

**MEMORANDUM OF UNDERSTANDING**  
**Power Systems COVID-19 Response**

Due to the unique situations created by Covid-19 and the requirements of Social Distancing of employees, the Company and Union agree to the following steps to temporarily divide the workforce.

Schedules for each classification, by shift, shall be posted in each work headquarters. These schedules will be offered by shift, by classification and by seniority to fill the crew make-up as determined by the Company. Inverse seniority will be used if there are not enough volunteers.

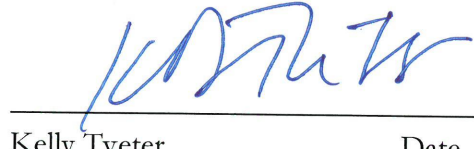
In the event unforeseen circumstances arise during the implementation of this MOU the parties agree to meet and resolve.

At the end of six (6) months the parties will meet to terminate the agreement or agree to extend at that time.

To the extent the terms of this MOU conflict with the MOA, this MOU shall apply.

 3-18-20

Jack Wilson  
Business Manager  
System Council U-4, IBEW

 3/18/2020

Kelly Tveter  
Director Safety & Labor Relations  
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