

## LETTER OF UNDERSTANDING

Siemens Industry, Inc., Energy Management Division- Customer Services Segment ("the Company") is an established company signatory with IBEW Local Union 553.

Siemens Industry, Inc., Energy Management Division- Customer Services Segment is recognized by the IBEW as a non-construction specialty employer that contracts with customers throughout the United States. As such they have no obligation to sign local Union letters of assent and may bring unlimited number of bargaining unit employees employed under Local Union 553's jurisdiction to perform the following scope of work at a customer site within any other IBEW Local's jurisdiction.

*Warranty, and other related service work for utility and industrial companies on high and medium voltage power Transformers, including but not limited to, oil handling and processing, repair, routine and unscheduled maintenance, inspection, retrofit, minor repairs and electrical/mechanical testing (in the continental United States).*

Non warranty work may be performed under the terms of this agreement with prior approval from the appropriate International Vice President.

Siemens Asset Services will contact the District Vice President and review the project with his designee.

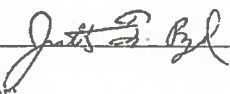
The intent of this "Project Review" will be to work out an efficient staffing plan that involves both Siemens' traveling transformer technicians represented by IBEW Local 553, and area represented IBEW electrician journeymen and/or linemen and apprentices.

If an efficient staffing plan cannot be worked out locally, it will be submitted to the IBEW in Washington

Any dispute regarding jurisdiction of work and or portability of employees shall be directed to the appropriate International Vice President for determination and resolution. In the event, as a result of the International Vice President's jurisdictional or portability or employees' determination, "the Company" must obtain additional manpower, it shall be obtained from a Local other than IBEW Local 553 when working outside of IBEW Local Union 553's geographical jurisdiction. In addition, "the Company" will execute a single use letter of assent for the appropriate agreement with the local union in whose jurisdiction the work is being performed and will request additional manpower from that local union or "the Company" will subcontract to a contractor that is signatory to local CBA with the IBEW or with a Contractor that is signatory to a national agreement with the IBEW who will request additional manpower from that local Union in whose jurisdiction the work is being performed. If "the Company" signs a single use letter of assent, the terms contained in the agreement assented to shall apply only to additional employees hired through the local, no those covered under the CBA between "the Company" and the IBEW Local 553.

In addition, Siemens Industry, Inc., Energy Management Division- Customer Services Segment shall submit work assessments on the additional employees hired, if they provide lawful authorization forms, according to the local union bylaws in whose jurisdiction the work is performed.

This letter of understanding shall terminate October 31, 2019.

  
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For:  
Siemens Industry Inc., Energy Management Division-  
Customer Services Segment

5/5/2017

Date

  
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For:  
International Brotherhood of Electrical Workers,  
AFL-CIO

5/15/2017

Date