 5 of the Power Plant Mechanic wage schedule. If an employee has not had an opportunity while in wage step 6 or 7 of the Power Plant Mechanic wage scale, the Company will announce the number of vacancies which exist in each of the sub-occupations and location of headquarters. (At any given time there may be no vacancies in one or more of the sub-occupations; however, the total number of vacancies will at least equal the number of employees then classified in wage step 7 Power Plant Mechanic.) If there are more employees interested in a given sub-occupation than there are current vacancies, sub-occupation designation will be based on Union seniority. Successful applicants will be designated in the appropriate sub-occupation and location coincident with their progression to wage step 8 Power Plant Mechanic.

Such announcement shall specify the sub-occupation required, the location, and the shift schedule applicable. Any Power Plant Mechanic, Senior Power Plant Mechanic, or Mechanic/Operator may apply for the vacancy and the senior applicant with the required sub-occupation designation will be selected. If this process creates a new vacancy, the procedure will be repeated.

Any Power Plant Mechanic at Step 8 of the wage schedule who has not, at the time of the announcement, already made application and been selected for a locational assignment in accordance with this procedure, will be assigned by the Company where the need exists upon entering step 8. (Such employee, of course, will have later opportunities to change locations upon subsequent application of this procedure.)

Any Power Plant Mechanic who desires to change his/her field of specialization shall be given one opportunity to do so and can express interest in any internal sub-occupation and location posting. Application for such change should be made at the time vacancies in the desired sub-occupation are announced. Power Plant Mechanic Step 9 or above will be reduced one step in the Plant Mechanic wage schedule (but in no case shall an employee be placed below Step 8) and his/her wages will thereafter be administered as provided in item 6 of Exhibit "C" of the Labor Agreement. A Power Plant Mechanic on step 8 or below of the wage scale will not receive a step reduction, but will retain his/her wage step and be subject to normal wage progression.

As an exception to this procedure, a person initially hired by the Company (someone not already a Company employee) at higher than wage step 8 of the Power Plant Mechanic wage schedule, shall not be eligible to apply for a sub-occupation and locational assignment until he/she has been employed in the Power Plant Mechanic "job family" for a period of 18 months.

If the Company hires an employee into a sub-occupation that aligns with his/her skills (i.e. fitter, welder, rigger, etc.), or once the employee has chosen a sub-occupation and location that aligns with those skills, the Company can then utilize those skills.

### **C. Work Force Reallocation**

In the summer of each year, to determine if there is a need for a work force reallocation, Power Plant Mechanic staffing at the various plant locations will be jointly reviewed. Staffing at locations will be reviewed during June and July, posting will occur in August, and in September selections and notifications will take place. If staffing is to be increased at a particular plant, additional opportunities will be posted and all Power Plant Mechanics, Senior Power Plant Mechanics, or Mechanic/Operators may vie for such additional opportunities based on total Union seniority and appropriate sub-occupation. This review will include all hours worked by contractors performing work across the Generation fleet.

Should vacancies not be filled through the posting process, the Union and Company will meet to jointly review current staffing levels, needs, and succession plans with the objective of exploring agreement on alternatives to implementing a forced reallocation.

If agreement can't be reached on an alternative and a forced reallocation is to occur, the provisions of Exhibit "J", Article II, Section 2.1, will apply. It is understood that the most junior employee(s) at the end

of the process must accept the move to the remaining vacant spot and is not eligible for layoff/severance benefits as provided for in the Labor Agreement. Selected candidates will be designated in their new assignments before the end of the year. Physical transfer of selected candidates will occur as close to the first of the year as practical recognizing the needs of the work and payroll considerations.

This process is not applicable for plant closings. Plant closing provisions are located in Exhibit "J", Article III, Section 3.1.

#### **D. Specialty Skills Training Opportunities**

When specialty skills (including structural welding) are identified as providing additional benefits to the Company and Union, the following process will apply.

Align Skill:

What sub-occupation previously had this skill? What occupation will use the skill the most? Which craft performs this work outside of Wisconsin Electric?

1. Identify Need:

Is this skill site specific or will it be used by all facilities? Determine the staffing needs by location (number to be trained).

2. Post Training Opportunity:

Including the appropriate sub-occupation.

3. Select or Assign:

Power Plant Mechanic with the required sub-occupation designation, if so required, and Senior Power Plant Mechanic classified employees with the required sub-occupation, if so required, headquartered at the specific facility will be eligible to apply for the training opportunity.

The most senior applicant will be selected based upon availability. Availability is based upon the number of specialty skills already acquired by the applicant. If an insufficient number of applicants apply for the training opportunity, the most available junior employee with the required sub-occupation headquartered at the specific facility will be assigned. The Company and Union may give consideration to employees who currently possess the applicable certifications or licenses.

4. The Company will review the distribution of employees who are qualified to perform structural welding in all plants on an annual basis and will provide welding training to maintain the desired distribution as it determines to be appropriate.

#### **E. Tool Allowance**

As an employee progresses into the Power Plant Mechanic – step 3 wage schedule, he/she will receive a one-time lump sum tool allowance payment in the amount of \$250 to purchase tools from the Basic Tool list provided by his/her supervisor or Union representative. Upon entering step 6 of the wage scale the employee will receive a one-time lump sum toll allowance payment in the amount of \$500 to purchase tools from the Advance tool list provided by his/her supervisor or Union representative. Within a reasonable amount of time from receipt of the lump sum payment, an inspection of the employee's toolbox and purchased tools shall be completed by a Supervisor and a Union Representative. This tool allowance payment is intended to offset a portion of the total cost of tools employees are required to possess for this occupation.

The Company will provide the employee with a tool box upon entering step 3 of the Power Plant Mechanic wage scale.