

Letter of Understanding
Employee Safety and Work Assignment

This Letter of Understanding is entered into this 2nd day of October, 2019, between Siemens Gas & Power, Service Power Transmission of Wendell, North Carolina (hereinafter referred to as the "Company") and the Local Union 553 of the International Brotherhood Of Electrical Workers of Raleigh, North Carolina (hereinafter referred to as the "Union"), collectively referred to as "the Parties".

The following terms and conditions of this "Letter of Understanding" are entered into in good faith, to developing guidelines related to this topic, and apply solely to those employees covered by the collective bargaining agreement between the parties.

During the 2019 negotiation the parties discussed the issue of employee utilization and need for development of guidelines to address crew utilization and off time levels. The Company acknowledges and understands the current utilization and off time levels can be improved. The Company is taking additional actions to address staffing, Employee Safety and Health, and overall workload. The actions proposed include, but are not limited to, staffing of additional work crews and the assignment of an Employee Safety and Health representative.

The local manager and local steward will continue to meet on at least a quarterly basis, starting in the last quarter of 2019, to develop guidelines and provide an opportunity for both parties to discuss the issue. On a semi-annual basis, the Union and Company will meet to review any guidelines and/or develop additional solutions, at a time mutually agreed to by the parties. This meeting shall consist of no more than three (3) representatives from each party, unless mutually agreed to exceed the number of participants.

Signature Date: Oct. 2, 2019

Signature Date: Oct 2 2019

Siemens Gas & Power
Service Power Transmission

Int'l Brotherhood of Electrical Workers
IBEW Local Union 553
AFL-CIO


Signature for the Company


Signature for the Union

U.S. Business Segment Lead
Position in the Company

Business Manager / Financial Secretary
Position in the Union

Name: MATT BYERS
(Print)

Name: W Rob Axford
(Print)